

KXRM-TV, KXTU-LD
EEO PUBLIC FILE REPORT
December 1, 2014 - December 1, 2015

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	3, 6, 10	10
Digital Sales Manager	6	6
Reporter - MMJ	11	11
Photographer	5, 11	5
Reporter - MMJ	11	11
Reporter -MMJ	11	11
Evening Editor	11	11
Evening Meteorologist	11	11
Reporter - MMJ	11	11
Master Control Operator	2	2
Master Control Operator	2	2
Master Control Operator	2	2
Weekend Anchor	4-5, 11	5
Account Executive	9	9
Account Executive	2, 9	2
Account Executive	3, 6, 12	3
Account Executive	2	2
Morning Show Producer	8, 11	11
Web Producer	8, 11	11
Receptionist/General Admin Asst	1-2, 8	1
Account Executive	2, 7-8	2
Local Sales Assistant	8-9	9
Reporter - MMJ	8, 11	11
Digital Account Executive	7-8	8
SOCO CW Star	4, 8, 11	11
Account Executive	2, 7-8	2
Master Control Supervisor	8	8

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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	Add Staff, Inc 2118 Hollow Brook Dr Colorado Springs, Colorado 80918 Phone : 719-528-8888 Url : http://www.addstaffinc.com/ Karen King Manual Posting	N	1
2	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Phone : Online Posting Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	21
3	Craigslist Internet Job Listing, Colorado Phone : Online Online Job Manual Posting	N	1
4	Current Employee	N	2
5	Employee Referral	N	2
6	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	6
7	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Phone : Online Url : http://www.linkedin.com Todd Soffian Manual Posting	N	1

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8	Mediageneral.com 333 E.Franklin St Richmond, Virginia 23219 Phone : Online Url : http://www.mediageneral.com/ Job Career Manual Posting	N	5
9	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : Online Url : http://www.monster.com/ Job Listings Manual Posting	N	6
10	Self Referral	N	1
11	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : Online Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	32
12	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			79

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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	1/19/2015	Establishment of an intern program designed to assist members of the community	Internship in the newsroom: Students from Pikes Peak Community College, Colorado Christian University, and Columbia University shadowed reporters, directors, anchors, meteorologists, producers, editors, and social media producers. These interns also speak with sales personnel and technicians in master control to become familiar with their positions.	4	News Director Managing Editor Marketing Brand Manager Chief Engineer
2	3/26/2015	Participation in events or programs sponsored by educational institutions	During the course of the tour Homeschooling High School students were shown how television stations work throughout the day and introduced to possible career fields. They were taken to the sales department. They learned the role of the sales team and why it is important to have commercials on TV. The tour continued to 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 was the Production booth. They learned where 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 they got to see the news desk, weather center and interview area.	1	Promotions Producer
3	5/27/2015	Provision of training to management	At the Media General Business Administrator Summit in Indianapolis, our BA attended a two-day training session. The Business Administrators received training in HR compliance, employment & labor law relations, and other business matters. (May 26 & 27)	1	Business Administrator

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4	7/2/2015	Participation in events or programs sponsored by educational institutions	During the course of the tour students from Pikes Peak Community College and Pueblo Community College were shown how television stations work throughout the day and introduced to possible career fields. They were taken to the sales department. They learned the role of the sales team and why it is important to have commercials on TV. The tour continued to 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 was the Production booth. They learned where 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 they got to see the news desk, weather center and interview area.	1	Promotions Producer
5	8/3/2015	Participation in events or programs sponsored by educational institutions	During the course of the tour students from Stellar Care for Adults were shown how television stations work throughout the day and introduced to possible career fields. They were taken to the sales department. They learned the role of the sales team and why it is important to have commercials on TV. The tour continued to 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 was the Production booth. They learned where 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 they got to see the news desk, weather center and interview area.	1	Promotions Producer

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6	9/2/2015	Provision of training to management	EEO Policy Conference Call: Media General Associate General Counsel Henry Gola held a webinar that discussed compliance with the FCC's EEO rules and policies.	1	Business Administrator
7	10/29/2015	Participation in Job Fairs	UCCS Fall 2015 Career & Volunteer Fair	2	Local Sales Manager Local Sales Manager
8	11/30/2015	Provision of training to management	Media General EEOC Training by Legal Counsel Amy Keegan.	74	