KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2014 - November 30, 2015 Full-Time Positions Filled

Full- Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Source of Hire
Y	Associate Producer		12/11/2014	TV Jobs Ad	2	
	Associate Frontee		12/11/2011	Internal Promotion		X
N	Camera Operator	12/1/14	12/27/2014	KOAA Employee Referral	1	X
Y	Digital Sales Consultant	11/15/14	12/29/2015	KOAA Employee Referral	1	X
Y	Director - Weekend	12/11/14	1/12/15	TV Jobs Ad KOAA Employee Referral KOAA Website Indeed.com TV Jobs Ad	5	X
Y	Photographer	11/24/14	1/12/2015	Indeed.com Indeed.com Website KOAA Website	4	X
Y	Meteorologist	12/11/14	1/26/15	TV Jobs Ad Online Job Board Online Job Board Former Cordillera Employee You Tube You Tube	6	X
Y	Editor	1/29/15	2/6/15	TV Jobs Ad KOAA Employee Referral KOAA Website	3	X
Y	Sports MMJ/Anchor	12/11/14	2/11/15	TV Jobs TV Jobs TV Jobs TV Jobs	5	
Y	Photographer	11/24/14	3/2/15	Private Agent TV Jobs Ad KOAA Website KOAA Website KOAA Website	5	X
Y	Anchor	12/11/14	3/23/2015	Private Agent KOAA Employee KOAA Employee KOAA Employee KOAA Employee TV Jobs Ad TV Jobs Ad	6	X
Y	Meteorologist	12/11/14	3/25/2015	TV Jobs Ad TV Jobs Ad TV Jobs Ad	3	X
Y	Digital Sales Consultant	8/7/15	3/25/15	KOAA Employee Referral KOAA Website KOAA Website	3	X
Y	Associate Producer	4/30/15	6/2/15	TV Jobs Ad TV Jobs Ad TV Jobs Ad	3	X
Y	Graphic Design	4/3/15	6/29/2015	Indeed.com Indeed.com Indeed.com Indeed.com Indeed.com	5	X

KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2014 - November 30, 2015 Full-Time Positions Filled

Full- Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Source of Hire
Y	Promotion Producer	5/12/15	7/20/15	Former KOAA Employee	6	X
				KOAA Employee Referral		
				KOAA Website		
				Indeed.com		
				KOAA Website		
				Indeed.com		
N	Camera Operator	6/22/15	6/30/2015	KOAA Employee Referral	1	X
				1		
			0.404.4004.5			
Y	Nat'l/Reg Sales Manager	7/6/15	8/31/2015	Indeed.com	7	
				Indeed.com		-
				KOAA Employee Referral		-
				KOAA Employee Referral		-
				KOAA Employee Referral		ļ
		and the state of t		KOAA Employee Referral		X
						HT - TAKE
Y	Digital Sales Consultant	1/1/15	8/31/2015	KOAA Employee Referral	4	X
				KOAA Employee Referral		
				KOAA Employee Referral		
				KOAA Website		
Y	Digital Media MMJ	8/7/15	9/8/15	KOAA Website	3	X
	Digital Ficula Firij	0,7,20	7/0/10	KOAA Employee Referral	<u> </u>	
				KOAA Website		-
				ROTAL WEBSICE		
Y	Master Control Operator	7/15/15	8/10/2015	Indeed.com	5	X
1	Master Control Operator	7/13/13	0/10/2013	KOAA Website		
				Indeed.com		-
				Indeed.com		<u> </u>
				Indeed.com		-
				mueeu.com		
Y	Marketing Director	8/14/15	11/16/2015	Indeed.com	5	
1	Marketing Director	0/14/13	11/10/2013	Indeed.com		
		-		KOAA Website		-
				TV Jobs Ad		X
						A
				Hiring Colorado.com		
V	Di-it-1C-1 Cltt	1 /1 /1 5	9/21/2015	KOAA Employee Referral	4	X
Y	Digital Sales Consultant	1/1/15	9/21/2015	KOAA Employee Kelerral	4	Λ
				Indeed.com		-
MAN SACROTTON TO THE PERSON NAMED IN COLUMN						-
				KOAA Employee Referral	reference an evit	
		4 /4 /4 5	0 (04 (0045	WOAA F. J. D. C		V
Y	Digital Sales Consultant	1/1/15	9/21/2015	KOAA Employee Referral	4	X
				KOAA Website		
				Indeed.com		
				KOAA Employee Referral		
Y	Producer	8/11/15	9/28/15	TV Jobs Ad	3	X
		-//		TV Jobs Ad		
				TV Jobs Ad		
		0 (00 (45	10/10/2015	I. J J		v
Y	Sales/Marketing Admin Coordinator	8/28/15	10/19/2015	Indeed.com	5	X
				Hiring Colorado.com		-
				Indeed.com		
				KOAA Website		
		1	f .	Indeed.com		

KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2014 - November 30, 2015 Full-Time Positions Filled

Full- Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Source of Hire
Y	Digital Sales Consultant	1/1/15	10/5/2015	KOAA Employee Referral	4	X
				KOAA Website		
				Indeed.com		
				KOAA Employee Referral		
Y	Producer		10/19/15	Internal Promotion	1	X
Y	Meteorologist	8/9/15	11/30/2015	TV Jobs Ad	5	X
				You Tube		
				TV Jobs Ad		
				KOAA Website		
				Unknown		
Y	Commerical Production Sup.	10/16/15	11/16/2015	KOAA Website	5	X
				KOAA Employee Referral		
				Indeed.com		
				Indeed.com		
Vertex totals				Indeed.com		
N	Camera Operator	10/1/15	10/23/2015	Former KOAA Intern	1	X
Y	Digital Sales Consultant	1/1/15	10/12/2015	KOAA Employee Referral	4	X
				KOAA Website		
				Indeed.com		
				KOAA Employee Referral		

KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO December 1, 2013 - November 30, 2014

Recruitment Sources Contacted for Each Full-Time Vacancy

Recruitment Source	Contact	Total Inter- viewed	Entitled to Notification
KPAX-TV(bob@kpax.com)	HR		N
Missoula, Montana	Email		
KRTV-TV(connie@krtv.com)	HR		N
Great Falls, Montana	Email		
KXLF-TV(kxlf@kxlf.com)	HR		N
Butte, Montana	Email		
KVOA-TV(kvoa@kvoa.com	HR		N
Tucson, Arizona	Email		
KSBY-TV (wohagan@ksby.com)	HR		N
Santa Barbara, CA email: wohagan@ksby.com	Email		
KTVQ-TV(tgreen@ktvq.com)	HR		N
Billings, Montana	Email		
KATC-TV(cathy@katctv.com)	HR		N
Lafayette, LA.	Email		
WLEX-TV(wlextv@wlextv.com)	HR		N
Lexington, KY.	Email		
KRIS-TV(agalindo@kristv.com)	HR		N
Corpus Christi, TX.	Email		
	ONLINE JOB		
Pikes Peak Community College ONLINE JOB BOARD	BOARD		N
Pikes Peak Community College - offcampusjobs@pueblocc.edu	Email		
	Email		N
dolorado donego ginanajane colorado conego icad			
Colorado State University / Et Collins ONLINE IOR ROARD			N
			N
			IN
CO Christian Univ - careerdevelopment@ccu.edu	Email		
Placement Services Station #34 Portales, NM 88130	Mail		4
University of Northern Colorado - dale.edwards@unco.edu	Email		N
	ONLINE JOB		
University of Colorado (CU) ONLINE JOB BOARD	BOARD		
	ONLINE JOB		
Colorado University -Colorado Springs ONLINE IOB BOARD	BOARD		N
OBC (Ohio Broadcasting/Colorado Campus) -tcuff@beonair.com	Email		qquanquan
			N
betnienemsamotisweipasoco.com & dukecomptonweipasoco.com			
THE STATE OF THE S			NI
TV Jobs.com (Broadcast Employment Service) UNLINE JOB BUARD			N
Evening Post (Cordilleria Communications) ONLINE JOB BOARD			N
Colorado Broadcasters Association			N
	ONLINE JOB		
HiringColorado.com	BOARD		N
	Missoula, Montana KRTV-TV(connie@krtv.com) Great Falls, Montana KXLF-TV(kxlf@kxlf.com) Butte, Montana KVOA-TV(kvoa@kvoa.com Tucson, Arizona KSBY-TV (wohagan@ksby.com) Santa Barbara, CA email: wohagan@ksby.com KTVQ-TV(tgreen@ktvq.com) Billings, Montana KATC-TV(cathy@katctv.com) Lafayette, LA. WLEX-TV(wlextv@wlextv.com) Lexington, KY. KRIS-TV(agalindo@kristv.com) Corpus Christi, TX. Pikes Peak Community College ONLINE JOB BOARD Pikes Peak Community College - offcampusjobs@pueblocc.edu Colorado College - gina.lujan@coloradocollege.edu Colorado State University/ Ft Collins ONLINE JOB BOARD Colorado State University-Pueblo - HR@colostate-pueblo.edu CO Christian Univ - careerdevelopment@ccu.edu Placement Services Station #34 Portales, NM 88130 University of Northern Colorado - dale.edwards@unco.edu University of Colorado (CU) ONLINE JOB BOARD Colorado University -Colorado Springs ONLINE JOB BOARD OBC (Ohio Broadcasting/Colorado Campus) -tcuff@beonair.com Dept of Labor & Employment bethlehemsaniotis@elpasoco.com & dukecompton@elpasoco.com TV Jobs.com (Broadcast Employment Service) ONLINE JOB BOARD Evening Post (Cordilleria Communications) ONLINE JOB BOARD	Missoula, Montana KRTY-TV(connie@krtv.com) HR Great Falls, Montana KXLF-TV(kxlf@kxlf.com) HR Butte, Montana KXLF-TV(kxlf@kxlf.com) HR Butte, Montana KYOA-TV(kva@kvoa.com HR Tucson, Arizona KSPS-TV (wohagan@ksby.com) HR Santa Barbara, CA email: wohagan@ksby.com HR Billings, Montana KATC-TV(cathy@katctv.com) HR Lafayette, LA. Email WLEX-TV(wlextr@wlextv.com) HR Lexington, KY. Email Corpus Christi, TX. ONLINE JOB Pikes Peak Community College ONLINE JOB BOARD Pikes Peak Community College - offcampusjobs@pueblocc.edu Email Colorado College - gina.lujan@coloradocollege.edu Email Colorado State University / Ft Collins ONLINE JOB BOARD Dolorado State University - Pueblo - HR@colostate-pueblo.edu Email Placement Services Station #34 Portales, NM 88130 University of Northern Colorado - dale.edwards@unco.edu Email OBC Colorado University - Colorado Springs ONLINE JOB BOARD OBC (Ohio Broadcasting/Colorado Campus) - tcuff@beonair.com BOARD OBC (Ohio Broadcasting/Colorado Campus) - tcuff@beonair.com BOARD ONLINE JOB BOARD	Missoula, Montana KRTV-TV(connie@krtv.com) Great Falls, Montana KXLF-TV(kxlf@kxlf.com) Butte, Montana KXLF-TV(kxlf@kxlf.com) Butte, Montana KXLF-TV(kxlf@kxlf.com) HR Tucson, Arizona KSBY-TV (wohagan@ksby.com) Santa Barbara, CA email: wohagan@ksby.com Email KTVQ-TV(tgreen@ktvq.com) HR Billings, Montana Email KATC-TV(cathy@katctv.com) HR Billings, Montana Email KATC-TV(cathy@katctv.com) HR Lafayette, LA WLEX-TV(welextv@wlextv.com) HR Corpus Christi, TX. Email Corpus Christi, TX. ONLINE JOB Pikes Peak Community College ONLINE JOB BOARD Pikes Peak Community College - offcampusjobs@pueblocc.edu Colorado College - gina.lujan@coloradocollege.edu Colorado State University/ Ft Collins ONLINE JOB BOARD Placement Services Station #34 Portales, NM 88130 University of Colorado (CU) ONLINE JOB BOARD ONLINE JOB University of Colorado Springs ONLINE JOB BOARD ONLINE JOB ONLINE JOB ONLINE JOB ONLINE JOB ONLINE JOB ONLINE JOB BOARD ONLINE JOB ONLINE JOB BOARD ONLINE JOB DOARD ONLINE JOB ONLINE JOB DOARD ONLINE JOB ONLINE JOB ONLINE JOB ONLINE JOB ONLINE JOB O

EEO Public File Report KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO December 1, 2013 - November 30, 2014 Sources contacted only for specific vacancies Open Total **Entitled** to **Recruitment Source** Contact **Position** Interviewed Notification No. Jim Doyle & Associates (Corporate Consultant) N 1 7707 Holiday Drive, Sarasota, FL 34231 N **Graeme Newell's Marketing Ideanet Jobs** 702-543-1426 2 gnewell (at) 602communications.com **Broadcast Engineering** Job Placement N 3 email: sschafer@primemediabusiness.com N **Spots and Dots** Job Placement 1034 5th Avenue Pittsburgh, PA 15219 412-281-6215 Investigative Reporters and Editors, Inc Job Placement N 5 573-884-7902 N Audience Research & Development, LLC Job Placement 2440 Lofton Terrace Fort Worth, TX 76109 817-924-6922 Job Placement N 7 **TVB** TVJobs@tvb.org N **Rick Gevers & Associates** Rick Gevers 8 rick@rickgevers.com

KOAA-TV Pueblo/Colorado Springs, Co. December 1, 2014-November 30, 2015

Supplemental Recruitment/Outreach Initiatives

				Scope of	Personnel
No.	Date	Initiative	Description	Involvement	Involved
1	1/13/2015	Cub Scout Troop	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
2	1/19/2015	Boy Scout Troop	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
3	1/27/2015	Student	Expose student to broadcasting environment with emphasis on Weather Forecasting	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
4	2/10/2015	Ute Pass Elementary School	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
5	2/12/2015	Elementary Students	Expose 4th and 5th grade students to broadcasting environment with emphasis on Weather Forecasting	Onsite presentation and instruction	Stephen Bowers
6	2/13/2015	Home School Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Stephen Bowers
7	2/16/2015	Boy Scout Troop	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
8	2/19/2015	David Whittaker and Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
9	2/19/2015	Home School Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Stephen Bowers
10	2/20/2015	Home School Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Stephen Bowers
11	3/9/2015	Boy Scout Troop 33	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff

12	3/19/2015	Home School Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
13	3/24/2015	Girl Scout Troop 1983	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
14	4/1/2015	Cub Scout Den 5	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
15	4/2/2015	College Students	Expose youth/students to broadcasting and TV sales/business environment	Onsite presentation and instruction	Sydney Rubin
16	4/14/2015	Ladies Group	Expose group to broadcasting and TV sales/business environment	Station Tour	Stephen Bowers
17		Elementary Students	Expose 2nd students to broadcasting environment with emphasis on Weather Forecasting	Onsite presentation and instruction	Stephen Bowers
18	4/30/2015	Elementary Students	Expose pre-K students to broadcasting environment with emphasis on Weather Forecasting	Onsite presentation and instruction	Stephen Bowers
19	5/1/2015	Boy Scouts	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Stephen Bowers
20	9/28/2015	CBA - Colorado Springs Ascertainment Meeting	Colorado Station reps gather to learn the most accurate community information to offer listeners and viewers in Colorado Springs/Pueblo.	KOAA Hosted Event, had 4 staff members in attendance to receive info	Admin Coordinator Traffic, News Director, Community Affairs Project Director, GM
21	9/24/2015	Webinar	Navigating the FCC's Equal Employment Opportunity Rules & Public File Requirements		Admin Coord. Business Dept and GM
22	10/5/2015	Home School Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
23	10/15/2015	Elementary Students	Expose 2nd students to broadcasting environment with emphasis on Weather Forecasting	Onsite presentation and instruction	Stephen Bowers
		Youth/Student Group	Expose youth/students to broadcasting and TV sales/business environment with an emphasis in Cameras and Cinematography	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff

25	10/19- 10/23/15	Colorado Broadcasters Assoc. Virtual Job Fair	Virtual Job Fair	Job fair for the purpose of exposing opportunities to any interested party	Evie Hudson	
26	10/26/2015	UCCS Studio Production Class	Expose college students to production broadcast environment	Onsite presentation and instruction	Ben Schoofs	
27	11/5/2015	Special Needs Adults	Expose group to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff	
28	11/12/2015	Special Needs Adults	Expose group to broadcasting and TV sales/business environment	Station Tour	Stephen Bowers	
	Ongoing	Arizona State University - College Intern Program	Expose college students to broadcasting environment through Internship		om college who are padcasting/TV for	
	Jan-15	Hastings College	Expose college students to broadcasting environment through Internship	Host interns from college who are majoring in broadcasting/TV for credit hours.		
	Jun-15	Saint Marys College	Expose college students to broadcasting environment through Internship	Host interns from college who are majoring in broadcasting/TV for credit hours.		
	Jun-15	Colorado State Univ.	Expose college students to broadcasting environment through Internship	Host interns from college who are majoring in broadcasting/TV for credit hours.		
	Feb-15	Nottingham Trent Univ	Expose college students to broadcasting environment through Internship	Host interns from college who are majoring in broadcasting/TV for credit hours.		
	Jun-15	Colorado State Univ.	Expose college students to broadcasting environment through Internship		om college who are padcasting/TV for	
	Apr-15	Univ of Missouri	Expose college students to broadcasting environment through Internship		om college who are padcasting/TV for	
	Aug-15	Valpraiso Univ.	Expose college students to broadcasting environment through Internship		om college who are badcasting/TV for	