

I. VACANCY LIST

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KKCO-TV
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019

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	5
2	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com <i>source will be entitled beginning December, 2019</i>	N	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	2
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	25

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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
10	KKCO Internship Promotion	N	0
11	Local Job Fairs	N	2
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	13
15	Indeed.com Recruitment website www.indeed.com auto pickup with PeopleMatter (Snagajob) <i>added in 2017</i>	N	12
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	Continuing Education:	On June 20, 2019, the HR Manager participated in a webinar, The FCC's EEO Rules, hosted by Joan Stewart of Wiley Rein, LLP
2	Participate in local job fairs	<p>On April 2, 2019, 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 May 13-17, 2019, 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 19-23, 2019, 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 3, 2019, 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 February 20, 2019, the KKCO Meteorologist visited Rangely Elementary school to discuss being a weatherman and meteorology.</p> <p>On September 11, 2019, the KKCO Meteorologist visited Loma Elementary school to discuss being a weatherman and meteorology.</p> <p>On September 12, 2019, the KKCO</p>

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		<p>Meteorologist visited Taylor Elementary school to discuss being a weatherman and meteorology.</p> <p>On October 2-3, 2019, the KKCO Meteorologist visited Taylor Elementary and served on a judging panel for weather project presentations.</p> <p>On November 20, 2019, the KKCO Meteorologist visited Dos Rios Elementary school to discuss being a weatherman and meteorology.</p>
5	Hosted Station Tours:	<p>On November 14, 2019, KKCO hosted an informative station tour for Grand River Academy, which included watching a live newscast in progress.</p>