

EEO Public File Report

KOAA-TV Pueblo/Colorado Springs, Colorado

December 1, 2017 - November 30, 2018

Full-Time Positions Filled

Position Title	Date Open	Date Filled	Recruitment Source	Number Interviewed	Source of Hire
Media Consultant	7/30/2017	12/7/2017	Indeed.com	3	
			Colorado Broadcasters Assoc	1	X
Media Consultant	9/1/2017	12/7/2017	Former Employee Referral	1	X
			Indeed.com	3	
Media Consultant	9/1/2017	12/14/2017	Former Employee Referral	1	X
			Indeed.com	2	
Meteorologist	10/11/2017	12/11/2017	KOAA Website	3	X
			TV Jobs	1	
Master Control Operator	11/15/2017	1/5/2018	Indeed.com	2	X
			KOAA Website	1	
Multi-Media Journalist	10/17/2017	1/1/2018	KOAA Website	1	X
			Talent Dynamics	2	
			TV Jobs.com	1	
Director of Digital Sales	1/26/2018	3/30/2018	LinkedIn	1	X
			KOAA Website	1	
			Indeed.com	1	
Media Consultant	1/15/2018	3/29/2018	Advertiser Referral	1	X
			Indeed.com	2	
			Glassdoor.com	2	
Director-Technical Director	2/9/2018	3/30/2018	Employee Referral	2	X
			Indeed.com	3	
			KOAA Website	1	
Client Relations Specialist	5/4/2018	5/31/2018	Former Employee/KOAA Website	1	X
			Indeed.com	5	
Director	3/1/2018	5/29/2018	Current Employee Referral	1	X
			Indeed.com	2	
Producer	4/11/2018	6/4/2018	Current Employee Referral	1	X
			Indeed.com	3	
Producer	4/11/2018	6/18/2018	KOAA Website	2	X
			Indeed.com	2	
Media Consultant	5/1/2018	6/14/2018	Indeed.com	2	X
			Advertiser Referral	1	
Media Consultant	5/1/2018	6/14/2018	Glassdoor.com	3	X
Media Consultant	5/1/2018	6/14/2018	Indeed.com	2	X
			Glassdoor.com	2	
Digital Content Producer	8/29/2018	10/1/2018	Previous Employee	1	X
			Indeed.com	2	
Investigative MMJ	8/10/2018	11/8/2018	KOAA Website	3	X

EEO Public File Report

KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO
December 1, 2017 - November 30, 2018

Recruitment Sources Contacted for Full-Time Vacancies

Recruitment Source	Contact	Entitled to Notification
KOAA.com	Digital Content Director	N
TV Jobs.com	ONLINE JOB BOARD	N
Evening Post (Cordillera Communications)	ONLINE JOB BOARD	N
- KPAX-TV Missoula, Montana		
- KRTV-TV Great Falls, Montana		
- KXLF-TV Butte, Montana		
- KVOA-TV Tucson, Arizona		
- KSBY-TV Santa Barbara, CA		
- KTVQ-TV Billings, Montana		
- KATC-TV Lafayette, LA		
- WLEX-TV Lexington, KY		
- KRIS-TV Corpus Christi, TX		
- public viewers that access the site		
Colorado Broadcasters Association	ONLINE JOB BOARD	N
Handshake.com (numerous colleges)	ONLINE JOB BOARD	N
- Colorado State University/ Ft Collins		
- University of Northern Colorado		
- UT Tyler		
- Metro State University		
- Arizona State University		
- Colorado College		
- Texas A&M - Corpus Christi		
- Northern Arizona University		
- Pepperdine University		
- University of Arizona		
- University of North Dakota		
- University of Utah		
- University of Texas - San Antonio		
- Baylor University		
Indeed.com	ONLINE JOB BOARD	N
Pikes Peak Community College	ONLINE JOB BOARD	N
Colorado State University-Pueblo	ONLINE JOB BOARD	N
Glassdoor (scrapes from other sites on internet and posts our jobs)		N
Intra-Company (KOAA) Job Board (current employees)	INTERNAL EMAIL	N

EEO Public File Report

KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO
December 1, 2017 - November 30, 2018

Sources Contacted for Specific Vacancies

Recruitment Source	Contact	Entitled to Notification
Jim Doyle & Associates	Job Placement Exec	N
Talent Dynamics	Job Placement Exec	N
Broadcast Engineering	Job Placement Exec	N
Spots and Dots email: ads@spotsndots.com	Job Placement Exec	N
Investigative Reporters and Editors, Inc. email web editor: sarah@ire.org	Job Placement Exec 573-884-7902	N
Audience Research & Development, LLC 2440 Lofton Terrace Fort Worth, TX 76109	Job Placement Exec 817-924-6922	N
TVB	TVJobs@tvb.org	N
Rick Gevers & Associates	email Rick Gevers	N
Pueblo Community College	ONLINE JOB BOARD	N
Colo Springs Business Journal	Fax ad to:719-577-4107	N
LinkedIn Login, research candidates and/or share ad	www.linkedin.com	N
University of Colorado (CU)	ONLINE JOB BOARD	N
Colorado University -Colorado Springs	ONLINE JOB BOARD	N
Colorado College - gina.lujan@coloradocollege.edu	Email	N
OBC (Ohio Broadcasting/Colorado Campus) tcuff@beonair.com	Email	N
Previous Employees	Email/Phone	N
Advertising Client Referrals	Email/Phone	N

EEO Public File Report

KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO
December 1, 2017 - November 30, 2018

Supplemental Recruitment/Outreach Initiatives

Date	Initiative	Description	Scope of Involvement	Personnel Involved
Over 35 visits during this reporting period	Elementary, Middle and High School Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tours and offsite visits	Alex Ryden, Jessica Van Meter, Sam Schreier
3/10/2018	Colorado Broadcasters Assoc. Job Fair	Job Fair	Exposing opportunities to any interested party	David Reeve
3/15/2018	University of Colorado at Colorado Springs Career Networking Fair	Career Networking Night	Exposing opportunities to any interested party	Amber Oppeau
10/5/2018	United State Olyumpic Committee/KOAA Job Shadowing program	A local program to provide job shadow opportunities to athletes as they consider next steps in their careers after sports	Job Shadowing at KOAA	David Reeve, Alasyn Zimmerman
10/30/2018	Pueblo Community College/KOAA Career Presentation	Share career information with students as they consider next steps after college	Journalism/Media Career Presentation	Elizabeth Watts

INTERNSHIPS

Ongoing During this reporting period, KOAA hosted 4 Interns from various colleges and Universities to include: Colorado State University; Colorado College; and University of Colorado at Colorado Springs