

EEO Public File Report

KOAA-TV Pueblo/Colorado Springs, Colorado

December 1, 2015 - November 30, 2016 (Report Amended 11/21/17)

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	X
				KOAA Employee	2	
	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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Recruitment Sources Contacted for Full-Time Vacancies	
1	Internal promotion
2	Recruitment agency
3	Job board
4	University
5	Referral
6	Open house
7	Other

[illegible]

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

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Supplemental Recruitment/Outreach Initiatives

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