

KKCO-TV
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020¹

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Digital Marketing Coordinator	1, 2, 4, 5, 8, 11, 12, 13, 14	5
Administrative Assistant	1, 2, 4, 8, 11, 12, 13, 14	14
News Content Producer/Reporter	1, 2, 4, 8, 11, 12, 13, 14	8
Account Executive	1, 2, 4, 11, 12, 13, 14	14
Account Executive	1, 2, 4, 8, 11, 12, 13, 14	8
Account Executive	1, 2, 4, 11, 12, 13, 14	14
Account Executive	1, 2, 4, 11, 12, 13, 14	14
Technical Media Producer	1, 2, 4, 11, 12, 13, 14	1
Multimedia Journalist/Reporter	1, 2, 4, 8, 11, 12, 13, 14	8
Multimedia Journalist/Reporter	1, 2, 4, 8, 11, 12, 13, 14	14
Sports Director	1, 2, 4, 11, 12, 13, 14	1
Multimedia Journalist/Reporter	1, 2, 4, 8, 11, 12, 13, 14	14
Weekend Meteorologist/Multimedia Journalist	1, 2, 4, 8, 11, 12, 13, 14	8
Agency Point Person	1, 2, 4, 5, 8, 11, 12, 13, 14	8
Technical Media Producer	1, 2, 4, 8, 11, 12, 13, 14	8
Multimedia Journalist/Reporter	1, 2, 4, 8, 11, 12, 13, 14	8
Account Executive	1, 2, 4, 8, 11, 12, 13, 14	8

¹ This report was revised in May 2022 to address reporting discrepancies.

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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	Gray Television website – www.gray.tv/careers automatically posted to Indeed.com	N	4
2	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com	N	0
3	Mesa County Workforce Center 544 Rood Avenue Grand Junction, CO 81501 Victor Carreras (<i>updated November 2020</i>) 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 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	N	13
9	KKCO Internship Promotion	N	0
10	Local Job Fairs	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	Collective Talent 1721 Richardson Place Tampa, FL 33606 Michael Bille 813-254-9695 bille@michaelsmedia.com	N	0
12	Ohio Center of Broadcasting 404 S. Upham Street Denver, CO 80226 Debbie Byrd 303-937-7070 dbyrd@beonair.com	N	0
13	www.kkco11news.com	N	0
14	Indeed.com www.indeed.com	N	47
15	Western Colorado University 1 Western Way Gunnison, Colorado 81231 Post through handshake.com	N	0
16	Colorado State University Pueblo 2200 Bonforte Blvd. Pueblo, CO 81001 Post through handshake.com	N	0
17	Fort Lewis College 1000 Rim Drive Durango, CO 81301 Post through handshake.com	N	0
TOTAL			66

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	EEO Management Training	On November 19, 2020, the HR Manager participated in a webinar: The FCC’s EEO Rules and Regulations, hosted by Joan Stewart of Wiley Rein, LLP.
2	Participate in local job fairs	<p>On February 16-21, 2020, KKCO participated in the Colorado Broadcasters Association virtual job fair. The General Manager, News Director, HR Manager were all available for questions and comments.</p> <p>On October 14, 2020, KKCO participated in the JobFest job fair at the Mesa County Workforce Center. The News Director and Promotions Manager were available for questions and comments.</p> <p>On November 16-21, 2020, KKCO participated in the Colorado Broadcasters Association virtual job fair. The General Manager, News Director, HR Manager were all available for questions and comments.</p>
3	Host Hiring Event:	On November 19, 2020, the HR Manager hosted a virtual hiring event at the Mesa County Workforce Center, to discuss open positions and interview interested applicants.