

EEO Public File Report

**KOAA-TV Pueblo/Colorado Springs, Colorado
December 1, 2006 - November 30, 2007**

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Number Hired
1	Weather Producer/Anchor	6/25/2007	8/1/2007	TV Jobs.com	4	1
2	Tech Director/Editor	3/1/2007	6/1/2007	Internal Promotion	1	1
3	Master Control Operator	9/12/2007	9/22/2007	Internal Promotion	1	1
4	Account Executive	4/5/2007	7/3/2007	Gazette Pueblo Chieftain KOAA Website	6 1 2	1 0 0
5	Promo Writer/Producer/ Editor	7/30/2007	8/27/2007	Personal Reference Internal Graeme Newell	2 2 2	0 1 0
6	Web Producer	12/13/2006	1/29/2007	Internal	2	1
7	Commercial Production Mgr	7/9/2007	7/25/2007	Internal Word of Mouth	4 1	0 1
8	Weekend Assign Editor	9/14/2007	10/1/2007	Word of Mouth TV Jobs	1 1	1 0
9	Weeknight Anchor	3/15/2007	7/2/2007	TV Jobs	6	1
10	Morning New Producer	10/30/2007	11/25/2007	TV Jobs	2	1
11	Executive Producer	6/1/2006	5/22/2007	Internal TV Jobs	2 2	1 0
12	Weekend Assignment	5/1/2007	7/16/2007	TV Jobs Gazette	2 1	1 0
13	Maintenance Engineer	3/1/2007	8/20/2007	KOAA Website Pueblo Chieftain	2 3	0 1
14	News Editor	5/15/2007	5/22/2007	Intern	2	1
15	Reporter/Weekend Prod	2/27/2007	5/31/2007	TV Jobs	1	1
16	Reporter Producer	8/10/2007	11/16/2007	TV Jobs	1	1
17	Videojournalist	6/7/2007	8/27/2007	TV Jobs	2	1
18	Internet Sales Executive	4/1/2007	5/4/2007	KOAA Website	9	1

* 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	7	N
2	Pueblo Chieftain 825 W. 6th Street Pueblo, Co. 81004 (cheryld@chieftain.com)	Classified Ads 719-544-3520	4	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	0	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	0	N
38	UCCS-Student Employment Office email: stuemp@uccs.edu	Job Placement	0	N
39	TV Jobs.com (Broadcast Employment Service)		21	N
40	Career Builder.com		0	N
41	CO Work Force		0	N
42	Internet	www.koaa.com	13	N
43	Internal		10	N
44	Walk Ins		0	N
45	Word of Mouth		2	N
46	Referrals		2	N
47	Unknown		0	N
48	Former Employee		0	N
49	Interns		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				N
2	Graeme Newell's Marketing Ideanet Jobs gnewell (at) 602communications.com	702-543-1426		2	N
3	Broadcast Engineering email: sschafer@primemediabusiness.com	Job Placement			N
4	Internet	sbe.org, nab.org			N
5	Internal Promotions			2	N N

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Supplemental Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2/8/2007	Pueblo Community College Job Fair	Share broadcasting opportunities with general public	Hosted job fair for the purpose of exposing opportunities to any interested party	Various managers
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	11/13/2007	National American University Career Fair	Share broadcasting opportunities with general public	Hosted job fair for the purpose of exposing opportunities to any interested party	Mike Sileechia, Cindy Aubrey
5	11/15/2007	Pueblo Community College Job Fair	Share broadcasting opportunities with general public	Hosted job fair for the purpose of exposing opportunities to any interested party	David Whitaker, Pat Cone, Greg Boyce, Ron Eccher, Tom Wright