

KKCO-TV
EEO PUBLIC FILE REPORT
December 1, 2016 – November 30, 2017

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	13
2	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com	Y	6
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	1
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	26
10	KKCO Internship Promotion	N	0
11	Local Job Fairs	N	0

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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 Recruitment website www.peoplesmatter.com <i>added in 2017</i>	N	6
15	Indeed.com Recruitment website www.indeed.com auto pickup with PeopleMatter <i>added in 2017</i>	N	9
15	On Air Commercial	N	0
	Total Interviewees:		61

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Hosted a local job fair	On November 15, 2017, KKCO hosted a job fair at our studio. The HR Mgr discussed open positions and was available for questions and comments.
2	Participate in local job fairs	<p>On May 8-12, 2017, 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 August 14-18, 2017, 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 5, 2017, 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 October 23 & 25, 2017, the KKCO Meteorologist visited Lincoln Orchard Mesa Elementary to discuss being a weatherman and meteorology.</p> <p>On November 9, 2017, the KKCO Operations Manager visited Clifton Elementary School to discuss broadcasting and how cameras work.</p>
4	Continuing Education:	On March 23, 2017, the HR Manager and GM participated in a webinar, The FCC's EEO Rules, hosted by Joan Stewart of Wiley Rein, LLP
5	Hosted Station Tours:	On April 28, 2017, KKCO hosted an

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	<p>informative station tour for Colorado West Christian School, which included watching a live newscast in progress.</p> <p>On October 27, 2017, KKCO hosted an informative station tour for Vision Charter Academy, which included watching a live newscast in progress.</p>
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