

KKCO
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NEWS DIRECTOR - KKCO	2-3, 5-10, 12	6
LOCAL/DIGITAL SALES MANAGER - KKCO	2-3, 5-8, 10, 12	5
MULTIMEDIA JOURNALIST/ ANCHOR - KKCO	2-8, 10-12	5
TECHNICAL MEDIA PROD. (ASSO) - KKCO	1-6, 8, 10, 12	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Beonair Network 404 S Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbryd@beonair.com Debbie Byrd	N	0
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
3	Colorado Mesa University 1100 North Ave Grand Junction, Colorado 81501 Phone : 970-248-1411 Sadye Saad Manual Posting	N	0
4	Employee Referral	N	3
5	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	9
6	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	5
7	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	6
8	Mesa County Workforce Center 512 29 1/2 Rd Grand Junction, Colorado 81504 Phone : 970-248-7560 Email : jobservice@mesacounty.us Victor Carreras	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Michaels Media , Colorado Email : bille@michaelsmedia.com N/A N/A	N	0
10	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : jobs@tvjobs.com Mark Hollaway	N	0
11	Word of Mouth Referral	N	2
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/2/2023	Participation in events sponsored by organizations representing the community	25 Students from a Christian school toured our station. They learned about the various jobs in broadcasting and watched a newscast.	25	Digital content Producer
2	4/10/2023	Participation in Job Fairs	Colorado Broadcasters Association virtual career fair. We accepted resumes and met with job applicants.	2	Creative Services Manager Office Manager
3	4/12/2023	Participation in Job Fairs	Colorado Mesa University's career fair. We accepted resumes and met with job applicants.	2	Sales Assistant Office Manager
4	4/20/2023	Provision of training to management	Our station participated in a training webinar on the FCC's EEO Rules and Regulations provided by Wiley.	1	Office Manager
5	4/27/2023	Participation in events sponsored by organizations representing the community	1 home school student and her grandmother toured our station. They learned about the various jobs in broadcasting and watched a newscast.	4	Chief Meteorologist News Director
6	10/6/2023	Participation in events or programs sponsored by educational institutions	Colorado Mesa University college student wanted to watch the sports team do the Friday Night Blitz. Interested in the sports broadcasting field	2	Sports Anchor News Director
7	10/25/2023	Participation in events sponsored by organizations representing the community	Colorado Mesa University college student with production background and involved in broadcasting and wanted to see how tv works and the background behind it.	2	News Director
8	11/17/2023	Participation in Job Fairs	Courtyard by Marriott Horizon Drive career fair for local businesses. We talked with applicants and accepted resumes.	2	Creative Services Manager News Director