

EEO Public File Report

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	
				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	5	
				KOAA Employee Referral		X
				KOAA Website		
				Indeed.com		
				TV Jobs Ad		
Y	Photographer	11/24/14	1/12/2015	Indeed.com	4	X
				Indeed.com		
				Website		
				KOAA Website		
Y	Meteorologist	12/11/14	1/26/15	TV Jobs Ad	6	X
				Online Job Board		
				Online Job Board		
				Former Cordillera Employee		
				You Tube		
				You Tube		
Y	Editor	1/29/15	2/6/15	TV Jobs Ad	3	
				KOAA Employee Referral		X
				KOAA Website		
Y	Sports MMJ/Anchor	12/11/14	2/11/15	TV Jobs	5	
				TV Jobs		
				TV Jobs		
				TV Jobs		
				Private Agent		X
Y	Photographer	11/24/14	3/2/15	TV Jobs Ad	5	
				KOAA Website		
				KOAA Website		
				KOAA Website		
				KOAA Employee Referral		X
Y	Anchor	12/11/14	3/23/2015	Private Agent	6	X
				KOAA Employee		
				KOAA Employee		
				KOAA Employee		
				TV Jobs Ad		
				TV Jobs Ad		
Y	Meteorologist	12/11/14	3/25/2015	TV Jobs Ad	3	X
				TV Jobs Ad		
				TV Jobs Ad		
Y	Digital Sales Consultant	8/7/15	3/25/15	KOAA Employee Referral	3	X
				KOAA Website		
				KOAA Website		
Y	Associate Producer	4/30/15	6/2/15	TV Jobs Ad	3	X
				TV Jobs Ad		
				TV Jobs Ad		
Y	Graphic Design	4/3/15	6/29/2015	Indeed.com	5	X
				Indeed.com		
				Indeed.com		
				Indeed.com		
				Indeed.com		

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Y	Promotion Producer	5/12/15	7/20/15	Former KOAA Employee KOAA Employee Referral KOAA Website Indeed.com KOAA Website Indeed.com	6	X
N	Camera Operator	6/22/15	6/30/2015	KOAA Employee Referral	1	X
Y	Nat'l/Reg Sales Manager	7/6/15	8/31/2015	Indeed.com Indeed.com KOAA Employee Referral KOAA Employee Referral KOAA Employee Referral KOAA Employee Referral	7	X
Y	Digital Sales Consultant	1/1/15	8/31/2015	KOAA Employee Referral KOAA Employee Referral KOAA Employee Referral KOAA Website	4	X
Y	Digital Media MMJ	8/7/15	9/8/15	KOAA Website KOAA Employee Referral KOAA Website	3	X
Y	Master Control Operator	7/15/15	8/10/2015	Indeed.com KOAA Website Indeed.com Indeed.com Indeed.com	5	X
Y	Marketing Director	8/14/15	11/16/2015	Indeed.com Indeed.com KOAA Website TV Jobs Ad Hiring Colorado.com	5	X
Y	Digital Sales Consultant	1/1/15	9/21/2015	KOAA Employee Referral KOAA Website Indeed.com KOAA Employee Referral	4	X
Y	Digital Sales Consultant	1/1/15	9/21/2015	KOAA Employee Referral KOAA Website Indeed.com KOAA Employee Referral	4	X
Y	Producer	8/11/15	9/28/15	TV Jobs Ad TV Jobs Ad TV Jobs Ad	3	X
Y	Sales/Marketing Admin Coordinator	8/28/15	10/19/2015	Indeed.com Hiring Colorado.com Indeed.com KOAA Website Indeed.com	5	X

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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		
				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		

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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
1	KPAX-TV(bob@kpax.com) Missoula, Montana	HR Email		N
2	KRTV-TV(connie@krtv.com) Great Falls, Montana	HR Email		N
3	KXLF-TV(kxlf@kxlf.com) Butte, Montana	HR Email		N
4	KVOA-TV(kvoa@kvoa.com) Tucson, Arizona	HR Email		N
5	KSBY-TV (wohagan@ksby.com) Santa Barbara, CA email: wohagan@ksby.com	HR Email		N
6	KTVQ-TV(tgreen@ktvq.com) Billings, Montana	HR Email		N
7	KATC-TV(cathy@katctv.com) Lafayette, LA.	HR Email		N
8	WLEX-TV(wlextv@wlextv.com) Lexington, KY.	HR Email		N
9	KRIS-TV(agalindo@kristv.com) Corpus Christi, TX.	HR Email		N
10	Pikes Peak Community College ONLINE JOB BOARD	ONLINE JOB BOARD		N
11	Pikes Peak Community College - offcampusjobs@pueblocc.edu	Email		
12	Colorado College - gina.lujan@coloradocollege.edu	Email		N
13	Colorado State University/ Ft Collins ONLINE JOB BOARD	ONLINE JOB BOARD		N
14	Colorado State University-Pueblo - HR@colostate-pueblo.edu	Email		N
15	CO Christian Univ - careerdevelopment@ccu.edu Placement Services Station #34 Portales, NM 88130	Email Mail		
17	University of Northern Colorado - dale.edwards@unco.edu	Email		N
18	University of Colorado (CU) ONLINE JOB BOARD	ONLINE JOB BOARD		
19	Colorado University -Colorado Springs ONLINE JOB BOARD	ONLINE JOB BOARD		N
20	OBC (Ohio Broadcasting/Colorado Campus) -tcuff@beonair.com	Email		
21	Dept of Labor & Employment bethlehemsaniotis@elpasoco.com & dukecompton@elpasoco.com	Job Placement Email		N
22	TV Jobs.com (Broadcast Employment Service) ONLINE JOB BOARD	ONLINE JOB BOARD		N
23	Evening Post (Cordilleria Communications) ONLINE JOB BOARD	ONLINE JOB BOARD		N
24	Colorado Broadcasters Association	ONLINE JOB BOARD		N
25	HiringColorado.com	ONLINE JOB BOARD		N

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Sources contacted only for specific vacancies	
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December 1, 2014-November 30, 2015

Supplemental Recruitment/Outreach Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel 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	4/24/2015	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
24	10/16/2015	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	Host interns from college who are majoring in broadcasting/TV for credit hours.	
	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	Host interns from college who are majoring in broadcasting/TV for credit hours.	
	Apr-15	Univ of Missouri	Expose college students to broadcasting environment through Internship	Host interns from college who are majoring in broadcasting/TV for credit hours.	
	Aug-15	Valpraiso Univ.	Expose college students to broadcasting environment through Internship	Host interns from college who are majoring in broadcasting/TV for credit hours.	