

**EEO PUBLIC FILE REPORT**

**Reporting Period:** December 1, 2021 - November 30, 2022

**Station Included in Report:** KOAA-TV

**I. List of Recruitment Sources**

**(including the number of interviewees referred during the reporting period)**

**\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.**

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				22
C2	Internal Candidate / WorkLife				12
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			42
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		61
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				7
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		33
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C536	Arapahoe/Douglas Works - Castle Rock, CO 80109 - 4400 Castleton Ct., #198 (dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C537	Arapahoe/Douglas Works - Laura Taylor - 4400 Castleton Ct., #107 (dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1971	Aspen Mine Center - - 166 E Bennent Avenue, P.O. Box 1587 (rmichael.bartol@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1972	Canon City Workforce Center - - 3224 Independence Road (canoncity@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1973	Canon City Workforce Center - Canon City, CO 81212 - 3224 Independence Road (bill.strutton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1974	Colorado School for the Deaf and the Blind, Student Employability Programme - Tera Lynn Gray - 33 N. Institute Street (tgray@csdb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1975	Colorado Springs VA Clinic - - 25 N. Spruce Street (edward.griggs@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1976	Division of Vocational Rehabilitation - - 110 Parkside Drive (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1977	Division of Vocational Rehabilitation - Nate Slattengren - 720 North Main #320 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1979	Employment Works - Julie Taylor - 2306 E. Pikes Peak Avenue (timamthor@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

EEO PUBLIC FILE REPORT					
C1980	Fremont County DHS/Employment First - Steven Clifton, Director - 172 Justice Center Road (steven.clifton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1983	Milestones Business Center - - 17 North Spruce (diannahunt@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1986	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (spindler.w@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1988	Pikes Peak Workforce Center- Fountain - - 350 Lyckman Drive (terencejackson@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1989	Pueblo County DSS/Employment First - Steven Chorak - 805 N. Desert Flower (Steven.chorak@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1990	Pueblo Workforce Center - - 212 W 3rd Street (puebloworkforce@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1991	Pueblo Workforce Center - Clifton Dykes - 212 W 3rd Street (clifton.dykes@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1992	Pueblo Workforce Center - John Martinez - 212 W 3rd Street (john.martinez1@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1995	University of Colorado at Colorado Springs Colorado Springs, CO - Bev Kratzer - 1861 Austin Bluffs Pkwy. Suite 100 (bkratzer@uccs.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1996	VET Service - Colorado Springs, CO - ADVET David Palmer - 1259 Lake Plaza Drive #120 (palmer.david@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1997	VET Service - Colorado Springs, CO - IPA Jerry Shiflett - 1259 Lake Plaza Drive #120 (shiflett.jerry@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com <a href="https://www.military.com/">https://www.military.com/</a>	212-548-8395	
<b>Local Sources</b>					
L1	Mt Carmel Veterans Service Center	530 Communication Circle Colorado Springs, CO 80905	Janet Farley jfarley@mtcarmelcenter.org <a href="https://veteranscenter.org/">https://veteranscenter.org/</a>	719-309-4711	
L2	Fort Carson - Transition Assistance Program	1625 Mekong Street Building 6237, Room 102 Fort Carson, CO 80902	Sherry L. Jenkins sherry.l.jenkins8.civ@mail.mil	719-526-410	
L3	Colorado Rural Workforce Consortium	212 W. 3rd Street Pueblo, CO 81003	Mark S. Valdez mark.s.valdez@state.co.us colorado.gov	719-562-3744	
L4	Colorado Broadcasters Association	333 West Hampden Avenue Suite 400 Englewood, CO 80110	Justin Sasso and Linnea Lewis linnea@ColoradoBroadcasters.org <a href="https://www.coloradobroadcasters.org/">https://www.coloradobroadcasters.org/</a>	720-536-5427	
L5	Pueblo Community College	900 W. Orman Ave Pueblo, CO 81004	Shawna Shoaf shawna.shoaf@pueblocc.edu	179-549-3076	
L6	Peterson AFB Transition Assistance Program	1334 W. Stewart Avenue Bldg 350 Colorado Springs, CO 8016	Hugo G. Escobar hugo.escobar@us.af.mil	719-556-6141	
L7	USO Pathfinder	1638 Elwell Street, Building 6236 Fort Carson, CO 80913	Ron Kriete (USAF - Ret) rkriete@uso.org uso.org	719-338-9322	
<b>Total Number of Interviewees Referred:</b>					<b>189</b>

## EEO PUBLIC FILE REPORT

### II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR028251]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-06-13
Analyst, Client Retention [JR029783]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-10-31
Commercial Production Manager [JR027781]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C1 Start Date: 2022-02-21
Digital Content Producer [JR027147]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C3 Start Date: 2021-12-11
Digital Content Producer [JR028871]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-07-25



## EEO PUBLIC FILE REPORT

### II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
IT Ops Tech II [JR028142]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C134 Start Date: 2022-03-21
Mgr, Assignment [JR028146]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-05-16
Mgr, Assignment [JR030207]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C3 Start Date: 2022-10-31
Multimedia Journalist [JR027087]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C3 Start Date: 2022-07-11
Multimedia Journalist [JR028457]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C3 Start Date: 2022-06-06
Multimedia Journalist [JR028583]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2022-06-06
Multimedia Journalist [JR028735]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C5 Start Date: 2022-06-06
Multimedia Journalist [JR030019]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C2424	Code Number: C3 Start Date: 2022-11-28

# EEO PUBLIC FILE REPORT

## II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR027286]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C3 Start Date: 2022-01-04
Photographer II [JR028389]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-04-11
Producer [JR026042]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C97 Start Date: 2022-03-14
Producer [JR027352]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C134 Start Date: 2022-02-21
Producer [JR027667]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L2, L3, L7	Code Number: C130 Start Date: 2022-06-13
Producer [JR027671]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C134 Start Date: 2022-05-23

# EEO PUBLIC FILE REPORT

## II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR029630]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-08-05
Sales Support Asst II [JR028611]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-06-13
Sales Support Asst III [JR027931]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-04-25
Sales Support Asst III [JR028763]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C1 Start Date: 2022-05-31
Studio Tech II [JR028749]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-06-27

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	HRBP Attended/participated in the Mt Carmel Veterans in-person job fair on April 12, 2022.
	HRBP Attended/participated in the Pueblo Citywide Job Fair (in-person event) on 9/29/2022
	HRBP attended/participated in the Mt Carmel Veterans in-person hiring event at their site location on 11 Oct 2022
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Internship program created to allow for Scripps Howard Foundation candidate to intern with KOAA. Program timeline: 27 June - 5 Sep 2022. One Candidate qualified/completed the program on 5/Sep 2022. Hired under Intern req #JR029258.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	KOAA-TV Scholarship 2022 KOAA Scholarship Program - The KOAA-TV Scholarship requires that the recipient be a junior or senior majoring in Mass Communications with an emphasis in Broadcasting or a comparable emphasis. The student must maintain a 3.0 GPA, remain in good standing with the Mass Communications Department. Preference given to students aspiring a career in television production.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Station General Manager, Ross White, continued leadership training in the Scripps' Excelerate Program in a 5-Day training event in Detroit, MI. August 8-12, 2022. The program is aimed at producing and developing General Managers for the company.
	Enrolled the Assistant Chief Engineer and one Local Sales Manager in the Scripps developed eMerge Program for Managers, effective Tuesday, October 4, 2022. eMerge is a one-year development program that advances leadership skills, increase media industry knowledge, and provided training/insights to higher-level enterprise operations.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	News Director represented KOAA as part of the Pikes Peak State College Broadcasting and Electronic Media Advisory board. The purpose is to educate and involve college students and recent graduates in the process of gaining career opportunities in broadcasting after getting their degree in Mass Communication.

**EEO PUBLIC FILE REPORT****III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	Our Creative Services/Marketing Director continues to serve on the Pueblo Community college Communication Advisory Board throughout 2022. The board meets on a spring/fall basis (April and Nov 2022). He continues to participate in advising on topics that would better prepare students for positions in broadcasting. He also acts as a broadcasting advisor to the board about the current needs in the broadcast industry, such as required skills and areas of potential employment for graduates.
Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	14 November 2022, News Director sponsored a broadcast station visit/tour for Colorado State University-Pueblo students to further education them on broadcasting and employment opportunities at KOAA and in the industry.
	15 November 2022, Assistant News Director sponsored a broadcast station visit/tour for Aspen Valley High School students to further education them on broadcasting and employment opportunities at KOAA and in the industry.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On Jun 21, 2022, we had our two new Executive Producers participate in the Scripps sponsored/led Manager and the Law Training. A 3-hour training session for manager level employees. the training is designed to provide Scripps managers and HR team members with a working knowledge of Equal Employment Opportunity (EEO) laws, best practices and essential management skills that are key to compliance and upholding Scripps values. This training was delivered by Scripps Legal team on 6/21/2022 1030 - 1400. Also, in attendance was the HRBP, Digital Director, Asst. News Dir, and Chief Photographer.
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	May 12, 2022, shared station open positions with community connected Colorado College's Director of Prospect Management for open position dissemination to campus students.