

EEO PUBLIC FILE REPORT
KXRM-KXTU-TV, Colorado Springs, CO
DECEMBER 1, 2006 – NOVEMBER 30, 2007

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.

1. **Craig's List**, www.craigslist.org (Production)
2. **CU Colorado Springs - This is UCCS**, Jobhelp@uccs.edu (e-mail), , P.O. Box 7150 Colorado Springs, CO 80933, 719-262-3255 phone
3. **Gazette Telegraph/CareerBuilder**, 30 S. Prospect St. Colorado Springs, CO 80903, 719-444-5627
4. **Intellitec College**, csplacement@intelliteccollege.edu (e-mail), www.intelliteccolleg.com, 2315 E. Pikes Peak Ave. Colorado Springs, CO 80909, 719-632-7626 phone, 719-632-7451 fax
5. **Media Line**, medialine@medialine.com (email), <http://www.medialine.com/>
6. **NAACP (local branch)**, naacpsbranch@aol.com (email), 603 S. El Paso Colorado Springs, CO 80909, 719-475-7255 phone
7. **NAACP**, email actso@naacpnet.org
8. **National Association of Hispanic Journalism**, jobbank@nahj.org (e-mail)
9. **Ohio Center for Broadcasting- Denver Campus**, placement.denver@beonair.com
10. **Pikes Peak Ad Federation**, Kevin@PPAF.org (e-mail)
11. **Pikes Peak Community College**, 5675 S. Academy Blvd. Colorado Springs, CO 80906, 719-540-7144
12. **Pikes peak Work Force**, compton.d@ppwfc.org (e-mail), 2306 E. Pikes Peak Ave. Colorado Springs, CO 80909, 719-667-3700 phone, 719-667-3752 fax
13. **Production Hub** (Production Dept)
14. **Pueblo Community College**, www.pueblocc.edu, 900 W. Orman Ave. CC258 Pueblo CO 80104, 719-549-3040 phone, 719-562-7063 fax
15. **Regis University**, careers@regis.edu (e-mail), www.regis.edu/careerservices
16. **spots and dots**, ads@spotsndots.com(e-mail), selltv@aol.com (e-mail), <http://www.spotsndots.com>,
17. **TV Marketing Weekly**, info@thetvguru.com (e-mail)
18. **TVB Television Bureau of Advertising**, www.tvb.org, East 54th Street New York, NY 10022-3108, 212-486-1111 phone, 212-935-5631 fax
19. **tvjobs.com**, <http://www.tvjobs.com>, jobs@tvjobs.com (e-mail)
20. **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
21. **Women's Resource Agency Inc.**, cbrown@wrainc.org (email) www.wrainc.org, 2220 E. Bijou Street Suite E. Colorado Springs, CO 80909, 719-471-3170 phone
22. **Employee Referral**
23. **The Independent Newspaper**
24. **Internal Posting/Internal Promotion**
25. **KXRM & KXTU websites**, www.kxrm.com, www.kxtu.com
26. **On air promo directing to websites for career opportunities**
27. **Referral**
28. **Re-Hire**
29. **Unknown Origin**
30. **Walk In**

FULL TIME POSITIONS FILLED; RECRUIT SOURCES USED

<u>REFERRAL NUMBERS</u>	<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	MASTER CTRL OPERATOR	24
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	NATL SALES ASST.	24
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 16, 17, 19, 20, 21, 24, 25, 26	AE	25
2, 3, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	ACCOUNTING ASST.	22
1, 2, 4, 5, 6, 7, 8, 9 ,10, 12, 13, 15, 17, 19, 20, 21, 24, 25, 26	MASTER CTRL OPERATOR	25
1, 2, 4, 5, 6, 7, 8, 9 ,10, 12, 13, 15, 17, 19, 20, 21, 24, 25, 26	PROD. PRODUCER/EDITOR	19
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	NEWS/PROMO PRODUCER/EDITOR	25
2, 3, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25,26	FRONT DESK ASST.	22
2, 3, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 16, 17, 19, 20, 21, 24, 25, 26	AE	3
2, 3, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25,26	SALES ASST.	3
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 16, 17, 19, 20, 21, 24, 25, 26	AE	19
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	AM NEWS DIRECTOR	19
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	AM NEWS EDITOR	22
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	TWO - AM NEWS ANCHORS	27 & 19
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25. 26	TWO - AM NEWS PRODUCER	19
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	AM NEWS PHOTOGRAPHER	25

2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	AM NEWS REPORTER	19
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	AM NEWS METEOROLOGIST	25
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	MARKETING COORDINATOR	24
2, 3, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	TRAFFIC COORDINATOR	24
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 16, 17, 19, 20, 21, 24, 25, 26	ENTRY LEVEL AE	22
1, 2, 4, 5, 6, 7, 8, 9 ,10, 12, 13, 15, 17, 19, 20, 21, 24, 25, 26	MASTER CTRL OPERATOR	25
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 16, 17, 19, 20, 21, 24, 25, 26	ENTRY LEVEL AE	27
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	NATL SALES ASST & SALES ASST TWO POSITIONS	25 & 22
2, 3, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 17, 19, 20, 21, 24, 25, 26	INTERACTIVE CONTENT MGR	3
1, 2, 4, 5, 6, 7, 8, 9 ,10, 12, 13, 15, 17, 19, 20, 21, 24, 25, 26	MASTER CTRL OPERATOR	24
1, 2, 4, 5, 6, 7, 8, 9 ,10, 12, 13, 15, 17, 19, 20, 21, 24, 25, 26	MASTER CTRL SUPERVISOR	24
2, 4, 5, 6, 7, 8, 9 ,10, 12, 15, 16, 17, 19, 20, 21, 24, 25, 26	ENTRY LEVEL AE	24

TOTAL INVTERVIEWEES FOR ALL FULL-TIME POSITIONS

154 PERSONS

NUMBER OF REFERRALS FROM SOURCES USED

**#1=2, #2-2, #3-38, #9-1, #11-3, #16-5, #19-28, #22-9, #24-6, #25-50, #27-2, #29-8,
#30-2**

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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 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 12/06-11/07 for credit at the Pikes Peak Community College Colorado Springs.

Station personnel involved:
Trip Uhalt, Production Mgr.

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, 3/5/07, 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 all Departments as well as accepted applications and resumes.

Station personnel involved:
Amy Hunter, Marketing Manager; Dan Dorken, Gen. Sales Mgr,
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 Thursday, 11/15/07, 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 all Departments as well as accepted applications and resumes.

Station personnel involved:
Amy Hunter, Marketing Manager; Dan Corken, General Sales
Manager and Joe Cole, News Director

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. News Dept interns participated this year from 12/06-11/07 for credit at the University of Colorado at Colorado Springs.

Station personnel involved:
Joe Cole, News Director.

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 8-19, 2007 in Colorado Springs.

Station personnel involved:
Dan Corken, General Sales Manager; Kim Holzer, Local Sales Manager;

Participated in a presentation to the Chancellor's Leadership Career Class at University of Colorado Colorado Springs.

The KXRM / KXTU Employment Unit has committed to providing ongoing educational opportunities for college students by making a class presentation on 11/28/07 advising of internship opportunities as well as advising of potential career opportunities in the broadcast industry.

Station personnel involved:
Amy Hunter, Marketing Director