

EEO PUBLIC FILE REPORT
KXRM-KXTU-TV, Colorado Springs, CO
DECEMBER 1, 2005 – NOVEMBER 30, 2006

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

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

MASTER LIST OF RECRUITMENT SOURCES

1. **American Women in Radio and Television**, www.awrt.org
2. **Referral**
3. **Best Diversity Employers**, <http://www.bestdiversityemployers.com/>
4. **Career Woman**, www.careerwomen.com/employer_access_resume.jsp
This is linked to dirversitysearch.com so you only have to place one ad but it is actually placed twice.
5. **Colorado College**, 14 E. Cache La Poudre Colorado Springs, CO 80903 - mail
6. **CU Colorado Springs - This is UCCS**, stuentemp@uccs.edu (e-mail), www.uccs.edu/~stuemp/ or www.ecampusrecruiter.com/uccs, P.O. Box 7150 Colorado Springs, CO 80933, 719-262-3255 phone
7. **DMN Classifieds**, <http://www.dmnclassifieds.com>
8. **National Television Academy**, office@emmyawards.tv (e-mail), www.emmyawards.com
9. **Gazette Telegraph**, 30 S. Prospect St. Colorado Springs, CO 80903, 719-444-5627 phone
10. **Intellitec College**, dzinn@intelliteccollege.edu (e-mail), www.intelliteccolleg.com, 2315 E. Pikes Peak Ave. Colorado Springs, CO 80909, 719-632-7626 phone, 719-632-7451 fax
11. **Media Line**, <http://www.medialine.com/>
12. **mediarecruiter.com**, www.mediarecruiter.com
13. **NAACP (local branch)**, naacpcsbranch@aol.com, 603 S. El Paso Colorado Springs, CO 80909, 719-475-7255 phone
14. **NAACP**, email actso@naacpnet.org this is the national branch same as Raycom but could not get in using bestdiversityemployers.com as stated on Raycom sheet.
15. **National Academy of Television Arts & Science**, natascolo@mho.net (e-mail), Audrey Elling (303) 722-0916 (phone)
16. **National Association of Hispanic Journalism**, <http://nahj.org/career/jobbank.html> or they prefer jobbank@nahj.org (e-mail) postings are for 2 months
17. **Native American Journalist Assiciation**, <http://www.naja.com>
18. **Ohio Center for Broadcasting- Denver Campus**, placement.denver@beonair.com
19. **On air commercial**
20. **Pikes Peak Ad Federation**, Kevin@PPAF.org (e-mail)
21. **Pikes Peak Community College**, lauraorndorff@ppcc.edu (e-mail), 5675 S. Academy Blvd. Colorado Springs, CO 80906, 719-540-7144 phone

22. **Pikes peak Work Force**, compton.d@ppwfc.org or berninger.m@ppwfc.org (e-mail), 2306 E. Pikes Peak Ave. Colorado Springs, CO 80909, 719-667-3700 phone, 719-667-3752 fax
23. **Pueblo Chieftain**, 825 West 6th St. Pueblo CO 81003, 719-544-5513 phone - cost
24. **Pueblo Community College**, butch.batchelder@pueblocc.edu (e-mail), www.pueblocc.edu, 900 W. Orman Ave. CC258 Pueblo CO 80104, 719-549-3040 phone, 719-562-7063 fax
25. **Raycom Media Website**, www.Raycommedia.com
26. **Regis University**, careers@regis.edu (e-mail), www.regis.edu/careerservices or <http://www.ecampusrecruiter.com/regis/>
27. **Re-Hire**
28. **spots and dots**, alice@spotsndots.com(e-mail), selltv@aol.com (e-mail), <http://www.spotsndots.com>,
29. **Springs Jobs**, www.springsjobs.com -cost
30. **Station Website / Local**, www.yourfavoritestation.com
31. **TV Marketing Weekly**, info@thetvguru.com (e-mail)
32. **Tvandradijobs.com**, <http://tvandradijobs.com>
33. **TVB Television Bureau of Advertising**, www.tvb.org, hope@tvb.org , East 54th Street New York, NY 10022-3108, 212-486-1111 phone, 212-935-5631 fax
34. **tvjobs.com**, <http://www.tvjobs.com>, jobs@tvjobs.com or admin@tvjobs.com (e-mail)
35. **Unknown Origin**
36. **Urban League of the Pikes Peak Region**, bdunning@ulcolospgs.org (e-mail), 125 North Parkside P.O. Box 1979 Colorado Springs, CO 80901-1979, 719-634-1525 phone, 719-634-3357 fax
37. **Walk In**
38. **Women's Resource Agency Inc.**, www.wrainsc.org, 2220 E. Bijou Street Suite E. Colorado Springs, CO 80909, 719-471-3170 phone
39. **Word of Mouth**
40. **Independent Newspaper**
41. **Employee Referral**
42. **Art Institute of Colorado**, aic.artinstitutes.edu (e-mail), 1200 Lincoln Street Denver, CO 80203, 303-837-0825 phone, 303-860-8520 fax
43. **Collins College**, ebakken@collinscollege.edu
44. **Emmyonline**, <http://www.emmyonline.org> this is the national sight.
45. **Jobs 4 Broadcast.com**
46. **Asian American Journalists Association**, national@aja.org
47. **Graeme Newell**
48. **BCFM.com**
49. **Matterre and Associates P.C.**
50. **Lorna Dave Agency**
51. **On Air Management**
52. **Mort Meisner**
53. **David Crane Agency**
54. **The Pond Group Diane Harris**
55. **Yahoojobs.com**
56. **Internal Promotion**

FULL TIME POSITIONS FILLED; RECRUIT SOURCES USED

<u>REFERRAL NUMBERS</u>	<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>
9, 19, 30, 10, 28, 6 38, 5, 26, 15, 14, 16 20, 22, 24, 17, 36, 48 35	BUSINESS MANAGER	GAZETTE
4, 5, 6, 7, 12, 13, 15, 16, 18 20, 21, 22, 24, 25, 26, 28, 30, 31, 33, 34, 35, 36, 45, 47, 39, 41	ACCOUNT EXEC.	EMPLOYEE REFFERAL
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 54, 30, 41	NEWS REPORTER	TVJOBS.COM
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 54, 30, 41	NEWS REPORTER	TVJOBS.COM
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 54, 30, 41	NEWS REPORTER	TVJOBS.COM
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 54, 30, 41	NEWS REPORTER	TVJOBS.COM
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 54, 30, 41	NEWS REPORTER	TVJOBS.COM
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 54, 30, 41	NEWS REPORTER	TVJOBS.COM
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 41, 35	ASSIGNMENT ED.	EMPLOYEE REFFERAL
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12	NEWS PRODUCER	UNKNOWN ORIGIN
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 30, 35	WEB MASTER	UNKNOWN ORIGIN

FULL TIME POSITIONS FILLED; RECRUIT SOURCES USED – Page 2

<u>REFERRAL NUMBERS</u>	<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 30	VIDEOGRAPHER	UNKNOWN ORIGIN
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 30	VIDEOGRAPHER	UNKNOWN ORIGIN
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 30	VIDEOGRAPHER	UNKNOWN ORIGIN
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 35, 41, 30, 25, 52, 53	METEOROLOGIST	EMPLOYEE REFFERAL
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 35, 41, 30, 25, 52, 53	METEOROLOGIST	EMPLOYEE REFFERAL
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12, 35, 25, 41, 49, 50, 51	ANCHOR	EMPLOYEE REFERRAL
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 41, 35	NEWS DIRECTOR/ANCHOR	EMPLOYEE REFERRAL
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 37, 39, 30, 55, 41	TECHNICAL DIRECTOR	UNKNOWN ORIGIN
26, 20, 31, 11, 7, 21 34, 32, 44, 18, 10, 4 8, 38, 16, 14, 13, 12 37, 39, 30, 55, 41	TECHNICAL DIRECTOR	EMPLOYEE REFERRAL
30,14,36,26,38,22,10,31 16,11,15,18,34	MASTER CONTROL OP	STATION WEBSITE

FULL TIME POSITIONS FILLED; RECRUIT SOURCES USED – Page 3REFERRAL NUMBERSJOB TITLERECRUITMENT SOURCE30,14,36,26,38,22,10,31
16,11,15,18, 41

ASST CHIEF ENG

IN HOUSE HIRE

30,14,36,26,38,22,10,31
16,11,15,18,34, 41

CHIEF ENGINEER

COMPANY TRANSFER

4, 6, 7, 8, 10, 12, 13, 14, 15
16, 17, 18, 20, 21, 22, 24
26, 28, 31, 32, 33, 34, 35,
36, 38, 43, 44, 45, 46, 47
41

ACCOUNT EXEC.

EMPLOYEE REFERRAL

26, 31, 35, 5, 7, 11, 4
6, 8, 16, 23, 22, 29, 45
36, 38, 42

ACCOUNT EXEC.

UNKNOWN ORIGIN

36, 38, 26, 24, 22, 14
21, 34, 32, 44, 33, 10
18, 28, 25, 30, 41, 35
39

SALES ASSISTANT

EMPLOYEE REFERRAL

46, 43, 38, 36, 34, 33
31, 28, 26, 24, 22, 20
18, 15, 14, 10, 8, 16, 32
4, 7, 25, 30, 41, 39, 35

TRAFFIC/ CONT.

EMPLOYEE REFERRAL

45, 34, 4, 9, 25, 30,
19, 28, 38, 33, 35, 39
19

LOCAL SALES MGR

INTERNAL PROMOTION

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

4 PEOPLE BUSINESS MANAGER
5 PEOPLE ACCOUNT EXECUTIVE
16 PEOPLE NEWS REPORTER
3 PEOPLE ASSIGNMENT EDITOR
5 PEOPLE NEWS PRODUCER
5 PEOPLE WEB MASTER
3 PEOPLE VIDEOGRAPHER
3 PEOPLE VIDEOGRAPHER
3 PEOPLE VIDEOGRAPHER
6 PEOPLE METEOROLOGIST
6 PEOPLE METEOROLOGIST
6 PEOPLE NEWS ANCHOR
8 PEOPLE NEWS DIRECTOR/ ANCHOR
8 PEOPLE TECHNICAL DIRECTOR
5 PEOPLE MASTER CONTROL OP
1 PERSON ASSISTANT CHIEF ENGINEER
1 PERSON CHIEF ENGINEER
4 PEOPLE ACCOUNT EXECUTIVE
11 PEOPLE ACCOUNT EXECUTIVE
9 PEOPLE SALES ASSISTANT
8 PEOPLE TRAFFIC AND CONT
15 PEOPLE LOCAL SALES MANAGER

**NUMBER OF REFERRALS FROM SOURCES USED INTERVIEWED AND
NON INTERVIEWED NUMBERS USED.**

BUSINESS MANAGER

#9 5 people, #19 0 people, #30 2 people, #10 0 people, #28 0 people, #6 0 people, #38 0 people, #5 0 people, #26 0 people, #15 0 people, #16 0 people, #20 0 people, #22 0 people, #24 0 people, #17 0 people, #36 0 people, #48 0 people, #35 17 people

ACCOUNT EXECUTIVE

#4 0 people, #5 0 people, #6 1 person, #7 0 people, #12 0 people, #13 0 people, #15 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #22 2 people, #24 0 people, #25 0 people, #26 0 people, #28 0 people, #30 0 people, #31 0 people, #33 0 people, #34 0 people, #35 4 people, #36 0 people, #39 1 person, #41 1 person, #45 0 people

NEWS REPORTER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 3 people, #12 1 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 1 person, #34 14 people, #35 76 people, #38 0 people, #41 1 person, #44 0 people, #54 1 person

NEWS REPORTER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 3 people, #12 1 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 1 person, #34 14 people, #35 76 people, #38 0 people, #41 1 person, #44 0 people, #54 1 person

NEWS REPORTER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 3 people, #12 1 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 1 person, #34 14 people, #35 76 people, #38 0 people, #41 1 person, #44 0 people, #54 1 person

NEWS REPORTER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 3 people, #12 1 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 1 person, #34 14 people, #35 76 people, #38 0 people, #41 1 person, #44 0 people, #54 1 person

NEWS REPORTER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 3 people, #12 1 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 1 person, #34 14 people, #35 76 people, #38 0 people, #41 1 person, #44 0 people, #54 1 person

ASSIGNMENT EDITOR

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 0 people, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #31 0 people, #32 1 person, #34 0 people, # 35 1 person, #38 0 people, #41 1 person, #44 0 people

**NUMBER OF REFERRALS FROM SOURCES USED INTERVIEWED AND
NON INTERVIEWED NUMBERS USED – PAGE 2**

NEWS PRODUCER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 0 people, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 0 people, #34 1 person, #38 0 people, #44 0 people, #35 25 people

WEB MASTER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 0 people, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 0 people, #34 1 person, #38 0 people, #44 0 people, #35 25 people

VIDEOGRAPHER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 0 people, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 0 people, #34 1 person, #35 12 people, #38 0 people, #44 0 people

VIDEOGRAPHER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 0 people, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 0 people, #34 1 person, #35 12 people, #38 0 people, #44 0 people

VIDEOGRAPHER

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 0 people, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 0 people, #34 1 person, #35 12 people, #38 0 people, #44 0 people

METEOROLOGIST

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 2 people, #12 0 people, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #25 1 person, #26 0 people, #30 2 person, #31 0 people, #32 1 person, #34 7 people, #35 38 people, #38 0 people, #41 1 person, #44 0 people, #52 1 person, #53 2 people

METEOROLOGIST

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 2 people, #12 0 people, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #25 1 person, #26 0 people, #30 2 person, #31 0 people, #32 1 person, #34 7 people, #35 38 people, #38 0 people, #41 1 person, #44 0 people, #52 1 person, #53 2 people

NEWS ANCHOR

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 1 person, #12 1 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #25 0 people, #26 0 people, #30 0 people, #31 0 people, #32 1 person, #34 8 people, #35 49 people, #38 0 people, #41 1 person, #44 1 person, #49 1 person, #50 1 person, #51 1 person, #52 1 person, #53 2 people

**NUMBER OF REFERRALS FROM SOURCES USED INTERVIEWED AND
NON INTERVIEWED NUMBERS USED – PAGE 3**

NEWS DIRECTOR/ANCHOR

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 3 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #31 0 people, #32 0 people, #34 1 person, #35 16 people, #38 0 people, #41 1 person, #44 0 person, #49 1 person, #50 1 person, #51 1 person, #52 1 person, #53 2 people

TECHNICAL DIRECTOR

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 1 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 0 people, #34 7 people, #35 27 people, #37 1 person, #39 1 person, #38 0 people, #41 2 people, #44 0 people, #55 1 person

TECHNICAL DIRECTOR

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #11 0 people, #12 1 person, #13 0 people, #14 0 people, #16 0 people, #18 0 people, #20 0 people, #21 0 people, #26 0 people, #30 1 person, #31 0 people, #32 0 people, #34 7 people, #35 27 people, #37 1 person, #39 1 person, #38 0 people, #41 2 people, #44 0 people, #55 1 person

MASTER CONTROL OP

#30 0 people, #14 0 people, #36 0 people, #26 0 people, #38 0 people, #22 0 people, #10 0 people, #31 0 people, #16 0 people, #11 0 people, #15 0 people, #18 0 people, #35 17 people

ASSISTANT CHIEF ENGINEER

#30 0 people, #14 0 people, #36 0 people, #26 0 people, #38 0 people, #22 0 people, #10 0 people, #31 0 people, #16 0 people, #11 0 people, #15 0 people, #18 0 people, #41 1 person

CHIEF ENGINEER

#30 0 people, #14 0 people, #36 0 people, #36 0 people, #26 0 people, #38 0 people, #22 0 people, #10 0 people, #31 0 people, #16 0 people, #11 0 people, #15 0 people, #18 0 people, #34 0 people, #15 0 people, #41 1 person

ACCOUNT EXECUTIVE

#4 0 people, #6 0 people, #7 0 people, #8 0 people, #10 0 people, #12 0 people, #13 0 people, #14 0 people, #15 0 people, #16 0 people, #17 0 people, #18 0 people, #20 0 people, #21 0 people, #22 1 person, #24 0 people, #26 0 people, #28 0 people, #31 0 people, #32 0 people, #33 0 people, #34 0 people, #35 10 people, #36 0 people, #38 0 people, #41 1 person, #43 0 people, #44 0 people, #45 0 people, #46 0 people, #47 0 people

ACCOUNT EXECUTIVE

#26 0 people, #31 0 people, #35 1 person, #5 0 people, #7 0 people, #11 0 people, #4 0 people, #6 0 people, #8 0 people, #16 0 people, #23 0 people, #22 0 people, #29 0 people, #45 2 people, #36 17 people, #38 1 person, #42 1 person

**NUMBER OF REFERRALS FROM SOURCES USED INTERVIEWED AND
NON INTERVIEWED NUMBERS USED – PAGE 4**

SALES ASSISTANT

#10 0 people, #14 0 people, #18 0 people, #21 1 person, #22 0 people, #24 0 people, #25 1 person, #26 0 people, #28 0 people, #30 2 people, #32 0 people, #33 0 people, #34 0 people, #35 13 people, #36 0 people, #38 0 people, #39 0 people, #41 1 person, #44 0 people

TRAFFIC AND CONT

#4 0 people, #7 0 people, #8 0 people, #10 0 people, #14 0 people, #15 0 people, #16 0 people, #18 0 people, #20 0 people, #22 0 people, #24 0 people, #25 0 people, #26 0 people, #28 0 people, #30 0 people, #31 0 people, #32 2 people, #33 0 people, #34 0 people, #35 12 people, #36 0 people, #38 0 people, #39 1 person, #41 1 person, #43 0 people, #46 0 people

LOCAL SALES MANAGER

#45 0 people, #34 0 people, #4 0 people, #9 1 person, #25 0 people, #30 0 people, #35 32 people, #19 0 people, #28 0 people, #38 0 people, #33 0 people, #39 1 person, #56 1 person, #19 2 people

FULL TIME POSITIONS FILLED; RECRUITMENT SOURCES USED

<i><u>REFERRAL SOURCE</u></i>	<i><u>JOB TITLE</u></i>	<i><u>RECRUITMENT SOURCE</u></i>
14, 16, 17, 22, 23, 26, 27, 29, 31, 33, 35, 36, 40,	ACCOUNT EXECUTIVE	WORD OF MOUTH
14, 25, 26, 31, 33, 35, 36, 38, 40, 42	ACCOUNT EXECUTIVE	WORD OF MOUTH
7, 8, 9, 11, 16, 17, 19, 20, 22, 26, 29, 30, 31, 34, 35, 36, 38, 42	LOCAL SALES ASSISTANT	WEBSITE
5, 6, 9, 10, 12, 14, 22, 23, 25, 26, 28, 31, 36, 37	MASTER CONTROL OPR	RE-HIRE
1, 9, 23, 26, 31, 34, 36	ACCOUNT EXECUTIVE	WEBSITE
1, 2, 3, 4, 5, 6, 7, 10, 12, 13, 14, 16, 18, 19, 20, 22, 23, 21, 25, 26, 27, 29, 31, 32, 35, 36, 38, 39, 40, 42, 43	MARKETING MANAGER	WORD OF MOUTH

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

1/19/05 INTERVIEWED **13** PEOPLE

1/19/05 INTERVIEWED **14** PEOPLE

7/6/05 INTERVIEWED **24** PEOPLE

3/18/05 INTERVIEWED **5** PEOPLE

8/18/05 INTERVIEWED **25** PEOPLE

6/7/05 INTERVIEWED **15** PEOPLE

TOTAL INTERVIEWED: 96 PEOPLE FOR 6 OPEN POSITIONS

NUMBER OF REFERRALS FROM SOURCES USED

<u>SOURCE</u>	<u>REFERRALS</u>
1	1
9	9
13	2
22	1
23	3
26	3
28	1
29	1
30	1
31	41
35	4
36	163
38	6
40	7
42	9
43	3

EEO PUBLIC FILE REPORT
KXRM-TV/KXTU-LP, Colorado Springs, CO
DECEMBER 1, 2005 – NOVEMBER 30, 2006

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 local 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. Production/Operations Intern participated this year from 1/06-5/06 for credit at the University of Colorado at Colorado Springs.

Station personnel involved:
Trip Uhalt, Production Mgr., & Mike Dunlap, Chief Engineer;

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, 3/9/06, from 12-4PM, the stations participated in a Career Fair at the University of Colorado at Colorado Springs. We made available 3 job openings in the Sales Department as well as accepted applications and resumes.

Station personnel involved:
Amy Hunter, Marketing Manager; Trip Uhalt, Production/Operations Director and Patti Clements, Program Coordinator.

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, 10/5/06, 2-6PM, the stations participated in a Career Fair at the University of Colorado at Colorado Springs. We made available 6 job openings, 3 in Sales and 3 in our technical areas as well as accepted applications and resumes.

Station personnel involved:
Amy Hunter, Marketing Manager; Dan Corken, General Sales Manager and Patti Clements, Program Coordinator.

Established an internship program designed to assist members of the local 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. A Marketing Intern participated this year from 2/06-6/06 for credit at the University of Colorado at Colorado Springs.

Station personnel involved:
Amy Hunter, Marketing Manager; Audra Koch, Marketing Coordinator and Inis Lovely, Marketing Editor.

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 on October 30, 2006 through November 10, 2006 in Colorado Springs.

Station personnel involved:
Dan Corken, General Sales Manager; Kim Holzer, Local Sales Manager; Brian Healy, Account Executive; Jen Reuss, Account Executive; Leanne Franke, Regional Account Executive; Angie Skubal, Account Executive; Kris Thatcher, Account Executive; and Chris Diaz, Account Executive.