



**KKCO-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 – November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>Gray Television website – www.gray.tv/careers</b> Auto pickup with kkcol1news.com & Peoplematter	N	19
2	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com <i>On-Air jobs only</i>	Y	0
3	<b>Mesa County Workforce Center</b> 544 Rood Avenue Grand Junction, CO 81501 Victor Carreras ( <i>updated November 2020</i> ) 970-244-1800 Connectingcolorado.org <i>Goes into statewide database</i>	N	0
4	<b>Gray Television Group, Inc.</b> (Weekly postings to other Gray stations) 4370 Peachtree Road, NE Atlanta. GA 30319 404-266-8333 dottie@gray.tv	N	0
5	<b>Internal Postings/Candidates</b>	N	1
6	<b>Colorado Mesa University</b> 1100 North Avenue Grand Junction, CO 81501 Amanda Nicksic Ph. 970-248-1020 Fax. 970-248-1267 Post through handshake.com <i>New posting instructions added in November 2020</i>	N	0
7	<b>University of Colorado, Boulder</b> Center for Community N352, 133 UCB Boulder, CO 80309-0133 Christine Mahoney 303-492-5480 christine.mahoney@colorado.edu (News Positions only)	N	0
8	<b>Word of Mouth- Other Miscellaneous</b>	N	24
9	<b>KKCO Internship Promotion</b>	N	0
10	<b>Local Job Fairs</b>	N	0

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11	<b>Collective Talent</b> 1721 Richardson Place Tampa, FL 33606 Michael Bille 813-254-9695 bille@michaelsmedia.com	N	0
12	<b>Ohio Center of Broadcasting</b> 404 S. Upham Street Denver, CO 80226 Debbie Byrd 303-937-7070 dbyrd@beonair.com	N	0
13	<b>PeopleMatter (Snagajob)</b> Recruitment website www.snagajob.com	N	0
14	<b>Indeed.com</b> Recruitment website www.indeed.com auto pickup with PeopleMatter (Snagajob)	N	21
15	<b>Western Colorado University</b> 1 Western Way Gunnison, Colorado 81231 Post through handshake.com <i>Added in November 2020</i>	N	0
16	<b>Colorado State University Pueblo</b> 2200 Bonforte Blvd. Pueblo, CO 81001 Post through handshake.com <i>Added in November 2020</i>	N	0
17	<b>Fort Lewis College</b> 1000 Rim Drive Durango, CO 81301 Post through handshake.com <i>Added in November 2020</i>	N	0
	<b>Total interviewees:</b>		65

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Continuing Education:	<p>July 9 - August 4, 2020 – our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>On November 19, 2020, the HR Manager participated in a webinar, The FCC’s EEO Rules, hosted by Joan Stewart of Wiley Rein, LLP</p>
<b>2</b>	Participate in local job fairs	<p>On February 16-21, 2020, KKCO participated in the Colorado Broadcasters Association virtual job fair. The GM, News Director, HR Mgr. were all available for questions and comments.</p> <p>On October 14, 2020, KKCO participated in the JobFest job fair at the Mesa County Workforce Center. The News Director, Promotions Manager were all available for questions and comments.</p> <p>On November 16-21, 2020, KKCO participated in the Colorado Broadcasters Association virtual job fair. The GM, News Director, HR Mgr. were all available for questions and comments.</p>
<b>3</b>	Host Hiring Event:	<p>On November 19, 2020, the HR Manager hosted a virtual hiring event at the Mesa</p>

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		County Workforce Center, to discuss open positions and interview interested applicants.