

KKCO-TV/KJCT-LD
EEO PUBLIC FILE REPORT
December 1, 2021– November 30, 2022

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
VideoJournalist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	8
Local Sales/Digital Sales Manager	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	8
Office Manager	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	5
Technical Media Producer	1, 2, 3, 4, 5, 6, 8, 10, 12, 13, 14	8
Sales Assistant	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	8
Account Executive	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	13
Multimedia Journalist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	13
Account Executive	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	3
News Director	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	8
Traffic/Programming Specialist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	8
Technical Media Producer	1, 2, 3, 4, 5, 6, 8, 10, 12, 13, 14	14
Multimedia Journalist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	13
Digital Content Director	1, 2, 3, 4, 5, 6, 8, 10, 12, 13, 14	14
Morning News Anchor	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	5
Multimedia Journalist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	12
Chief Meteorologist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	5
Technical Media Producer	1, 2, 3, 4, 5, 6, 8, 10, 12, 13, 14	13
Multimedia Journalist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	12
Technical Media Producer	1, 2, 3, 4, 5, 6, 8, 10, 12, 13, 14	8
Sales Assistant	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	8
Sports Anchor/Multimedia Journalist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	12
Technical Media Producer	1, 2, 3, 4, 5, 6, 8, 10, 12, 13, 14	12
Multimedia Journalist	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	13
Account Executive	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	2
Account Executive	1, 2, 3, 4, 5, 6, 8, 10, 12, 13	8

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

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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.kkco11news.com Auto pickup with www.gray.tv/careers Email to jobs@gray.tv	N	0
2	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com <i>On-Air jobs only</i>	N	4
3	Mesa County Workforce Center 544 Rood Avenue Grand Junction, CO 81501 Victor Carreras 970-244-1800 jobservice@mesacounty.us (updated July 2021) <i>Goes into statewide database</i>	N	0
4	Collective Talent 1721 Richardson Place Tampa, FL 33606 Michael Bille 813-254-9695 bille@michaelsmedia.com	N	0
5	Internal Postings/Candidates Email to jobs@gray.tv	N	6
6	Colorado Mesa University 1100 North Avenue Grand Junction, CO 81501 Amanda Nicksic Ph. 970-248-1020 Fax. 970-248-1267 Post through handshake.com	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	Word of Mouth- Other Miscellaneous	N	16
9	KKCO Internship Promotion	N	0
10	Local Job Fairs	N	2
11	Ohio Center of Broadcasting 404 S. Upham Street Denver, CO 80226 Debbie Byrd 303-937-7070 dbyrd@beonair.com	N	0
12	Gray Television Website – www.gray.tv/careers Email to jobs@gray.tv	N	32

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13	Indeed.com Recruitment website www.indeed.com auto pickup with UKG email to jobs@gray.tv	N	12
14	Linked In - www.linkedin.com Professional website <i>Added in November 2021</i>	N	2
15	Scouted – https://scouted.io Recruitment website <i>Added in November 2021</i>	N	0
	Total Interviewees:		77

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Continuing Education:	On February 17, 2022, the HR Manager successfully completed the EEO Rules and Regulations training provided by Wiley Rein
2	Participate in local job fairs	<p>On April 27, 2022, KKCO participated in the Career fair at Colorado Mesa University. The News Director, Promotions Manager, Local Sales Manager and Office Manager were all available for questions and comments.</p> <p>On August 8-12, 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 6, 2022, KKCO participated in the JobFest job fair at the Mesa County Workforce Center. The Promotions Director and Sales Assistant were available for questions and comments.</p>
3	Community Events	<p>On November 1, 2022, our Chief Meteorologist visited Nisley Elementary School and spoke about weather and science to 40-45 3rd grade students</p> <p>On November 18, 2022, Zach Webster, Meteorologist, did a station tour for a Delta elementary school for students to see how the news and weather airs.</p>