		ublic File I			
		olo/Colorado Spi			
December 1		ber 30, 2016 (Re Time Positions F	eport Amended 11/21/17)		
	Full-	I ime Positions P	illed		
Position Title	Date Open	Date Filled	Recruitment Source	Number Interviewed	Source Hire
ACCOUNT EXECUTIVE	6/15/15	1/11/16	KOAA Employee Referral	2	
		_,,	Community Partner Referral	1	
			KOAA Website	1	Х
EXECUTIVE PRODUCER	11/19/15	2/15/16	KOAA Employee	1 7	X
			TV Jobs Ad	/	Λ
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	
THOTOGRAFTIER	12/21/15	2/0/10	KOAA Website	4	X
INVESTIGATIVE MEDIA JOURNALIST	11/1/15	2/1/16	KOAA Employee Referral	1	
			TV Jobs Ad	4	X
ACCIONMENT DECU MANACED	1/1//10	2/14/16		1	
ASSIGNMENT DESK MANAGER	1/14/16	3/14/16	KOAA Website Former KOAA Employee	1 2	
			KOAA Employee Referral	1	X
			1 5		
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	
	2/3/10	4/23/10	KOAA Employee	1	
			KOAA Website	4	X
GRAPHIC ARTIST	3/14/16	4/25/16	KOAA Website	3	X
DRODUCER	2/22/16	F /21 /16	TV Jobs Ad	1	
PRODUCER	2/22/16	5/31/16	Former KOAA Intern	1	
			TV Jobs Ad	2	
			KOAA Website	1	Х
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	
57 ECIAL F RUJECTS DIRECTOR	3/22/16	5/5/10	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	v
			KOAA Employee Referral	1	X
PRODUCER	2/22/16	6/20/16	TV Jobs Ad	3	
I NODOULK	<i>-,,</i> 10	0,20,10	KOAA Website	1	
			Former KOAA Intern	1	Х

		ublic File F	Veport		
		olo/Colorado Spr			
December 1			eport Amended 11/21/17)		
	Full-	Time Positions F	illed		
Position Title	Date Open	Date Filled	Recruitment Source	Number Interviewed	Source o Hire
MOBILE MEDIA JOURNALIST	4/18/16	6/20/16	TV Jobs Ad	5	me
	1/10/10	0/20/10	KOAA Employee Referral	1	Х
MOBILE MEDIA JOURNALIST	4/18/16	6/27/16	TV Jobs Ad	4	
			KOAA Employee Referral	1	Х
ANCHOR	3/11/16	6/1/16	KOAA Employee	5	
	, ,		Talent Dynamics	1	
			KOAA Employee (Promotion)	1	Х
MOBILE MEDIA JOURNALIST	4/18/16	6/6/16	TV Jobs Ad	5	Х
DIRECTOR OF SALES	5/9/16	7/7/16	Spots N Dots	2	X
			TV Jobs	1	
			KOAA Website	2	
			Community Partner Referral	1	
		2444		_	
ANCHOR	4/12/16	8/1/16	Talent Dynamics	5	X
			KOAA Employee	2	
	4 14 14 6	0/1/1/		2	
ACCOUNT EXECUTIVE	1/1/16	8/1/16	KOAA Website	3	
			KOAA Employee Referral	3	Х
INVECTICATIVE MEDIA IOUDNALICT	(11)11(0/1/1/		4	
INVESTIGATIVE MEDIA JOURNALIST	6/1/16	8/1/16	TV Jobs Ad	4	X
			KOAA Employee Referral	Z	Λ
MASTER CONTROL OPERATOR	6/10/16	0/1E/16	Indeed.Com	2	
MASTER CONTROL OPERATOR	6/10/16	8/15/16	KOAA Website	3	X
			KOAA website	2	Λ
COMMERCIAL PROD SUPERVISOR	7/6/16	8/29/16	Community Partner Referral	1	
COMMERCIAL I ROD SOI ERVISOR	//0/10	0/25/10	TV Jobs Ad	1	
			KOAA Website	3	Х
			Konin Website	5	Λ
INTERNET SALES DIRECTOR	6/13/16	8/4/16	TV Jobs Ad	2	
	0/10/10	0/1/10	KOAA Website	2	Х
			Horini Website	-	
SALES MANAGER	4/15/16	8/8/16	KOAA Website	5	Х
011220111111021	1/10/10	0/0/10	Community Partner Referral	1	
				1	
PRODUCER	2/22/16	10/24/16	TV Jobs Ad	4	Х
	_//		KOAA Employee	1	
				-	
PHOTOGRAPHER	8/15/16	10/4/16	KOAA Website	4	Х
	, -, -	, , -			
METEOROLOGIST	6/15/16	11/7/16	TV Jobs Ad	3	Х
ACCOUNT EXECUTIVE	1/1/16	11/14/16	KOAA Employee Referral	2	
			Community Partner Referral	1	
			Former KOAA Employee	1	Х

EEO Public File Report

KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO December 1, 2015 - November 30, 2016

Recruitment Sources Contacted for Full-Time Vacancies

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

	EEO Public File Rej	port	
	KOAA-TV PUEBLO/COLORADO SPRINO		
	December 1, 2015 - November 3		
	December 1, 2013 - November 3	50, 2010	
	Sources Contacted for Specific Vacancies		
No.	Recruitment Source	Contact	Entitled to Notification
1	Jim Doyle & Associates (Corporate Consultant)	Job Placement Exec	N
	7707 Holiday Drive, Sarasota, FL 34231	(941) 926-7355	
		(, 11) / 10 / 000	
2	Talent Dynamics	Job Placement Exec	N
	email: michaels@talentdynamics.com	214-630-9590	
3	Broadcast Engineering	Job Placement Exec	N
	email: sschafer@primemediabusiness.com	email	
4	Spots and Dots	Job Placement Exec	N
	email: ads@spotsndots.com	412-281-6215	
5	Investigative Reporters and Editors, Inc.	Job Placement Exec	N
	email web editor: sarah@ire.org	573-884-7902	
6	Audience Research & Development, LLC	Job Placement Exec	N
U	2440 Lofton Terrace Fort Worth, TX 76109	817-924-6922	
7	TVB	Job Placement Exec	N
	email	TVJobs@tvb.org	
		,	
8	Rick Gevers & Associates	Rick Gevers	N
	email	rick@rickgevers.com	
9	Pueblo Community College	ONLINE JOB BOARD	Ν
	online job board	careers@pueblocc.edu	
10	Colo Springs Business Journal	Newspaper Ad	Ν
		Fax-719-577-4107	
11	Northern Arizona University	ONLINE JOB BOARD	Ν
	online job board (Broadcast Employment Service)	handshake.com	
12	University College	ONLINE JOB BOARD	N
	online job board (Broadcast Employment Service)	handshake.com	
10	Online News Accession		NT I
13	Online News Association	Career Ads Cust. Service	N
	Login and create ad	1-888-491-8833 ext. 241	b

EEO Public File Report

KOAA-TV Pueblo/Colorado Springs, Co. December 1, 2015-November 30, 2016

	Supp	lemental Recruitment/Outreach Initiative	es	
Date	Initiative	Description	Scope of Involvement	Personnel Involved
Over 35 visits during this reporting period	Home School Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Stephen Bowers
	Colorado Broadcasters Assoc. Virtual Job Fair	Virtual Job Fair	Exposing opportunities to any interested party	Evie Hudson
3/20/2016	(UCCS) College Communication	Expose group to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
	(PCC) College Broadcast Students	Expose group to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
10/31/2016	(UCCS) College Communication Students	Expose group to broadcasting and TV sales/business environment	Station Tour	Admin Coord. Traffic or Bus. Dept & available News/ Sales Staff
		INTERNSHIPS		
	to include: Arizona S	g period, KOAA hosted 5 Interns from var State University; University of Colorado at s Peak Community College.	-	