

EEO PUBLIC FILE REPORT
KXRM-TV-DT and KXTU-LP, Colorado Springs, CO
DECEMBER 1, 2010 – NOVEMBER 30, 2011

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

FULL TIME POSITIONS FILLED; RECRUIT SOURCES USED

RECRUITMENT SOURCES

1,2,4,5,6,7,8,9,10,11,
18,20,21,22,23,24,

JOB TITLE

Main Anchor

RECRUITMENT SOURCE

#7

RECRUITMENT SOURCES

1,2,4,5,6,7,8,9,10,11,14,
18,20,21,22,23,24

JOB TITLE

Director

RECRUITMENT SOURCE

#7

RECRUITMENT SOURCES

1,4,5,6,7,8,9,10,11,
18,20,21,22,23,24

JOB TITLE

AM Producer

RECRUITMENT SOURCE

#7

RECRUITMENT SOURCES

1,4,5,6,7,8,9,10,11,
17,18,19,20,21,22,23,24

JOB TITLE

Reporter/Backpack Journalist

RECRUITMENT SOURCE

#7

RECRUITMENT SOURCES

1,4,5,6,7,8,9,10,11,
17,18,19,20,21,22,23,24

JOB TITLE

Reporter/Backpack Journalist

RECRUITMENT SOURCE

#7

RECRUITMENT SOURCES

1,4,5,6,7,8,9,10,11,
14,17,18,20,21,22,23,24

JOB TITLE

Retail Sales AE

RECRUITMENT SOURCE

#25

RECRUITMENT SOURCES

1,4,5,6,7,8,9,10,11,
14,17,18,20,21,22,23,24

JOB TITLE

Retail Sales AE

RECRUITMENT SOURCE

#22

RECRUITMENT SOURCES

1,4,5,6,7,8,9,10,11,13,
14,15,18,20,21,22,23,24

JOB TITLE

AM News Producer/Web Producer

RECRUITMENT SOURCE

#7

RECRUITMENT SOURCES

21,22,23

JOB TITLE

Chief Engineer

RECRUITMENT SOURCE

#21

RECRUITMENT SOURCES

21,22,23

JOB TITLE

Asst Chief Engineer

RECRUITMENT SOURCE

#26

RECRUITMENT SOURCES

1,3,4,5,6,8,9,10,11,12,13,
14,17,18,20,21,22,23,24

JOB TITLE

Retail Sales AE

RECRUITMENT SOURCE

#23

RECRUITMENT SOURCES

1,3,4,5,6,8,9,10,11,12,13,
14,17,18,20,21,22,23,24

JOB TITLE

Retail Sales AE

RECRUITMENT SOURCE

#23

<u>RECRUITMENT SOURCES</u>	<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>
21	Director/MCO	#21
1,4,5,6,7,8,9,10,11, 14,20,21,22,23,24	Master Control Operator	#21
1,4,5,6,8,9,10,11,12, 14,18,20,21,22,23,24	Experienced AE	#20
1,4,5,6,7,8,9,10,11,13, 14,18,20,21,22,23,24	Morning Photographer	#22
1,2,3,4,5,6,7,8,9,10,11,12,13, 14,17,18,20,21,22,23,24	Retail Sales AE	2-#23, 2-#24, 2-#22,
1,4,6,8,9,10,11, 20,21,22,23,24	AM News Director	#21
1,4,5,6,8,9,10,11, 20,21,22,23,24	PM News Director	#26
1,4,6,8,9,10,11,13, 20,21,22,23,24	Weekend Director/MCO	#22

TOTAL INTERVIEWEES FOR ALL FULL-TIME POSITIONS

205 PERSONS

NUMBER OF REFERRALS FROM SOURCES USED

#1-0, #2-0, #3-0, #4-0, #5-2, #6-0, #7-0, #8-0, #9-0, #10-0, #11-0, #12-0, #13-0, #14-0,
#15-0, #16-0, #17-6, #18-0, #19-14, #20-6, #21-9, #22-33, #23-54, #24-55, #25-31 #26-3
#27-0, #28-2

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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.

Media Operations Dept interns participated from 1/11 thru 5/11 and 6/11 thru 8/11 for credit at the University of Colorado at Colorado Springs. Station personnel involved: Amy Hunter, VP/Director of Media Operations.

Media Operations Dept interns participated from 1/11 thru 5/11 for credit at Pikes Peak Community College of Colorado Springs. Station personnel involved: Amy Hunter, VP/Director of Media Operations.

News Dept interns participated this year from 1/11 thru 5/11, 6/11 thru 8/11 and 8/11 thru 12/11 for credit at Pikes Peak Community College of Colorado Springs.
Station personnel involved: Joe Cole, News Director.

News Dept interns participated this year from 1/11 thru 5/11 for credit at University of Colorado at Colorado Springs.
Station personnel involved: Joe Cole, News Director.

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 March 2, 2011 from 11:00AM-3:00PM, the stations participated in a Career Fair at the Colorado State University at Pueblo, Colorado. We made available the job openings at the time in the all Departments as well as accepted applications and resumes.
Station personnel involved:
Mike Silecchia, Local Sales Mgr.

On March 10, 2011 from 12:30PM-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:
Dan Corken, Gen. Sales Mgr, Mike Silecchia, Local Sales Mgr.

On June 9, 2011 from 2PM-5PM, the stations participated in an All Colorado Alumni Career Fair at Invesco Field at Mile High, Denver, Colorado. 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.

On October 5, 2011 from 11:00AM-3:00PM, the stations participated in a Career Fair at the Colorado State University at Pueblo, Colorado. We made available the job openings at the time in the all Departments as well as accepted applications and resumes.

Station personnel involved:
Mike Silecchia, Local Sales Mgr.

On October 27, 2011 from 12:30PM-5:00PM, 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:
Karen Donels, Team Leader and Corey Bishop, Team Leader

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 April 28, 2011, 8AM-3PM, conducted a career fair at the offices of KXRM/KXTU, 560 Wooten Road, Colorado Springs, CO. 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

On June 22, 2011, 8AM-3PM, conducted a career fair at the offices of KXRM/KXTU, 560 Wooten Road, Colorado Springs, CO. 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

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 22, 2011, the stations participated in a Career Day presentation at Harrison High School in Colorado Springs.

Station personnel involved:
Rachel Welte, News Anchor

On September 19, 2011 the stations participated in a Career Day presentation at Falcon High School in Colorado Springs.

Station personnel involved:
Joe Cole, News Director.

Participated in an event sponsored by a community group 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 April 5, 2011, 8AM-3PM, the stations participated in a Career Fair at Mr. Biggs Event Center, attended by 2800 students in 8th/9th grades from School District 2, 11 and 49 of Colorado Springs and Cripple Creek and Colorado Springs Early Colleges students grades 8-12. Information to provide knowledge of opportunities in the field of television broadcasting was presented.

Station personnel involved:
Joe Cole, News Director.

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

The KXRM / KXTU Employment Unit has established a mentoring program that has expanded to 4 experienced sales account executives as mentors of 8 protégés providing management experience as well as benefiting the protégés with direct one on one training.

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 participates in Richardson sales training and Jim Doyle sales training programs. All account executives from the stations attended in order to expand their job knowledge and skills. Newly hired account executives also attended several days of intensive skill sets training including provided at corporate offices of Barrington Broadcasting.

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

Conducted events allowing local educational institutions students to participate in segments in newscasts and tour station facilities to experience and expand knowledge relating to career opportunities in broadcasting.

Weekly Morning News KidCaster – A local student from grades 4-6 is chosen as KidCaster for a tour of the station, learn about the weather equipment, and then gives the weather live on Morning News.

Local classes of elementary students are invited to station for a tour and making of video of each student presenting the Pledge of Allegiance. These videos are then presented in Morning News broadcast.

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.