

KKTV
EEO PUBLIC FILE REPORT
12/1/2021 – 11/30/2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
CREATIVE SERVICES DIRECTOR – KKTV	5-13	6
DIGITAL SALES MANAGER- KKTV	5-13	13
NEWS PRODUCER (PRIMARY) – KKTV x2	5-13	6 x2
EDITOR/PHOTOGRAPHER – KKTV x2	5-13	13, 8
GENERAL SALES MANAGER - KKTV	5-13	0
METEOROLOGIST – KKTV	5-13	13
MMJ/DIGITAL PRODUCER – KKTV x2	5-13	9, 6
MULTIMEDIA JOURNALIST/REPORTER – KKTV x3	5-13	12, 13 x2
NEWS ANCHOR (MORNING) - KKTV	5-13	7
NEWS ANCHOR/REPORTER (W/END) – KKTV	5-13	13
NEWS PRODUCER (PRIMARY) - KKTV	5-13	13
OFFICE/HR MANAGER - KKTV	5-13	10
REGIONAL SALES ASSISTANT - KKTV	5-13	8
SPORTS ANCHOR/REPORTER (W/END) - KKTV	5-13	5
SPORTS DIRECTOR - KKTV	5-13	13
TECHNICAL MEDIA PROD. (ASSO) – KKTV x2	5-13	13 x2
TECHNICAL MEDIA PROD./OVERNIGHTS (ASSOC) – KKTV x2	5-13	6,13
TRAFFIC COORDINATOR – KKTV x2	5-13	13 x2

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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 Reporting Period
1	Colorado College, Gretchen Wardell 14 E. Cache La Poudre Career Center Colorado Springs, CO 80903 719-389-8930 gretchen.wardell@coloradocollege.edu	Yes	0
2	Colorado Media School 404 South Upham Street Lakewood, CO 80226 Debbie Byrd, Career Services dbyrd@beonair.com	No	0
3	Colorado Technical University CTU Career Services/ Colorado Springs bbraaten@coloradotech.edu eoletski@coloradotech.edu CTU Career Services/ Aurora ajarmillo@coloradotech.edu	No	0
4	TV Jobs. Com Mark C. Holloway P. O. Box 4115 Oceanside, CA 92052 800-237-8073 admin@tvjobs.com	No	0
5	KKTV Job Line 520 East Colorado Avenue Colorado Springs, CO 80903 719-457-8208 pmasias@kktv.com	No	1
6	KKTV.com Job Site Gray Television Digital jobs@gray.tv	No	13
7	Gray TV HR@gray.tv	No	1
8	Indeed https://www.indeed.com	No	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Career Builder https://www.careerbuilder.com	No	0
10	LinkedIn https://www.linkedin.com	No	2
11	Self-Referral – KKTv Email	No	0
12	Non-Employee Referral	No	1
13	Employee Referral- Other	No	13
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Event or program sponsored by education institution relating to broadcasting careers	The Assistant News Director collaborated with the Advisory Board for the Broadcasting and Electronic Media Department at Pikes Peak State College. Said director participated in a meeting on 10/14/22 to talk about the current state and future of the department including the curriculum that will be taught to students looking to pursue a career in broadcasting. 4 Teachers along with an additional 5 media outlets attended.
2	Formal Mentoring Program for Station Personnel	The newsroom created a mentoring program in order to assist in furthering employee's skills in broadcasting. This program enables current employees to obtain proficiencies that will give them opportunities for growth within the media industry. With a start date of 10/03/2022, this educational plan is continuing and rotates through a 6-week cycle. There are currently 8 mentors and 12 active participants in the program, to include anchors and management staff.
3	Management and Anchor Education	On 11/15/2022 the News Director, Assistant News Director, and Anchors met with the Colorado Department of Behavioral Health to learn about the "Lifting the Label" program. It focuses on the stigmas surrounding drug addiction and how we are communicating information and providing support services to our viewers. 4 Employees were present for this education.
4	Event or program sponsored by education institution relating to broadcasting careers	On 9/08/22 Sales Manager, presented information and insights on how we utilize KKTV and our digital partners to Colorado State University Pueblo "Strategic Communications and Campaigns." Class Presenters reach audiences in a designated market area on how we develop campaigns and the importance of advertising. Shared with the class that there are many career opportunities available including Sales Associates, Producers, Photographers and Multi-Media Reporters. 1 Employee, 6 Students and 1 Professor attended
5	Community sponsored event designed to inform and educate on employment opportunities in broadcasting	On 9/08/22 Sales Manager attended the Pueblo Chamber of Commerce Membership meeting. The manager talked with participants interested in broadcast employment topics. Discussion focused on Networking and employment opportunities in Broadcast. 1 employee and 120 people were in attendance

6	Community sponsored event designed to inform and educate on employment opportunities in broadcasting	On 10/11/22 The Sales Manager presented to the Southern Colorado Press Club Members. Networking opportunities with fellow Media and Public Relations Professionals including Pueblo Police, The Public Information office of the Pueblo County Sheriff's Department, and the PIO for the Pueblo Fire department. Topics of employment opportunities were discussed with membership, guests and presenters equaling 35 participants including 1 employee.
7	Community sponsored event designed to inform and educate on employment opportunities in broadcasting	On 10/13/2022 The Sales Manager participated in the Pueblo Chamber of Commerce Luncheon. This was a Networking opportunity with fellow Business Professionals, Civic Leaders and others, where topics of employment opportunities were discussed with membership, guests and presenters. Approximately 100 participants, including 1 employee, attended.
8	Community sponsored event designed to inform and educate on employment opportunities in broadcasting	On 11/08/2022 The Sales Manager Presented to the Southern Colorado Press Club. Discussions at the meeting focused on networking opportunities with fellow Media and Public Relations Professionals. Participants included the Pueblo Police, Pueblo County Sheriff's office and Pueblo Fire Department. The Employee and 25 participants were present for the meeting.
9	Community sponsored event designed to inform and educate on employment opportunities in broadcasting	On 11/10/22 The Sales Manager met with members of the Pueblo Chamber of Commerce during the Membership's Care and Share networking event. It provided opportunities to meet with fellow Business Professionals, Civic Leaders and others. The objective was to share information on employment opportunities with membership, guests and presenters. Approximately 100 participants.