

**RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES**

This list of recruitment sources, indicates name, address, contact person and telephone number of each. Sources with an asterisk (\*) denote organizations that have requested notification of full-time job vacancies.

1. **Urban League of the Pikes Peak Region**, [bdunning@springsurbanleague.org](mailto:bdunning@springsurbanleague.org) (e-mail), 125 North Parkside P.O. Box 1979 Colo Spgs, CO 80901-1979, 719-634-1525 phone, 719-634-3357 fax
2. **Colorado State, Pueblo**, [myinterfase.com/colostate-pueblo/employer](http://myinterfase.com/colostate-pueblo/employer)
3. **Intellitec College**, [csplacement@intelliteccollege.edu](mailto:csplacement@intelliteccollege.edu) (e-mail), [www.intelliteccolleg.com](http://www.intelliteccolleg.com), 2315 E. Pikes Peak Ave. Colorado Springs, CO 80909, 719-632-7626 phone, 719-632-7451 fax
4. **TV Marketing Weekly**, [info@thetvguru.com](mailto:info@thetvguru.com) (e-mail)
5. **National Association of Hispanic Journalism**, [jobbank@nahj.org](mailto:jobbank@nahj.org) (e-mail)
6. **UCCS, CU @ Colorado Springs**, [Jobhelp@uccs.edu](mailto:Jobhelp@uccs.edu) (e-mail), , P.O. Box 7150 Colorado Springs, CO 80933, 719-262-3255 phone
7. **Regis University**, [jobs@regis.edu](mailto:jobs@regis.edu) (e-mail), [www.regis.edu/careerservices](http://www.regis.edu/careerservices)
8. **tvjobs.com**, <http://www.tvjobs.com>, [jobs@tvjobs.com](mailto:jobs@tvjobs.com) (e-mail)
9. **Media Line**, [medialine@medialine.com](mailto:medialine@medialine.com) (email), <http://www.medialine.com/>
10. **NAACP (local branch)**, [naacpcsbranch@aol.com](mailto:naacpcsbranch@aol.com) (email), 603 S. El Paso Colorado Springs, CO 80909, 719-475-7255 phone
11. **National Academy of Television Arts & Science**, [natascolo@mho.net](mailto:natascolo@mho.net) (email) Audrey Elling (303) 722-0916 (phone)
12. **Ohio Center for Broadcasting- Denver Campus**, [placement.denver@beonair.com](mailto:placement.denver@beonair.com)
13. **Denver University**, Denver, Colorado, [DU.csm.symplicity.com/employers](http://DU.csm.symplicity.com/employers)
14. **Pikes Peak Community College**, [ppcc-csm.symplicity.com/employers](http://ppcc-csm.symplicity.com/employers), 5675 S. Academy Blvd. Colorado Springs, CO 80906, 719-540-7144
15. **Pikes Peak Work Force**, form emailed to [Carrigan.j@PPWFC.ORG](mailto:Carrigan.j@PPWFC.ORG) 2306 E. Pikes Peak Ave. Colorado Springs, CO 80909, 719-667-3700 phone, 719-667-3752 fax
16. **spots and dots**, [ads@spotsndots.com](mailto:ads@spotsndots.com)(e-mail)
17. [selltv@aol.com](mailto:selltv@aol.com) (e-mail),
18. **Colorado Broadcasters Assoc**, [www.coloradobroadcasters.org](http://www.coloradobroadcasters.org)
19. **Gazette Newspaper/Career Builder**, [www.careerbuilder.com](http://www.careerbuilder.com)
20. **Employee Referral**
21. **Internal Posting/Internal Promotion**
22. **KXRM & KXTU websites**, [www.coloradoconnection.com](http://www.coloradoconnection.com)
23. **On air promo directing to websites for career opportunities**
24. **KXRM hosted Job Fair @ Antlers Hotel**
25. **Referral**
26. **Re-Hire**
27. **Unknown Origin**
28. **Walk In**

FULL TIME POSITIONS FILLED; RECRUIT SOURCES USED

RECRUITMENT SOURCES  
1,2,3,4,5,6,7,8,9,10,11,12,13,  
14,15,16,17,18,20,21,22,23

JOB TITLE  
Interactive AE

RECRUITMENT SOURCE  
#22

RECRUITMENT SOURCES  
1,2,3,4,5,6,7,8,9,10,11,12,13,  
14,15,16,17,18,20,21,22,23

JOB TITLE  
Retail Sales AE

RECRUITMENT SOURCE  
#17

RECRUITMENT SOURCES  
1,2,3,4,5,6,7,8,9,10,11,12,13,  
14,15,16,17,18,20,21,22,23

JOB TITLE  
Retail Sales AE

RECRUITMENT SOURCE  
#22

RECRUITMENT SOURCES  
1,2,3,4,5,6,7,8,9,10,11,12,13,  
14,15,16,17,18,20,21,22,23,25

JOB TITLE  
Sales Assistant

RECRUITMENT SOURCE  
#24

RECRUITMENT SOURCES  
1,2,3,4,5,6,7,8,9,10,11,12,13,  
14,15,16,17,18,20,21,22,23

JOB TITLE  
Retail Sales AE

RECRUITMENT SOURCE  
#17

RECRUITMENT SOURCES  
1,2,3,4,5,6,7,8,9,10,11,12,13,  
14,15,16,17,18,20,21,22,23,24

JOB TITLE  
Retail Sales AE

RECRUITMENT SOURCE  
#16

RECRUITMENT SOURCES  
1,2,3,4,5,6,7,8,9,10,11,12,13,  
14,15,16,17,18,20,21,22,23,24

JOB TITLE  
Retail Sales AE

RECRUITMENT SOURCE  
#24

RECRUITMENT SOURCES  
1,2,3,4,5,6,7,8,9,10,11,12,13,  
14,15,16,17,18,20,21,22,23,24

JOB TITLE  
Retail Sales AE

RECRUITMENT SOURCE  
#25

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
14,15,20,21,22,23

JOB TITLE  
AM News Reporter

RECRUITMENT SOURCE  
#20

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
14,15,18,21,22,23

JOB TITLE  
AM News Producer

RECRUITMENT SOURCE  
#22

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
15,18,21,22,23

JOB TITLE  
AM News Reporter/Producer

RECRUITMENT SOURCE  
#8

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
15,18,20,21,22,23

JOB TITLE  
AM News Anchor

RECRUITMENT SOURCE  
#22

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
15,18,20,21,22,23

JOB TITLE  
News Reporter

RECRUITMENT SOURCE  
#8

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
14,15,18,20,21,22,23

JOB TITLE  
News Photographer

RECRUITMENT SOURCE  
#20

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
15,18,20,21,22,23

JOB TITLE  
Early News Photographer

RECRUITMENT SOURCE  
#8

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
15,20,21,22,23

JOB TITLE  
Early News Producer/Reporter

RECRUITMENT SOURCE  
#25

RECRUITMENT SOURCES  
1,3,4,5,6,7,8,9,10,11,12,  
14,15,18,20,21,22,23

JOB TITLE  
AM Editor

RECRUITMENT SOURCE  
#25

**TOTAL INTERVIEWEES FOR ALL FULL-TIME POSITIONS**

70 PERSONS

**NUMBER OF REFERRALS FROM SOURCES USED**

#1-0, #2-0, #3-0, #4-0, #5-0, #6-8, #7-0, #8-12, #9-0, #10-0, #11-0, #12-0, #13-0, #14-0,  
#15-1, #16-6, #17-5, #18-2, #19-0, #20-5, #21-0, #22-18, #23-0, #24-4, #25-8, #26-0,  
#27-0

**EEO PUBLIC FILE REPORT**  
**KXRM-TV/KXTU-LP, Colorado Springs, CO**  
**DECEMBER 1, 2008 – NOVEMBER 30, 2009**

**SUPPLEMENTAL OUTREACH ACTIVITIES**

This section contains a brief description of activities from the FCC Menu of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

In the preceding year, the Employment Unit has engaged in the following initiatives:

**Established an internship program designed to assist members of the college community to acquire skills needed for broadcast employment.**

The KXRM / KXTU Employment Unit has committed to providing ongoing educational opportunities for college students who wish to gain practical experience in the field of television broadcasting. In order to give the intern a total experience of this exciting industry, we have designed our internship program to give the opportunity of covering several departments during the internship if desired. This internship allows us to assist the intern in meeting academic criteria at the student's college or university, provide a means to investigate a potential career, acquire new skills, and enhance a resume or portfolio. The internship is available throughout the year. Students receive work experience and college credit in lieu of pay.

Interactive Internet dept Intern participated this year from 3/09-8/09 for credit at University of Denver at Denver, CO. Station personnel involved: Pam Cosel, Interactive Media Mgr.

News Dept interns participated from 11/08 thru 4/09 and 8/09 thru 11/09 for credit at the Ohio Center for Broadcasting-Colorado Campus. Station personnel involved: Joe Cole, News Director.

News Dept interns participated from 1/09 to 5/09 and 6/09-7/09 for credit at the University of Colorado of Colorado Springs. Station personnel involved: Joe Cole, News Director.

News Dept interns participated this year from 1/09 to 5/09 for credit at the Pikes Peak Community College of Colorado Springs. Station personnel involved: Joe Cole, News Director.

News Dept intern participated this year from 5/09 to 8/09 for credit at the Elon University of Elon, North Carolina. Station personnel involved: Joe Cole, News Director.

News Dept intern participated this year from 5/09 to 8/09 for credit at the Washington State University, Pullman WA. Station personnel involved: Joe Cole, News Director.

News Dept intern participated this year from 9/09 to 11/09 for credit at the University of Denver, Denver CO. Station personnel involved: Joe Cole, News Director.

Production/Operations Interns participated from 1/09 to 5/09 and 8/09-12/09 for credit at the University of Colorado at Colorado Springs. Station personnel involved: Trip Uhalt, Production Mgr.

Production/Operations Interns participated this year from 5/09 to 8/09 for credit at the Pikes Peak Community College-Colo. Springs. Station personnel involved: Trip Uhalt, Production Mgr.

**Participated an event sponsored by an educational institution relating to career opportunities in broadcasting.**

The KXRM / KXTU Employment Unit has committed to providing ongoing educational opportunities for students who wish to gain practical experience in the field of television broadcasting. On Thursday, 4/9/09, from 1-5PM, the stations participated in a Career Fair at the University of Colorado at Colorado Springs. We made available the job openings at the time in the all Departments as well as accepted applications and resumes.

Station personnel involved:  
Amy Hunter, Dir of Media Ops; Dan Corken, Gen. Sales Mgr, Mike Silecchia, Local Sales Mgr.

**Provided training to sales account executives and support staff to help in expanding their job knowledge and skills in the station sales area.**

The KXRM / KXTU Employment Unit participated in Image Plus sales training program for two weeks. All account executives from the stations attended in order to expand their job knowledge and skills. It was held in September 2009 in Colorado Springs.

Station personnel involved:  
Dan Corken, General Sales Manager; Mike Silecchia, Local Sales Manager.

**Conducted an event relating to career opportunities in broadcasting.**

The KXRM / KXTU Employment Unit has committed to providing ongoing opportunities for those who wish to gain practical experience in the field of television broadcasting. On Tuesday, June 16, 2009 from 9am-3PM, conducted a career fair at Antlers Hilton. We made available the job openings at the time in the all Departments as well as accepted applications, resumes conducted on site interviews.

Station personnel involved:  
Mike Silecchia, Retail Sales Manager, Dan Corken, Vice President of Sales, Steve Dant, President

**Provided training to sales account executives and support staff to help in expanding their job knowledge and skills in the station sales area.**

The KXRM / KXTU Employment Unit participated in World Now Health connection (interactive) sales training program for two weeks. All account executives from the stations attended in order to expand their job knowledge and skills. It was held in October 2009 in Colorado Springs.

Station personnel involved:  
Dan Corken, General Sales Mgr; Mike Silecchia, Local Sales Mgr;

**Participated an event sponsored by an educational institution relating to career opportunities in broadcasting.**

The KXRM / KXTU Employment Unit has committed to providing ongoing educational opportunities for students who wish to gain knowledge of opportunities in the field of television broadcasting. On May 4, 2009, the stations participated in a Career Day presentation at Rampart High School in Colorado Springs. .

Station personnel involved:  
Trip Uhalt, Production Dept.

**Listing openings with Job Bank of groups with broad- based membership.**

During the reporting period, the KXRM / KXTU Employment Unit listed full-time openings in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities, such as National Association of Hispanic Journalism.