

EEO Public File Report

**KOAA-TV Pueblo/Colorado Springs, Colorado
December 1, 2004 - November 30, 2005**

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Number Hired
1	MCO/Tape Op	11/8/2004	1/3/2005	KOAA Web Site	1	0
				Walk in	1	0
				Former employee	1	1
2	MCO/Tape Op	1/9/2005	2/8/2005	KOAA Web Site	1	0
				Walk in	1	1
				Former Employee	1	0
3	Broadcast Engineer	9/24/2004	2/21/2005	Pueblo Chieftain	2	0
				Internet	6	1
4	Morning Producer	11/1/2004	1/3/2005	TV Jobs	4	1
				Word of Mouth	1	0
5	Account Executive	11/27/2004	1/3/2005	KOAA Web Site	1	0
				TV Jobs	1	0
				Referral	4	1
				Jim Doyle & Associates	1	0
6	Account Executive	12/12/2004	1/10/2005	Personal Reference	5	0
				Colorado Jobs First	1	0
				TV Jobs	2	0
				Intern Program/CSU	1	1
7	Morning Producer	12/1/2004	2/17/2005	TV Jobs	2	1
				Word of Mouth	2	0
8	News Photographer	3/5/2005	3/14/2005	Word of Mouth	1	1
9	News Photographer	1/5/2005	3/10/2005	Internal	1	1
10	Account Executive	3/21/2005	4/25/2005	TV Jobs	1	0
				Intern Program/CSU	2	0
				Referral	2	1
11	News Editor	5/30/2005	6/20/2005	Colorado Jobs First	1	0
				Word of Mouth	1	1
12	News Photographer	3/10/2005	6/4/2005	Internal	1	1
				TV Jobs	1	0
13	Reporter/Photographer	3/16/2005	4/9/2005	Word of Mouth	1	1
14	News Photographer	1/5/2005	3/10/2005	Internal	1	1
				TV Jobs	1	0
				Word of Mouth	1	0
15	Writer/Producer	9/18/2005	10/24/2005	Internal	1	0
				KOAA Web Site	1	0
				TV Job	1	1
				Ideanet	2	0
16	Promotion Coordinator	5/15/2005	10/17/2005	KOAA Web Site	1	0
				Referral	1	1
				Gazette Classified	1	0
				Walk In	1	0
17	Writer/Producer	5/15/2005	6/13/2005	Referral	1	1
				Ideanet	1	0
18	Account Executive	7/27/2005	10/3/2005	Colorado Jobs First	1	0
				KOAA Web Site	1	1
				Gazette Classified	1	0
19	Weekend TD/MCO	11/15/2004	1/1/2005	Internal Promotion	1	1
20	MCO/Tape Operator	7/29/2005	8/13/2005	Internal Promotion	1	1
21	Photographer	1/12/2005	3/14/2005	Word of Mouth	2	1
22	Photographer	7/29/2005	8/15/2005	TV Jobs	2	1
23	Photographer	9/14/2005	11/18/2005	TV Jobs	1	0
				Word of Mouth	1	1
24	Weather Producer/Reporter	2/25/2005	11/14/2005	TV Jobs	1	1
				Internal	1	0
				Word of Mouth	2	0
25	Executive Producer	9/1/2005	10/3/2005	Word of Mouth	1	1
				Internal	1	0

* See Attached List of Recruitment Sources for Contact Information

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Recruitment Sources Contacted for Each Full-Time Vacancy

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	The Gazette(skelly-gilbert@gazette.com 30 S. Prospect Colorado Springs, Co. 80903	Classified Ads 719-476-1689	2	N
2	Pueblo Chieftain 825 W. 6th Street Pueblo, Co. 81004 (cheryld@chieftain.com)	Classified Ads 719-544-3520	2	N
3	Canon Ciy Daily Record P. O. Box 111 Canon City, Co. 81212	Classified Ads 719-275-7565	0	N
4	Ag Journal(garyrhodes@centurytel.net P.O. Box 500 LaJunta, Co. 81050	Classified Ads 719-384-8121	0	N
5	Chronicle News P.O. Box 763 Trinidad, Co. 81082	Classified Ads 719-846-3311	0	N
6	Lamar Daily News P.O. Box 1217 Lamar, Co. 81052	Classified Ads 719-336-2266	0	N
7	LaJunta Tribune Democrat P.O. Box 480 LaJunta, Co. 81050	Classified Ads 719-384-4475	0	N
8	Hispania News P.O.Box 15116 Colorado Springs, Co. 80935	Classified Ads 719-540-0220	0	N
9	CU-Colorado Springs(stuemp@uccs.edu) P.O. Box 7150 Colorado Springs, Co. 80907-7150	Job Placement 719-262-3460	0	N

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
10	N.A.T.A.S. 1255 West Virginia Ave. Denver, Co. 80227-2023	Job Placement 303-863-8221	0	N
11	N.A.B.J. 1771 N. Street, NW Washington, D.C. 20036	Job Placement 202-429-5300	0	N
12	KPAX-TV(larry@kpax.com) Missoula, Montana	Human Resources 406-543-7106	0	N
13,	KRTV-TV(connie@krtv.com) Great Falls, Montana	Human Resources 406-453-2431	0	N
14	KXLF-TV(rschlosser@kxlf.com) Butte, Montana	Human Resources 406-782-0444	0	N
15	KVOA-TV(epappas@kvoa.com) Tucson, Arizona	Human Resources 520-792-2270	0	N
16	KSBY-TV (wohagan@ksby.com) Santa Barbara, CA email: wohagan@ksby.com	Human Resources	0	N
17	KTVQ-TV(jwebber@ktvq.com) Billings, Montana	Human Resources 406-252-9938 (fax)	0	N
18	KATC-TV(cathy@katctv.com) Lafayette, LA.	Human Resources 337-235-9363 (fax)	0	N
19	WLEX-TV(sbyron@wlextv.com) Lexington, KY.	Human Resources 859-226-7658 (fax)	0	N
20	KRIS-TV(jmartin@kristv.com) Corpus Christi, TX.	Human Resources 361-885-3768 (fax)	0	N
21	Pikes Peak Community College 5675 S. Academy Blvd. Colorado Springs, Co. 80906	Job Placement Mail	0	N

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
22	Pueblo Community College 900 W. Orman Ave., Pueblo, Co. 81004	Job Placement 719-549-3200	0	N
23	Colorado College 14 E. Cache La Poudre Colorado Springs, Co. 80903	Job Placement Mail	0	N
24	Colorado State University Attn: Greg Luft C225 Clark Ft. Collins, Co. 80523	Job Placement Mail	0	N
25	L.U.L.A.C. 829 N. Circle Dr., #103 Colorado Springs, Co. 80909-5036	Job Placement Mail	0	N
26	L.U.L.A.C. 720 N. Main St. Ste. 445 Pueblo, Co. 81003-3048	Job Placement 719-549-2408	0	N
27	CSU-Pueblo Career Center OUC-002 2200 Bonforte Blvd., Pueblo, Co. 81001	Career Center 719-549-2408	3	N
28	California Assoc. of Latinos 5515 Melrose Ave. Hollywood, CA. 90038	Job Placement Mail	0	N
29	Hispanic News Media Assoc. 1420 N. Street, N.W. Washington, D.C. 20005	Job Placement Mail	0	N
30	Colorado Institute of Art 200 E. 9th Denver, Co. 80203	Job Placement 800-275-2420 Ext. 506	0	N
31	Urban League of the Pikes Peak Region 125 N. Parkside Dr.P.O. Box 1979 Colo. Springs, Co. 80901	Job Placement Mail	0	N
32	Huerfano World P.O. Box 191 Walsenburg, Co. 81089	Classified Ads Mail	0	N
33	Nat'l Assoc. of Black Journalists 8701 A. Adelpha Adelpha, MD. 20783	Job Placement 301-445-7100	0	N
34	Eastern New Mexico University Placement Services Station #34 Portales, NM 88130	Job Placement Mail	0	N

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
35	Dept of Labor & Employment Attn: PP Workforce Center 2306 E. Pikes Peak CS CO 80909	Job Placement 719-667-3700	0	N
36	National Assoc. of Hispanic Journal 1193 National Press Bldg, Washington, D.C. 20045	Job Placement 202-662-7145	0	N
37	Jobs First email: info@peakweb.com	Job Placement	3	N
38	UCCS-Student Employment Office email: stuemp@uccs.edu	Job Placement	0	N
39	TV Jobs.com (Broadcast Employment Service)		17	N
40	Internet	www.koaa.com	6	N
41	Internal		6	N
42	Walk Ins		3	N
43	Word of Mouth		13	N
44	Referrals		13	N
45	Unknown		0	N
46	Former Employee		2	N

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Sources contacted only for specific vacancies

No.	Recruitment Source	Contact	Open Position	Total Interviewed	Entitled to Notification
1	Jim Doyle & Associates (Corporate Consultant) 7707 Holiday Drive, Sarasota, FL 34231		Account Executive	1	N
2	Graeme Newell's Marketing Ideanet Jobs gnewell (at) 602communications.com	702-543-1426	Writer/Producer	3	N
3	Broadcast Engineering email: sschafer@primemediabusiness.com	Job Placement	Broadcast Engineer	0	N
4	Internet	sbe.org, nab.org	Broadcast Engineer	6	N
5	Internal Promotions		Weekend TD/MCO MCO/Tape Operator	1 1	N N

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Supplemental Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	1/19/2005	Expose students to careers in broadcasting	University of Colorado-Colorado Springs	Spoke to college students about careers in television	David Whitaker, General Manager
2	First & Third Quarters	College Opportunity	Donation to qualified college student in the Mass Comm field	Help ease a little of the expense for two qualified college students per year.	Patricia Cone, Community Affairs Director
3	Ongoing	College Intern Program	Expose college students to broadcasting environment	Host interns from area colleges who are majoring in broadcasting for credit hours.	Cindy Aubrey, News Director, Ron Eccher, Prg Dir., Trevin Bensko-Wecks, LSM, other Mgrs.
4	2/22/2005	Expose station opportunities to interested parties	Viewer call-in from 5-7p	Encouraged viewers to call in relating to minority issues	Cindy Aubrey, News Director
5	2/26/2005	Diversity workshop to educate teachers and families	Sandcreek library event reaching numerous minority families	Participated in the Mexican Consulate General's event through a "School Smarts" program	Minority staff reporter
6	3/2/2005	Expose station opportunities to interested parties	Denver University-panel of experts	Participated on a panel discussing broadcasting as a career	Cindy Aubrey, News Director Richard Bouchez, Creative Service Director
7	3/8/2005	Expose station opportunities to interested parties	University of Colorado-Colorado Springs, department of communication	Spoke to college students about how they got into the business and what they need to do to pursue a broadcast career	Cindy Aubrey, News Director
8	6/13-7/15/05	Upward Bound Program	Pueblo Community College-summer work-study	A minority high school junior worked in various areas of the station to gain knowledge for a possible broadcasting career	Various managers, on-air talent, and general staff
9	10/28/2005	Expose station opportunities to interested parties	Consult with college faculty on matters related to their curriculum, special projects and internships	To build a relationship with the Communications Department Advisory Board for better exposure to the broadcasting field	David Whitaker, General Manager