



**KKCO-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2014 – November 30, 2015**

**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	<b>Station Website – www.nbc11news.com</b>	N	11
2	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com	Y	8
3	<b>Mesa County Workforce Center</b> 544 Rood Avenue Grand Junction, CO 81501 Kasey McIntyre 970-244-1800 Connectingcolorado.org <i>Goes into statewide database</i>	N	2
4	<b>Gray Television Group, Inc.</b> (Weekly postings to other Gray stations) 4370 Peachtree Road, NE Atlanta. GA 30319 404-266-8333 dottie@gray.tv	N	2
5	<b>Internal Postings/Candidates</b>	N	1
6	<b>Colorado Mesa University</b> 1100 North Avenue Grand Junction, CO 81501 Diane Kull Ph. 970-248-1020 Fax. 970-248-1267 jobs@coloradomesa.edu	N	0
7	<b>University of Colorado, Boulder</b> Center for Community N352, 133 UCB Boulder, CO 80309-0133 Christine Mahoney 303-492-5480 christine.mahoney@colorado.edu (News Positions only)	N	0

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8	<b>Intellitec College</b> 722 Horizon Drive Grand Junction, CO 81506 970-245-8101 <i>Sales/Admin Assistant only</i>	N	0
9	<b>Word of Mouth- Other Miscellaneous</b>	N	7
10	<b>KKCO Internship Promotion</b>	N	0
11	<b>Local Job Fairs</b>	N	1
12	<b>GJ Chamber of Commerce</b> 360 Grand Avenue Grand Junction, CO 81501 970-242-3214 jobs@gjchamber.org <i>Posting to Chamber website</i>	N	0
13	<b>Collective Talent</b> 1721 Richardson Place Tampa, FL 33606 Michael Bille 813-254-9695 bille@michaelsmedia.com	N	0
14	<b>Ohio Center of Broadcasting</b> 404 S. Upham Street Denver, CO 80226 Terry Cuff 303-937-7070 tcuff@beonair.com	N	0
15	<b>Colorado Broadcasters Association</b> 333 W Hampden Avenue, Suite 400 Englewood, CO 80110 720-536-5427 www.coloradobroadcasters.org <i>Added in October, 2014</i>	N	0
16	<b>Colorado State University Career Center</b> 8008 Campus Delivery Fort Collins, CO 80523-8008 970-491-5707 www.career.coloradostate.edu <i>Added in October, 2014</i>	N	0
17	<b>Western State Colorado University</b> 600 North Adams Street Gunnison , CO 81231 970-943-7122 www.western.edu/academics/career-services/careers-mountaineers <i>Added in October, 2014</i>	N	0

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18	Colorado Mountain College 802 Grand Avenue Glenwood Springs, CO 81601 970-947-8389 careerservices@coloradomtn.edu <i>Added in October, 2014</i>	N	0
	Total Interviewees:		32

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<b>1</b>	Participated in Local College Career Day	<p>On March 2, 2015, the KKCO News Director attended the Colorado Mesa University Media Day discussing with students the qualifications necessary for potential employees.</p> <p>On August 26, 2015, KKCO participated in the 2015 Fall Job Fair at Colorado Mesa University. The Creative Services Manager discussed open positions and necessary qualifications.</p>
<b>2</b>	Participate in local job fairs	<p>On January 27, 2015, KKCO participated in the Jump Start Job Fair at the Mesa County Workforce Center discussing open positions and necessary qualifications.</p> <p>On February 2-6, 2015, 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 May 11-15, 2015, 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 24-28, 2015, 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 September 22, 2015, KKCO participated in the Job Fest Job Fair at the Mesa County Workforce Center. The Human Resources Manager discussed open positions and necessary qualifications.</p>

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		<p>On October 19-23, 2015, 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>
<b>3</b>	Hosted a Hiring Event:	<p>On November 18, 2015, KKCO hosted a hiring event at the Mesa County Workforce Center. The Human Resources Manager discussed open positions and interviewed qualified applicants.</p>
<b>4</b>	Continuing Education:	<p>On October 8, 2015, the GM and HR Manager attended a training webinar: "FCC EEO Rules and Regulations" hosted by Joan Stewart of Wiley Rein, LLP.</p> <p>On October 14, 2015, the Human Resources Manager attended a training webinar: "Navigating the FCC's EEO Rules and Public File Requirements" hosted by David Oxenford of Wilkinson Barker Knauer, LLP.</p>
<b>5</b>	Hosted Station Tours:	<p>On November 3, 2015, KKCO hosted an informative station tour for MOSAIC which assists adults with developmental and physical disabilities. The participants were also able to watch a live newscast in progress.</p>