

KKCO-TV
EEO PUBLIC FILE REPORT
December 1, 2017 – November 30, 2018

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Station Website – www.nbc11news.com	N	16
2	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com	Y	2
3	Mesa County Workforce Center 544 Rood Avenue Grand Junction, CO 81501 Kasey Watts 970-244-1800 Connectingcolorado.org <i>Goes into statewide database</i>	N	0
4	Gray Television Group, Inc. (Weekly postings to other Gray stations) 4370 Peachtree Road, NE Atlanta. GA 30319 404-266-8333 dottie@gray.tv	N	0
5	Internal Postings/Candidates	N	0
6	Colorado Mesa University 1100 North Avenue Grand Junction, CO 81501 Amanda Nicksic Ph. 970-248-1020 Fax. 970-248-1267 jobs@coloradomesa.edu	N	0
7	University of Colorado, Boulder 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	Intellitec College 722 Horizon Drive Grand Junction, CO 81506 970-245-8101 <i>Sales/Admin Assistant only</i>	N	0
9	Word of Mouth- Other Miscellaneous	N	16
10	KKCO Internship Promotion	N	1
11	Local Job Fairs	N	2

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12	Collective Talent 1721 Richardson Place Tampa, FL 33606 Michael Bille 813-254-9695 bille@michaelsmedia.com	N	0
13	Ohio Center of Broadcasting 404 S. Upham Street Denver, CO 80226 Debbie Byrd 303-937-7070 dbyrd@beonair.com	N	0
14	PeopleMatter (Snagajob) Recruitment website www.snagajob.com <i>added in 2017</i>	N	6
15	Indeed.com Recruitment website www.indeed.com auto pickup with PeopleMatter (Snagajob) <i>added in 2017</i>	N	11
15	On Air Commercial	N	0
	Total Interviewees:		54

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established an Internship program for local college & high school students in the news department.	<p>During this reporting year, three interns participated in KKCO's internship program.</p> <p>Spring Semester: 2 interns worked in the News Department.</p> <p>Winter Semester: 1 intern worked in the News Department.</p>
2	Participate in local job fairs	<p>On January 22-28, 2018, KKCO participated in the Colorado Broadcasters Association virtual job fair. The GM, Local Sales Manager, News Director, HR Mgr. were all available for questions and comments.</p> <p>On March 29, 2018, KKCO participated in the Jump Start job fair at the Mesa County Workforce Center. The Digital Sales Manager, News Director, HR Mgr. were all available for questions and comments.</p> <p>On August 6-10, 2018, KKCO participated in the Colorado Broadcasters Association virtual job fair. The GM, Local Sales Manager, News Director, HR Mgr. were all available for questions and comments.</p> <p>On October 4, 2018, KKCO participated in the JobFest job fair at the Mesa County Workforce Center. The Digital Sales Manager, News Director, HR Mgr. were all available for questions and comments.</p>
3	Community Outreach:	<p>On May 9, 2018, the KKCO Meteorologist visited Chipeta Elementary school to discuss being a weatherman and meteorology.</p> <p>On August 1, 2018, the KKCO Chief Engineer visited Fruita Monument High School to discuss video production.</p>

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		<p>On September 12, 2018, the KKCO Meteorologist visited Dos Rios Elementary school to discuss being a weatherman and meteorology.</p> <p>On October 4, 2018, the KKCO Meteorologist visited Loma Elementary school to discuss being a weatherman and meteorology.</p> <p>On November 15, 2018, the KKCO Meteorologist visited Glenwood Springs Elementary school to discuss being a weatherman and meteorology.</p>
<p>5</p>	<p>Hosted Station Tours:</p>	<p>On May 21, 2018, KKCO hosted an informative station tour for Independence Academy, which included watching a live newscast in progress.</p> <p>On October 26, 2018, KKCO hosted an informative station tour for the Montrose Recreation District, which included watching a live newscast in progress.</p> <p>On November 14, 2018, KKCO hosted an informative station tour for ABLE, which included watching a live newscast in progress.</p>