

EEO PUBLIC FILE REPORT
KXRM-TV-DT and KXTU-LP, Colorado Springs, CO
DECEMBER 1, 2009 – NOVEMBER 30, 2010

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 (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
3. **National Association of Hispanic Journalism**, jobbank@nahj.org (e-mail)
4. **UCCS, CU @ Colorado Springs**, Jobhelp@uccs.edu (e-mail), , P.O. Box
7150 Colorado Springs, CO 80933, 719-262-3255 phone
5. **Regis University**, jobs@regis.edu (e-mail), www.regis.edu/careerservices
6. **tvjobs.com**, <http://www.tvjobs.com>, jobs@tvjobs.com (e-mail)
7. **Media Line**, medialine@medialine.com (email), <http://www.medialine.com/>
8. **NAACP (local branch)**, naacpsbranch@aol.com (email), 603 S. El Paso
Colorado Springs, CO 80909, 719-475-7255 phone
9. **National Academy of Television Arts & Science**, natascolo@mho.net
(email) Audrey Elling (303) 722-0916 (phone)
10. **Ohio Center for Broadcasting- Denver Campus**,
placement.denver@beonair.com
11. **Denver University**, Denver, Colorado, DU.csm.symplicity.com/employers
12. **Pikes Peak Community College**, ppcc-csm.symplicity.com/employers, 5675
S. Academy Blvd. Colorado Springs, CO 80906, 719-540-7144
13. **Pikes Peak Work Force**, form emailed to Carrigan.j@PPWFC.ORG
2306 E. Pikes Peak Ave. Colorado Springs, CO 80909, 719-667-3700 phone,
719-667-3752 fax
14. **sell tv@aol.com**
15. **spots and dots**, ads@spotsndots.com(e-mail)
16. **Craigslist.com**
17. **Colorado Broadcasters Assoc**, www.coloradobroadcasters.org
18. **Gazette Newspaper/Career Builder**, www.careerbuilder.com
19. **Employee Referral**
20. **Internal Posting/Internal Promotion**
21. **KXRM & KXTU websites**, www.coloradoconnection.com
22. **On air promo directing to websites for career opportunities**
23. **KXRM hosted Job Fairs @ Local Hotel**
24. **Referral**
25. **Re-Hire**
26. **Unknown Origin**
27. **Walk In**

FULL TIME POSITIONS FILLED; RECRUIT SOURCES USED

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
17,19,20,21,22,23,24,27

JOB TITLE
Photographer

RECRUITMENT SOURCE
#19

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
17,19,20,21,22,23,24,27

JOB TITLE
I/A Marketing Mgr

RECRUITMENT SOURCE
#20

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
17,19,20,21,22,23,24,27

JOB TITLE
Retail Sales AE

RECRUITMENT SOURCE
#23

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
17,19,20,21,22,23,24,27

JOB TITLE
Retail Sales AE

RECRUITMENT SOURCE
#23

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
17,19,20,21,22,23,24,27

JOB TITLE
Director/MCO/Editor

RECRUITMENT SOURCE
#20

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
16,17,19,20,21,22,23,24,27

JOB TITLE
Retail Sales AE

RECRUITMENT SOURCE
#16

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
17,19,20,21,22,23,24,27

JOB TITLE
Producer/Editor/Shooter

RECRUITMENT SOURCE
#20

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
17,19,20,21,22,23,24,27

JOB TITLE
Sales Asst/Front Desk

RECRUITMENT SOURCE
#20

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
16,17,19,20,21,22,23,24,27

JOB TITLE
Retail Sales AE

RECRUITMENT SOURCE
#21

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
16,17,19,20,21,22,23,24,27

JOB TITLE
Retail Sales AE

RECRUITMENT SOURCE
#4

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
16,17,19,20,21,22,23,24,27

JOB TITLE
Retail Sales AE

RECRUITMENT SOURCE
#21

RECRUITMENT SOURCES
1,2,3,4,5,6,7,8,9,10,11,12,13,
17,19,20,21,22,23,24,27

JOB TITLE
Business Manager

RECRUITMENT SOURCE
#25

<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Reporter	<u>RECRUITMENT SOURCE</u> #20
<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Weekend Anchor/Reporter	<u>RECRUITMENT SOURCE</u> #20
<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Interactive Managing Editor	<u>RECRUITMENT SOURCE</u> #21
<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 16,17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Continuity Coordinator	<u>RECRUITMENT SOURCE</u> #21
<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Master Control Operator	<u>RECRUITMENT SOURCE</u> #19
<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Reporter/Photographer	<u>RECRUITMENT SOURCE</u> #6
<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 16,17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Retail AE	<u>RECRUITMENT SOURCE</u> #23
<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 16,17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Retail AE	<u>RECRUITMENT SOURCE</u> #23
<u>RECRUITMENT SOURCES</u> 1,2,3,4,5,6,7,8,9,10,11,12,13, 17,19,20,21,22,23,24,27	<u>JOB TITLE</u> Assignment Editor	<u>RECRUITMENT SOURCE</u> #24

TOTAL INTERVIEWEES FOR ALL FULL-TIME POSITIONS

203 PERSONS

NUMBER OF REFERRALS FROM SOURCES USED

#1-0, #2-6, #3-0, #4-10, #5-0, #6-12, #7-0, #8-0, #9-0, #10-0, #11-0, #12-0, #13-13, #14-0, #15-0, #16-11, #17-0, #18-0, #19-14, #20-0, #21-104, #22-0, #23-26, #24-5, #25-1 #26-1 #27-0

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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 secondary education and 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.

News Dept interns participated from 12/09 thru 4/10 for credit at the Ohio Center for Broadcasting-Colorado Campus. Station personnel involved: Joe Cole, News Director.

News Dept interns participated from 1/10 thru 5/10 and 8/10 thru 12/10 for credit at the University of Colorado of Colorado Springs. Station personnel involved: Joe Cole, News Director.

News Dept interns participated this year from 1/10 thru 5/10 and 8/10 thru 12/10 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 1/10 thru 5/10 for credit at Falcon High School, Falcon CO. Station personnel involved: Joe Cole, News Director.

Participated in a student shadowing program designed to assist members of the college community to observe skills needed and opportunities in broadcast employment.

The KXRM / KXTU Employment Unit has committed to providing ongoing educational opportunities for college students who wish to gain knowledge of career opportunities in the field of television broadcasting. We participated in a student shadowing program to give the opportunity of observing skills needed for broadcast employment providing a means to investigate a potential career by observing the day to day activities for one week.

Sales Dept participated July 2010 . Station personnel involved: Kristin Lutwack, Mentor Account Executive.

Participated in 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, 3/11/10 from 12:30PM-5PM and Thursday, 10/14/10 from 12:30PM to 5PM, the stations participated in Career Fairs 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:

Dan Corken, Gen. Sales Mgr, Mike Silecchia, Local Sales Mgr.

On Wednesday, 10/6/10 11:00AM-3PM, the stations participated in Career Fairs at the University of Colorado at Pueblo. We made available the job openings at the time in the all Departments as well as accepted applications and resumes.

Station personnel involved:

Dan Corken, Gen. Sales Mgr, Mike Silecchia, Local Sales Mgr.

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

The KXRM / KXTU Employment Unit participated in Richardson sales training program starting in April 2010. All account executives from the stations attended in order to expand their job knowledge and skills.

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 Monday, 12/7/10 8AM-3PM, conducted a career fair at Antlers Hilton. On Thursday, 9/2/10 8AM-3PM, conducted a career fair at Antlers Hilton. On Wednesday, 11/10/10 8AM-6PM, conducted a career fair at Crowne Plaza Hotel. 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

Established mentoring program for sales account executives to expand their job knowledge and skills.

The KXRM / KXTU Employment Unit established a mentoring program beginning in August 2010 by identifying 2 experienced sales account executives as mentors providing management experience as well as benefiting the protégés with direct one on one training. Program expanded to 4 mentors and 4 protégés in October 2010.

Participated in 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 February 11, 2010, the stations participated in a Career Day presentation at Liberty High School in Colorado Springs. Station personnel involved: Rachel Welte, News Anchor, Matthew Kruger, Meteorologist, Joe Cole, News Director

On April 1, 2010, the stations participated in a Career Day presentation at Doherty High School in Colorado Springs. Station personnel involved: Rachel Welte, News Anchor

On October 6, 2010, the stations participated in a Career Day presentation at Loraine High School in Fountain, CO. Station personnel involved: Rachel Welte, News Anchor

Participated in an event sponsored by a community workforce center 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 September 20, 2010 8AM-4PM, the stations participated in a Career Fair sponsored by Pikes Peak Workforce in Colorado Springs. 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

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.