

## FCC EEO Efforts

KOAA is an equal opportunity employer dedicated to a broad outreach in recruitment efforts for broadcast job opportunities. This narrative describes some of the efforts that make the station's recruitment successful.

KOAA has continued to recruit from varying sources in the local and national market arenas. Upon purchase of KOAA by E.W. Scripps there were no formal local recruitment sources. Over the past two years KOAA has gained recruitment for various veteran and community organizations to help leverage the talent in the community. This includes Veterans, Transitioning Military and their spouses, African American, disabled, Hispanic, and Asian communities. KOAA has also partnered with local community colleges (Pikes Peak in Colorado Springs, and Pueblo Community in Pueblo) as sources for emerging youth talent in the job market.

Historically KOAA has had an internship program to leverage college graduates for entry level and specific skillset opportunities. However, over the past two years (due to the COVID-19 pandemic) our station has not allowed non-essential employees to work in the building which has impacted the opportunity for engagement in internship programs with our local colleges. As stated above, our internship program has been reenergized for in 2021 for implementation in 2022.

KOAA has been able to source several organizations that have been able to distribute recruitment information and share opportunities virtually with the general public. KOAA has also renewed relationships with both Pikes Peak and Pueblo Community Colleges to energize the internship program for 2022. There will be a relaunched program at each of these colleges that will provide opportunities for their current students. KOAA has renewed efforts to recruit via virtual job fairs and have attended one event in 2020 (limited opportunities). KOAA attended several events in 2021 and looks toward in-person recruitment efforts in 2022.