

# EEO PUBLIC FILE REPORT

**Reporting Period:** December 1, 2022 - November 30, 2023

**Station Included in Report:** KOAA-TV

## I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				16
C2	Internal Candidate / WorkLife				13
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			21
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	8
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		65
C130	Face-to-face Networking				9
C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C536	Arapahoe/Douglas Works - Castle Rock, CO 80109 - 4400 Castleton Ct., #198 (dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C537	Arapahoe/Douglas Works - Laura Taylor - 4400 Castleton Ct., #107 (dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1971	Aspen Mine Center - - 166 E Bennent Avenue, P.O. Box 1587 (rmichael.bartol@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1972	Canon City Workforce Center - - 3224 Independence Road (canoncity@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1973	Canon City Workforce Center - Canon City, CO 81212 - 3224 Independence Road (bill.strutton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1974	Colorado School for the Deaf and the Blind, Student Employability Programme - Tera Lynn Gray - 33 N. Institute Street (tgray@csdb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1975	Colorado Springs VA Clinic - - 25 N. Spruce Street (edward.griggs@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1976	Division of Vocational Rehabilitation - - 110 Parkside Drive (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1977	Division of Vocational Rehabilitation - Nate Slattengren - 720 North Main #320 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1979	Employment Works - Julie Taylor - 2306 E. Pikes Peak Avenue (timamthor@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1980	Fremont County DHS/Employment First - Steven Clifton, Director - 172 Justice Center Road (steven.clifton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1983	Milestones Business Center - - 17 North Spruce (diannahunt@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1986	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (spindler.w@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1988	Pikes Peak Workforce Center- Fountain - - 350 Lyckman Drive (terencejackson@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1989	Pueblo County DSS/Employment First - Steven Chorak - 805 N. Desert Flower (Steven.chorak@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1990	Pueblo Workforce Center - - 212 W 3rd Street (puebloworkforce@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1991	Pueblo Workforce Center - Clifton Dykes - 212 W 3rd Street (clifton.dykes@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1992	Pueblo Workforce Center - John Martinez - 212 W 3rd Street (john.martinez1@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1995	University of Colorado at Colorado Springs Colorado Springs, CO - Bev Kratzer - 1861 Austin Bluffs Pkwy. Suite 100 (bkratzer@uccs.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C1996	VET Service - Colorado Springs, CO - ADVET David Palmer - 1259 Lake Plaza Drive #120 (palmer.david@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1997	VET Service - Colorado Springs, CO - IPA Jerry Shiflett - 1259 Lake Plaza Drive #120 (shiflett.jerry@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	1
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/ /	212-548-8395	
<b>Local Sources</b>					
L1	Mt Carmel Veterans Service Center	530 Communication Circle Colorado Springs, CO 80905	Janet Farley jfarley@mtcarmelcenter.org https://veteranscenter.org/	719-309-4711	
L2	Fort Carson - Transition Assistance Program	1625 Mekong Street Building 6237, Room 102 Fort Carson, CO 80902	Sherry L. Jenkins sherry.l.jenkins8.civ@mail.mil	719-526-410	
L3	Colorado Rural Workforce Consortium	212 W. 3rd Street Pueblo, CO 81003	Mark S. Valdez mark.s.valdez@state.co.us colorado.gov	719-562-3744	
L4	Colorado Broadcasters Association	333 West Hampden Avenue Suite 400 Englewood, CO 80110	Justin Sasso and Linnea Lewis linnea@ColoradoBroadcasters.org https://www.coloradobroadcasters.org/	720-536-5427	
L5	Pueblo Community College	900 W. Orman Ave Pueblo, CO 81004	Shawna Shoaf shawna.shoaf@pueblocc.edu	179-549-3076	
L6	Peterson AFB Transition Assistance Program	1334 W. Stewart Avenue Bldg 350 Colorado Springs, CO 8016	Hugo G. Escobar hugo.escobar@us.af.mil	719-556-6141	
L7	USO Pathfinder	1638 Elwell Street, Building 6236 Fort Carson, CO 80913	Ron Kriete (USAF - Ret) rkriete@uso.org uso.org	719-338-9322	
<b>Total Number of Interviewees Referred:</b>					<b>149</b>

## EEO PUBLIC FILE REPORT

### II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR030803]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C1 Start Date: 2023-04-24
Account Exec, Local [JR031758]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C130 Start Date: 2023-07-24
Asst News Director [JR030481]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L7	Code Number: C97 Start Date: 2023-01-09
Broadcast Engineer [JR032045]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C1995 Start Date: 2023-11-27



## EEO PUBLIC FILE REPORT

### II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Dir, Creative Services [JR031058]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C1 Start Date: 2023-06-19
Exec Producer [JR030643]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C3 Start Date: 2023-03-13
IT Ops Tech II [JR031016]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C97 Start Date: 2023-04-03
Meteorologist [JR031343]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C5 Start Date: 2023-09-11

## EEO PUBLIC FILE REPORT

### II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR030061]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L4, L7	Code Number: C130 Start Date: 2023-06-05
Multimedia Journalist [JR030254]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C130 Start Date: 2023-07-10
Photographer II [JR030626]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C97 Start Date: 2023-01-09
Photographer II [JR032056]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C134 Start Date: 2023-10-16

## EEO PUBLIC FILE REPORT

### II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR030409]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C97 Start Date: 2023-01-23
Producer [JR031334]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C97 Start Date: 2023-07-10
Producer, Live Stream [JR031320]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L7	Code Number: C130 Start Date: 2023-06-12

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	-HRBP (Donald Deas) and News Director Attended/participated in the Mt Carmel Veterans in-person job fair on September 27, 2023.
	-HRBP (Donald Deas) Attended/participated in the Mt Carmel Veterans in-person job fair on April 26, 2023.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	-Center for Professional Selling a Competition (Rocky Mountain Madness 5), October 23-26, 2023, where KOAA's LSM performed duties as a judge for the event and promoted career sales opportunities at KOAA.
	-Chief Photographer worked directly with District 20 School Board as an advisor for High School broadcast students
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	-Sales internship program implemented 6/5/23-8/11/23. Goal - provide candidate strong understanding of sales department workflow, operations and (SSP) Scripps Sales Process.
	-News internship program implemented 6/5/23-8/11/23. Goal - provide candidate strong understanding of the News department workflow and operations, with an emphasis in the areas of Multimedia Journalism and News Producer. Station employee hire from the candidate in this program.
	- Internship program created to allow for Scripps Howard Foundation candidate to intern with KOAA. Program timeline: 5 June - 11 August 2023.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	- KOAA-TV continued its Scholarship Program for 2023 - The KOAA-TV Scholarship provides \$1000 scholarship to a broadcasting student and requires that the recipient be a junior or senior majoring in Mass Communications with an emphasis in Broadcasting or a comparable emphasis. The student must maintain a 3.0 GPA, remain in good standing with the Mass Communications Department. Preference given to students aspiring a career in television production.

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	-The stations Assistant Chief Engineer and one Local Sales Manager continued their professional development in the Scripps sponsored eMerge Program for Managers. eMerge is a one-year development program that advances leadership skills, increase media industry knowledge, and provided training/insights to higher-level enterprise operations.
Establishment of a mentoring program for station personnel.	-On July 13, 2023, two KOAA Meteorologist mentored one University of Northern Colorado Meteorology student as a part of a job-shadowing program for the station.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	9/14/2023 Union Awareness training provided by Scripps for all HRBPs (HRBP for KOAA completed the course)
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	-February 2023, shared station open positions with community connected Colorado College's Director of Prospect Management for open position dissemination to campus students.
	-On September 11, 2023, the stations Main Anchor acted as the Master of Ceremony for the Pikes Peak Region 9/11 Commemoration Ceremony at Fort Carson, CO and disseminated information, via networking, as to employment opportunities in broadcasting to job for transitioning military personnel and Veteran at the event.