

# EEO Public File Report

**KOAA-TV Pueblo/Colorado Springs, Colorado**

**December 1, 2015 - November 30, 2016**

## Full-Time Positions Filled

Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Source of Hire
ACCOUNT EXECUTIVE	6/15/15	1/11/16	KOAA Employee Referral	2	
			Community Partner Referral	1	
			KOAA Website	1	X
EXECUTIVE PRODUCER	11/19/15	2/15/16	KOAA Employee	1	
			TV Jobs Ad	7	X
EDITOR	2/1/16	2/24/16	KOAA Website	4	
			KOAA Employee (Promotion)	1	X
PHOTOGRAPHER	12/21/15	2/8/16	KOAA Website	3	X
			TV Jobs Ad	1	
PHOTOGRAPHER	12/21/15	2/8/16	TV Jobs Ad	2	
			KOAA Website	4	X
INVESTIGATIVE MEDIA JOURNALIST	11/1/15	2/1/16	KOAA Employee Referral	1	
			TV Jobs Ad	4	X
ASSIGNMENT DESK MANAGER	1/14/16	3/14/16	KOAA Website	1	
			Former KOAA Employee	2	
			KOAA Employee Referral	1	X
PROMOTIONS PRODUCER	3/4/16	4/11/16	Cordillera Website	1	
			KOAA Website	1	X
TECHNICAL DIRECTOR	2/3/16	4/25/16	KOAA Employee Referral	1	
			KOAA Employee	1	
			KOAA Website	4	X
GRAPHIC ARTIST	3/14/16	4/25/16	KOAA Website	3	X
PRODUCER	2/22/16	5/31/16	TV Jobs Ad	1	
			Former KOAA Intern	1	
			TV Jobs Ad	2	
			KOAA Website	1	X
ACCOUNT EXECUTIVE	1/1/16	5/31/16	KOAA Employee Referral	1	
			Community Partner Referral	1	
			KOAA Website	1	X
SPECIAL PROJECTS DIRECTOR	3/22/16	5/5/16	Indeed.com	1	
			Community Partner Referral	1	
			KOAA Website	2	X
			TV Jobs	1	
			KOAA Employee	1	
EXECUTIVE PRODUCER	12/30/15	5/9/16	KOAA Employee	2	
			KOAA Employee Referral	1	X
PRODUCER	2/22/16	6/20/16	TV Jobs Ad	3	
			KOAA Website	1	
			Former KOAA Intern	1	X

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MOBILE MEDIA JOURNALIST	4/18/16	6/20/16	TV Jobs Ad	5	
			KOAA Employee Referral	1	X
MOBILE MEDIA JOURNALIST	4/18/16	6/27/16	TV Jobs Ad	4	
			KOAA Employee Referral	1	X
ANCHOR	3/11/16	6/1/16	KOAA Employee	5	
			Talent Dynamics	1	
			KOAA Employee (Promotion)	1	X
MOBILE MEDIA JOURNALIST	4/18/16	6/6/16	TV Jobs Ad	5	X
DIRECTOR OF SALES	5/9/16	7/7/16	Spots N Dots	2	X
			TV Jobs	1	
			KOAA Website	2	
			Community Partner Referral	1	
ANCHOR	4/12/16	8/1/16	Talent Dynamics	5	
			KOAA Employee (Promotion)	2	X
ACCOUNT EXECUTIVE	1/1/16	8/1/16	KOAA Website	3	
			KOAA Employee Referral	3	X
INVESTIGATIVE MEDIA JOURNALIST	6/1/16	8/1/16	TV Jobs Ad	4	
			KOAA Employee Referral	2	X
MASTER CONTROL OPERATOR	6/10/16	8/15/16	Indeed.Com	3	
			KOAA Website	2	X
COMMERCIAL PROD SUPERVISOR	7/6/16	8/29/16	Community Partner Referral	1	
			TV Jobs Ad	1	
			KOAA Website	3	X
INTERNET SALES DIRECTOR	6/13/16	8/4/16	TV Jobs Ad	2	
			KOAA Website	2	X
SALES MANAGER	4/15/16	8/8/16	KOAA Website	5	X
			Community Partner Referral	1	
PRODUCER	2/22/16	10/24/16	TV Jobs Ad	4	X
			KOAA Employee	1	
PHOTOGRAPHER	8/15/16	10/4/16	KOAA Website	4	X
METEOROLOGIST	6/15/16	11/7/16	TV Jobs Ad	3	X
ACCOUNT EXECUTIVE	1/1/16	11/14/16	KOAA Employee Referral	2	
			Community Partner Referral	1	
			Former KOAA Employee	1	X



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**Sources contacted only for specific vacancies**

No.	Recruitment Source	Contact	Entitled to Notification
1	<b>Jim Doyle &amp; Associates (Corporate Consultant)</b> 7707 Holiday Drive, Sarasota, FL 34231	Job Placement Exec (941) 926-7355	N
2	<b>Talent Dynamics</b> email: michael@talentdynamics.com	Job Placement Exec 214-630-9590	N
3	<b>Broadcast Engineering</b> email: sschafer@primemediabusiness.com	Job Placement Exec email	N
4	<b>Spots and Dots</b> email: ads@spotsndots.com	Job Placement Exec 412-281-6215	N
5	<b>Investigative Reporters and Editors, Inc.</b> email web editor: sarah@ire.org	Job Placement Exec 573-884-7902	N
6	<b>Audience Research &amp; Development, LLC</b> 2440 Lofton Terrace Fort Worth, TX 76109	Job Placement Exec 817-924-6922	N
7	<b>TVB</b> email	Job Placement Exec TVJobs@tvb.org	N
8	<b>Rick Gevers &amp; Associates</b> email	Rick Gevers rick@rickgevers.com	N
9	<b>Pueblo Community College</b> online job board	ONLINE JOB BOARD careers@pueblocc.edu	N
10	<b>Colo Springs Business Journal</b>	Newspaper Ad Fax-719-577-4107	N
11	<b>Northern Arizona University</b> online job board (Broadcast Employment Service)	ONLINE JOB BOARD handshake.com	N
12	<b>University College</b> online job board (Broadcast Employment Service)	ONLINE JOB BOARD handshake.com	N
13	<b>Online News Association</b> Login and create ad	Career Ads Cust. Service 1-888-491-8833 ext. 2416	N

