

KXRM-TV, KXTU-LD
EEO PUBLIC FILE REPORT
December 1, 2015 - November 22, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-2, 4-10, 13-15, 18-28, 30-36	15
Account Executive	1-2, 4-10, 13-15, 18-28, 30-36	21
Main Anchor	1-2, 5-9, 13-14, 18, 20-24, 26-28, 30-36	31
10PM Executive Producer	1-2, 5-10, 13-14, 18, 20-24, 26-28, 30-36	31
Morning Show Producer	1-2, 6-9, 13-14, 18, 20-24, 26-28, 30-36	21
10pm Photographer	1-2, 5-8, 13-14, 17-18, 20-24, 26-28, 30-36	17
10pm Editor	1-2, 5-8, 13-14, 18, 20-24, 26-28, 30-36	31
Evening Editor	1-2, 5-8, 12-14, 18, 20-24, 26-28, 30-36	31
Sales Assistant	1-2, 6-8, 12-15, 18, 20-21, 23, 25-27, 32-36	12
Web Producer	5, 9, 12-13, 20-21, 24, 30-31, 33-34	12
Morning Show Editor	5-6, 8, 12-13, 20-24, 30-31, 34	12
Account Executive	1-2, 5-8, 13-14, 18-23, 26-28, 30, 32-36	19
Account Executive	2, 4-8, 11-15, 18-19, 21, 23-28, 30-36	12
10pm Photographer	2-3, 5-8, 11, 13-15, 18, 20-24, 26-27, 30-34, 36	31
Evening Photographer	2-3, 5-8, 11, 13-14, 18, 20-24, 26-27, 30-34, 36	31
Special Projects Director	2, 5-8, 13-14, 18, 20-24, 26-27, 30, 32-34, 36	21
Weekend Morning Editor/Photographer	2-3, 5-8, 11, 13-15, 18, 20-27, 30-36	31
Weekend Morning Photographer/ Editor	2-3, 5-8, 11, 13-14, 18, 20-27, 30-36	31
Weekend Morning Anchor Reporter	2-3, 5-8, 11, 13-14, 16, 18, 20-24, 26-27, 30-36	16
Morning Reporter (AM Newscast)	2-3, 5-8, 11, 13-14, 18, 20-24, 27, 30-36	31
Weekend Morning Meteorologist / Reporter	2-3, 5-8, 11, 13-14, 18, 20-24, 27, 30-36	31
Weekend Morning Director	2-3, 5-8, 11, 13-14, 18, 20-25, 27, 30-36	31
Weekend Morning Producer	2-3, 5-8, 11, 13-14, 18, 20-24, 27, 30-36	31
Director of Sales	2-3, 5-8, 13-14, 16, 18, 20-24, 27, 29-30, 32-36	21
Evening Editor /Photographer	2-3, 5-8, 11, 13-14, 18, 20-25, 27, 30-36	13

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Business Administrator	4-8, 13-16, 18, 20-24, 27, 30-36	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Art Institute Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4921 Email : clundin@aii.edu Fax : 1-303-824-4907 Carol Lundin	N	0
2	Art Institute of Colorado 1200 Lincoln St. Denver, Colorado 80203 Phone : 1-303-824-2168 Email : ssaid@aii.edu Stacy Said	N	0
3	Broadcast Education Association 1771 North Street, NW Washington, DC, Washington online job Manual Posting	N	0
4	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Phone : Online Posting Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	5
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Phone : E-Mail Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
8	Colorado State University 200 W. Lake St. Ft. Collins, Colorado 80521 Phone : 970-491-6444 Url : http://www.career.colostate.edu Email : career_employers@mail.colostate.edu Career Services	N	0
9	Colorado State University - Pueblo Career Center 2200 Bonforte Blvd, Suite 187 Pueblo, Colorado 81001 Phone : 719-549-2553 Url : http://www.myinterfase.com/colostate-pueblo/employ Email : career_employers@mail.colostate.edu Career Center	N	0
10	Colorado University Journalism and Mass Communications 1511 University Ave. 478 UCBUniversity of Colorado BoulderBoulder, Colorado 80309-0478 Phone : 303-492-5007 Email : Christine.Mahoney@Colorado.edu Christine Mahoney	N	0
11	Colorado Workforce Centers 1675 Garden of the Gods Rd Colorado Springs, Colorado Online Job Manual Posting	N	0
12	Employee Referral	N	6
13	Fox 21 News 560 Wooten Road Colorado Springs, Colorado 80915 Url : http://fox21news.com/ Position Postings Manual Posting	N	4

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14	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Phone : Online Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
15	Indeed.com 7501 N Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : Online Url : http://www.indeed.com Job Listings Manual Posting	N	11
16	Internal Candidate	N	5
17	Internal Transfer/Promotion	N	1
18	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : Online Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	N	0
19	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Phone : Online Url : http://www.linkedin.com Todd Soffian Manual Posting	N	4
20	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Phone : Online Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Mediageneral.com 333 E. Franklin St Richmond, Virginia 23219 Phone : Online Url : http://www.mediageneral.com/ Job Career Manual Posting	N	5
22	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : Email Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
23	NAACP 603 S. El Paso Colorado Springs, Colorado 80909 Phone : 719-475-7255 Url : http://www.coloradospringsnaacp.org Email : coloradospringspresident@gmail.com Henry Allen	N	0
24	Ohio Center for Broadcasting - Denver Campus 404 S Upham St Lakewood, Colorado 80226 Phone : 303-937-7070 Url : http://www.beonair.com Email : tmclaughlin@beonair.com Tim McLaughlin	N	0
25	Pikes Peak Community College 5675 S. Academy Blvd. Colorado Springs, Colorado 80906 Phone : 719-540-7144 Url : http://www.ppcc-csm.symplicity.com/employers Career Services Manual Posting	N	0
26	Pikes Peak Workforce Center 2306 E. Pikes Peak Ave. Colorado Springs, Colorado 80909 Phone : 719-667-3839 Url : http://www.ppwfc.org Email : bethlehemsaniotis@elpasoco.com Bethlehem Saniotis	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : Email Url : http://www.regis.edu/career services Email : jobs@regis.edu Career Services	N	0
28	Southern Colorado Women's Chamber of Commerce PO Box 49218 Colorado Springs, Colorado Url : http://scwcc.com/ Lola Woloch Manual Posting	N	0
29	SpotsnDots 1635 Old Highway 41 NW, Ste 112-338 Kennesaw, Georgia 30152 Url : spotsndots.com online job Manual Posting	N	2
30	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : Email Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
31	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : Online Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	40
32	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0

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33	University of Colorado-Colorado Springs 1420 Austin Bluffs Pkwy Colorado Springs, Colorado 80918 Phone : 719-255-3745 Url : http://www.uccs.edu Email : lmcnnew@uccs.edu Lisanne McNew	N	0
34	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : mujourcareerservices@missouri.edu Barabara Willis	N	0
35	Urbanites Leading the Pikes Peak Region (ULPPR) 506 E. Moreno Avenue Colo Spgs, Colorado 80903 Phone : (719) 634-1525 Url : Ulppr.org Email : jj.frazier@ulppr.org Janice Frazier	N	0
36	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : 123-456-7890 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			83

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/4/2016	Establishment of an intern program designed to assist members of the community	Internship in the newsroom: Students from Pikes Peak Comm College, Colorado Christian University, and other schools shadowed reporters, directors, anchors, meteorologists, producers, editors, and social media producers. Interns also speak with and familiarize themselves with sales personnel as well as technicians in master control .	4	News Director Managing Editor Marketing Brand Manager Chief Engineer
2	3/14/2016	Participation in Job Fairs	CMCI Spring Career Fair College of Media, Communication and Information, Univ of Colorado Boulder	2	News Director Marketing Brand Manager
3	4/18/2016	Participation in events or programs sponsored by educational institutions	Community Link staff and eight other adults (clients) arrived at the station at the designated time. The tour was set up so that they could learn about how the newscast is put together. The tour began in the news department, where they learned the different roles in the department and what it takes to put a newscast together before it goes on air. The next stop on the tour is the Production booth, where they learned how the newscast is put together live, with video playing, cameras moving and graphics all coming together to make a newscast look like it does on TV. The last stop on the tour was the news set, where we went over the different parts of the studio and the cameras.	1	Promotions Producer

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4	4/21/2016	Participation in events or programs sponsored by educational institutions	Community Link staff and eight other adults (clients) arrived at the station at the designated time. The tour was set up so that they could learn about how the newscast is put together. The tour began in the news department, where they learned the different roles in the department and what it takes to put a newscast together before it goes on air. The next stop on the tour is the Production booth, where they learned how the newscast is put together live, with video playing, cameras moving and graphics all coming together to make a newscast look like it does on TV. The last stop on the tour was the news set, where we went over the different parts of the studio and the cameras.	1	Promotions Producer
5	4/27/2016	Provision of training to management	Participants attended a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	2	Business Administrator Administrative Assistant

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6	6/1/2016	Participation in events or programs sponsored by educational institutions	Matthew from Stellar Care and four other adults (clients) arrived at the station at the designated time. The tour was set up so that they could learn about how the newscast is put together. The tour began in the news department, where they learned the different roles in the department and what it takes to put a newscast together before it goes on air. They also had the opportunity to talk to some of the Morning Show anchors and ask them questions. The next stop on the tour is the Production booth, where they learned how the newscast is put together live, with video playing, cameras moving and graphics all coming together to make a newscast look like it does on TV. The last stop on the tour was the news set, where we went over the different parts of the studio and the cameras.	1	Promotions Producer