



**KKCO-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2013 – November 30, 2014**

**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.nbcl1news.com</b>	N	25
2	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92025 Mark Holloway admin@tvjobs.com	Y	26
3	<b>Mesa County Workforce Center</b> 544 Rood Avenue Grand Junction, CO 81501 Suzie Miller 970-244-1800 Connectingcolorado.org <i>Goes into statewide database</i>	N	1
4	<b>Gray Television Group, Inc.</b> (Weekly postings to other Gray stations) WSAW 114 Grand Avenue, Wausau, WI 54403 Phone: (715) 845-4211 jploeger@wsaw.com	N	1
5	<b>Internal Postings/Candidates</b>	N	4
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	1
7	<b>University of Colorado, Boulder</b> Center for Community N352, 133 UCB Boulder, CO 80309-0133 Michael Deragisch 303-492-4123 Careerservices.colorado.edu	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	1
11	<b>Local Job Fairs</b>	N	2
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 Mark Lillie 303-937-7070 Lillie.m@beonair.com	N	0
15	<b>Montrose Assoc. of Commerce &amp; Tourism</b> 1519 E. Main Street Montrose, CO 81401 Jodi 970-249-5000 jodi@montroseact.com	N	0
16	<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
17	<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

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18	<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
19	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:		68

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established an Internship program for local college & high school students in the news department.	<p>During this reporting year, one intern participated in KKCO's internship program.</p> <p>Spring Semester: 1 intern worked in the News Department beginning February 17, 2014</p>
2	Participated in Local College Career Day	<p>On August 27, 2014, KKCO participated in a college career fair. The News Director, HR Mgr, LSM, and Digital Sales Director participated, discussing open positions and necessary qualifications</p>
3	Participate in local job fairs :	<p>On September 30, 2014, KKCO participated in a JobFest at the Mesa County Workforce Center. The News Director, HR Mgr, and Digital Sales Director participated, discussing open positions and necessary qualifications</p> <p>On October 20-24, KKCO participated in the Colorado Broadcasters Association virtual job fair. The GM, Sales, News Director, HR Mgr.were all available for questions and comments.</p>
4	Hosted Station Tours:	<p>On September 9th: KJCT hosted informative station tour for ABLE "A Better Life Experience" which assists adults with developmental disabilities. The participants were also able to watch a live newscast in progress.</p>