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Approved by OMB 3060-0837



#### Broadcast Equal Employment Opportunity Mid-Term Report

### **Application Submitted**



#### Your application has been submitted for processing.

- Please pay any fees associated with this application.
- Use the assigned File Number when referencing this application in the future.
- The progress of this application can be tracked on the Applications page.

#### **Application Summary**

Status:

#### **Applicant Information**

0000035840 File Number: Application Purpose: EEO Report

Submitted

Date Submitted: 2017-11-29 Name: SANGRE DE CRISTO

COMMUNICATIONS, LLC

Title:

Address: 2200 7TH AVENUE

**PUEBLO, CO 81003** 

**United States** 

Phone: +1 (719) 544-5781 Email: qh@koaa.com

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Plain Writing Act

2009 Recovery and Reinvestment Act



(REFERENCE COPY - Not for submission)

### Broadcast Equal Employment Opportunity Mid-Term Report

FRN: **0023677735** File Number: **0000035840** Submit Date: **11/29/2017** Call Sign: **KOAA-TV** Facility ID: **59014** 

City: **PUEBLO** State: **CO** 

Service: Full Service Television Purpose: EEO Report Status: Submitted Status Date: 11/29/2017 Filing Status:

**Active** 

# General Information

Section	Question	Response
Attachments	Are attachments (other than associated schedules) being filed with this application?	No

# Applicant Information

### **Applicant Name, Type**

Applicant	Address	Phone	Email	Applicant Type
SANGRE DE CRISTO COMMUNICATIONS, LLC Doing Business As: SANGRE DE CRISTO COMMUNICATIONS, LLC	CHIEF ENGINEER 2200 7TH AVENUE PUEBLO, CO 81003 United States	+1 (719) 544- 5781	qh@koaa. com	Company

# Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
59014	KOAA-TV	PUEBLO	СО	No

# Mid-Term Report Questions

Section	Question	Response
Mid-Term Report	Does your station employment unit employ fewer than five full-time employees?	No

#### Additional Mid-Term Report Questions

### Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Evan Pappas	General Manager

### Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C. F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	11/29 /2017
Certified Title	President and General Manager
Authorized Party Name	Evan Pappas

#### **Attachments**

File Name	Uploaded By	Attachment Type	Description
397-KOAA EX 1(A).pdf	Applicant	All Purpose	Exhibit 1(A): 2015-2016 EEO Public File Report
397-KOAA EX 1(B).pdf	Applicant	All Purpose	Exhibit 1(B): 2016-2017 EEO Public File Report

### EXHIBIT 1(A)

### 2015-2016 EEO Public File Report

#### KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2015 - November 30, 2016 (Report Amended 11/21/17)

#### **Full-Time Positions Filled**

Position Title	Date Open	Date Filled	Recruitment Source	Number Interviewed	Source of Hire
ACCOUNT EXECUTIVE	6/15/15	1/11/16	KOAA Employee Referral	2	
			Community Partner Referral	1	
			KOAA Website	1	X
EXECUTIVE PRODUCER	11/19/15	2/15/16	KOAA Employee	1	
			TV Jobs Ad	7	X
EDITOR	2/1/16	2/24/16	KOAA Website	4	
			KOAA Employee (Promotion)	1	X
PHOTOGRAPHER	12/21/15	2/8/16	KOAA Website	3	X
			TV Jobs Ad	1	
PHOTOGRAPHER	12/21/15	2/8/16	TV Jobs Ad	2	
			KOAA Website	4	X
		2445			
INVESTIGATIVE MEDIA JOURNALIST	11/1/15	2/1/16	KOAA Employee Referral	1	
			TV Jobs Ad	4	X
ACCICNMENT DECUMANACED	1 /1 4 /1 6	2/14/16	170 A A 1A7 - 1 17 -	1	
ASSIGNMENT DESK MANAGER	1/14/16	3/14/16	KOAA Website Former KOAA Employee	2	
			KOAA Employee Referral	1	Х
			KOAA Employee Kelerrai	1	Λ
DDOMOTIONS DDODUCED	2/4/16	4/11/16	Cordillera Website	1	
PROMOTIONS PRODUCER	3/4/16	4/11/16		1	V
			KOAA Website	1	X
TECHNICAL DIRECTOR	2/3/16	4/25/16	KOAA Employee Referral	1	
1 2011110112 2111201011	2/0/10	1/20/10	KOAA Employee	1	
			KOAA Website	4	X
				•	
GRAPHIC ARTIST	3/14/16	4/25/16	KOAA Website	3	X
	•				
PRODUCER	2/22/16	5/31/16	TV Jobs Ad	1	
			Former KOAA Intern	1	
			TV Jobs Ad	2	
			KOAA Website	1	X
ACCOUNT EXECUTIVE	1/1/16	5/31/16	KOAA Employee Referral	1	
	, ,		Community Partner Referral	1	
			KOAA Website	1	X
SPECIAL PROJECTS DIRECTOR	3/22/16	5/5/16	Indeed.com	1	
•	, ,		Community Partner Referral	1	
			KOAA Website	2	X
			TV Jobs	1	
			KOAA Employee	1	
EXECUTIVE PRODUCER	12/30/15	5/9/16	KOAA Employee	2	
			KOAA Employee Referral	1	X
PRODUCER	2/22/16	6/20/16	TV Jobs Ad	3	
			KOAA Website	1	
			Former KOAA Intern	1	X

KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2015 - November 30, 2016 (Report Amended 11/21/17)

#### **Full-Time Positions Filled**

Position Title	Date Open	Date Filled	Recruitment Source	Number Interviewed	Source of Hire
MOBILE MEDIA JOURNALIST	4/18/16	6/20/16	TV Jobs Ad	5	
			KOAA Employee Referral	1	X
MOBILE MEDIA JOURNALIST	4/18/16	6/27/16	TV Jobs Ad	4	
			KOAA Employee Referral	1	X
ANCHOR	3/11/16	6/1/16	KOAA Employee	5	
			Talent Dynamics	1	
			KOAA Employee (Promotion)	1	X
MOBILE MEDIA JOURNALIST	4/18/16	6/6/16	TV Jobs Ad	5	X
DIRECTOR OF SALES	5/9/16	7/7/16	Spots N Dots	2	X
			TV Jobs	1	
			KOAA Website	2	
			Community Partner Referral	1	
ANCHOR	4/12/16	8/1/16	Talent Dynamics	5	X
			KOAA Employee	2	
ACCOUNT EXECUTIVE	1/1/16	8/1/16	KOAA Website	3	
	, ,	, ,	KOAA Employee Referral	3	X
			r J		
INVESTIGATIVE MEDIA JOURNALIST	6/1/16	8/1/16	TV Jobs Ad	4	
20 110.1111 2 1122 111 , 0 0 11111.1210 1	0/1/10	0/2/20	KOAA Employee Referral	2	X
			Horar Employee Referrar		- 1
MASTER CONTROL OPERATOR	6/10/16	8/15/16	Indeed.Com	3	
MISTER CONTROL OF ENTIOR	0/10/10	0/13/10	KOAA Website	2	X
			Norm Website	2	A
COMMERCIAL PROD SUPERVISOR	7/6/16	8/29/16	Community Partner Referral	1	
COMMERCIAL FROD SUFERVISOR	7/0/10	0/29/10	TV Jobs Ad	1	
			KOAA Website		X
			KOAA Website	3	Λ
INTEDNET CALEC DIDECTOR	6/12/16	0/4/16	TV Jobs Ad	2	
INTERNET SALES DIRECTOR	6/13/16	8/4/16	•		V
			KOAA Website	2	X
CALECMANACED	4/15/16	0./0./1.6	IZO A A TAY-1:	F	37
SALES MANAGER	4/15/16	8/8/16	KOAA Website	5	X
			Community Partner Referral	1	
<b>F</b> O D W O D D	0./20./:-	40 (21 (11	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	_	
PRODUCER	2/22/16	10/24/16	TV Jobs Ad	4	X
			KOAA Employee	1	
					_
PHOTOGRAPHER	8/15/16	10/4/16	KOAA Website	4	X
METEOROLOGIST	6/15/16	11/7/16	TV Jobs Ad	3	X
ACCOUNT EXECUTIVE	1/1/16	11/14/16	KOAA Employee Referral	2	
			Community Partner Referral	1	
			Former KOAA Employee	1	X

# KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO December 1, 2015 - November 30, 2016

#### **Recruitment Sources Contacted for Full-Time Vacancies**

			Entitled to
	Recruitment Source	Contact	Notification
1	KPAX-TV(bob@kpax.com)	HR	N
	Missoula, Montana	Email	
2	KRTV-TV(connie@krtv.com)	HR	N
	Great Falls, Montana	Email	
3	KXLF-TV(kxlf@kxlf.com)	HR	N
	Butte, Montana	Email	
4	KVOA-TV(kvoa@kvoa.com	HR	N
	Tucson, Arizona	Email	
5	KSBY-TV (wohagan@ksby.com)	HR	N
	Santa Barbara, CA email: wohagan@ksby.com	Email	NT.
6	KTVQ-TV(tgreen@ktvq.com) Billings, Montana	HR Email	N
7	KATC-TV(cathy@katctv.com)	HR	N
	Lafayette, LA.	Email	IN
Я	WLEX-TV(wlextv@wlextv.com)	HR	N
Ü	Lexington, KY.	Email	14
9	KRIS-TV(agalindo@kristv.com)	HR	N
	Corpus Christi, TX.	Email	2.
10	Pikes Peak Community College ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Pikes Peak Community College - offcampusjobs@pueblocc.edu	Email	N
	Colorado College - gina.lujan@coloradocollege.edu	Email	N
	Colorado State University/ Ft Collins ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Colorado State University-Pueblo - HR@colostate-pueblo.edu	Career Center - Email	N
15	CO Christian Univ - careerdevelopment@ccu.edu	Email	N
	Placement Services Station #34 Portales, NM 88130	Mail	N
16	University of Northern Colorado - dale.edwards@unco.edu	Email	N
	University of Colorado (CU) ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Colorado University -Colorado Springs ONLINE JOB BOARD	ONLINE JOB BOARD	N
	OBC (Ohio Broadcasting/Colorado Campus) -tcuff@beonair.com	Email	N
20	Dept of Labor & Employment	Job Placement	N
	bethlehemsaniotis@elpasoco.com & dukecompton@elpasoco.com	Email	N
21	TV Jobs.com (Broadcast Employment Service) ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Evening Post (Cordillera Communications) ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Colorado Broadcasters Association	ONLINE JOB BOARD	N
	HiringColorado.com	ONLINE JOB BOARD	N
		onding job bonno	14

	EEO Public File Rej	port	
	KOAA-TV PUEBLO/COLORADO SPRING	GS. COLORADO	
	December 1, 2015 - November 3		
	,		
	Sources Contacted for Specific V	acancies	
No.	Recruitment Source	Contact	Entitled to Notification
1	Jim Doyle & Associates (Corporate Consultant)	Job Placement Exec	N
	7707 Holiday Drive, Sarasota, FL 34231	(941) 926-7355	
2	Talent Dynamics	Job Placement Exec	N
	email: michaels@talentdynamics.com	214-630-9590	
3	Broadcast Engineering	Job Placement Exec	N
	email: sschafer@primemediabusiness.com	email	
4	Spots and Dots	Job Placement Exec	N
	email: ads@spotsndots.com	412-281-6215	
5	Investigative Reporters and Editors, Inc.	Job Placement Exec	N
	email web editor: sarah@ire.org	573-884-7902	
6	Audience Research & Development, LLC	Job Placement Exec	N
	2440 Lofton Terrace Fort Worth, TX 76109	817-924-6922	
7	TVB	Job Placement Exec	N
	email	TVJobs@tvb.org	
8	Rick Gevers & Associates	Rick Gevers	N
	email	rick@rickgevers.com	
9	Pueblo Community College	ONLINE JOB BOARD	N
	online job board	careers@pueblocc.edu	
4.0	Cala Cuationa Duration I	NY A.Y	<b>3.</b> 7
10	Colo Springs Business Journal	Newspaper Ad	N
		Fax-719-577-4107	
11	Northorn Arigona University	ONLINE IOD DOADD	N
11	Northern Arizona University online job board (Broadcast Employment Service)	ONLINE JOB BOARD handshake.com	N
	omme jou uoaru (broaucast Employment Service)	nanusnake.com	
12	University College	ONLINE JOB BOARD	N
14	online job board (Broadcast Employment Service)	handshake.com	14
	omme job board (broadcast Employment service)	manushake.com	
13	Online News Association	Career Ads Cust. Service	N
13	Login and create ad	1-888-491-8833 ext. 241	
	Login and create ad	1 000 171-0033 CAL 241	.0

**KOAA-TV Pueblo/Colorado Springs, Co. December 1, 2015-November 30, 2016** 

**Supplemental Recruitment/Outreach Initiatives** 

Date	Initiative	Description	Scope of Involvement	Personnel Involved
Over 35				
visits during				
this				
reporting		Expose youth/students to broadcasting and TV		
period	Home School Students	sales/business environment	Station Tour	Stephen Bowers
			Exposing	
			opportunities	
			to any	
2 /17 /2016	Colorado Broadcasters	Tr. Lile:	interested	F : II 1
2/1//2016	Assoc. Virtual Job Fair	Virtual Job Fair	party	Evie Hudson Admin Coord.
	(UCCS) College			Traffic or Bus. Dept
	Communication	Expose group to broadcasting and TV		& available News/
3/20/2016		sales/business environment	Station Tour	Sales Staff
3/20/2010	Students	Sales/ busiliess environment	Station Tour	Admin Coord.
				Traffic or Bus. Dept
	(PCC) College	Expose group to broadcasting and TV		& available News/
4/15/2016	Broadcast Students	sales/business environment	Station Tour	Sales Staff
4/13/2010	Di baucast students	saics/ business environment	Station Tour	Admin Coord.
	(UCCS) College			Traffic or Bus. Dept
	Communication	Expose group to broadcasting and TV		& available News/
10/31/2016		sales/business environment	Station Tour	Sales Staff
		INTERNSHIPS		
Ongoing		g period, KOAA hosted 5 Interns from vari	_	
		State University; University of Colorado at essential Peak Community College.	Colorado Spri	ings; Kent State
	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			

### EXHIBIT 1(B) 2016-2017 EEO PUBLIC FILE REPORT

KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2016 - November 30, 2017 Full-Time Positions Filled

Position Title	Date Open	Date Filled	Recruitment Source	Number Interviewed	Sou H
National/Regional Sales Manager	5/16/2016	12/1/2016	LinkedIn	2	
			Former KOAA Employee	1	
Photographer	12/2/2016	12/12/2016	KOAA Employee (Promotion)	1	
MCO	12/1/2016	4/17/2017	KOAA Website	1	
			Indeed.com	3	
Director/Tech. Director	11/14/2016	1/4/2017	TV Jobs Ad	2	
			Indeed.com	1	
Media Consultant (Colorado Springs)	12/16/2016	2/9/2017	KOAA Website	2	
			Indeed.com	2	
			LinkedIn	1	
Commercial Production Producer	1/18/2017	2/27/2017	KOAA Employee Referral	1	
			KOAA Website	1	
Exec Producer of Investigations	11/19/2015	3/1/2017	KOAA Employee	1	
			TV Jobs Ad	1	
Sales & Marketing Coordinator	12/16/2016	3/1/2017	Indeed.com	4	
			KOAA Website	2	
Media Consultant (Pueblo)	12/16/2016	3/2/2017	KOAA Website	2	
			Indeed.com	2	
Media Consultant (Colorado Springs)	12/16/2016	4/6/2017	Community Partner Referral	1	
			KOAA Website	2	
Master Control Operator	1/20/2017	4/17/2017	Indeed.com	4	
			KOAA Website	1	
Media Consultant (Colorado Springs)	4/6/2017	7/20/2017	KOAA Website	4	
			Indeed.com	1	
Investigative Reporter	4/9/2017	7/11/2017	KOAA Employee	2	
investigative Reporter	4/9/2017	//11/201/	Agent Referral	1	
			TV Jobs Ad	1	
			YouTube Jobs	1	
Photographer	7/10/2017	8/7/2017	KOAA Employee Referral KOAA Website	2	
Multi Media Journalist	4/6/2017	8/7/2017	TV Jobs Ad	3	
			KOAA Employee Referral Cordillera Website	1 1	
Multi Media Journalist	4/6/2017	8/14/2017	TV Jobs Ad	4	
			KOAA Employee Referral	1	
Digital Content Producer	7/28/2017	8/28/2017	KOAA Website	1	
			Indeed.com	3	
News Director	7/10/2017	9/4/2017	KOAA Website	3	
INEMS DILECTOI	//10/201/	7/4/4W1/	Rick Gevers & Assoc Ad	2	

#### KOAA-TV Pueblo/Colorado Springs, Colorado December 1, 2016 - November 30, 2017 Full-Time Positions Filled

Position Title	Date Open	Date Filled	Recruitment Source	Number Interviewed	Source of Hire
			KOAA Employee Referral	1	X
Media Consultant (Pueblo)	1/18/2017	9/14/2017	KOAA Website	2	
			Community Partner Referral	1	X
VIV. 1. 1.1716. (D)	0/5/0045	0 /04 /004	WOALD I (D)		***
Weekend Editor/Director	9/5/2017	9/21/2017	KOAA Employee (Promotion)	1	X
YAY I I D I	F 10 1001 F	40/40/2045	WOAAR I D.C. I	4	V
Weekend Producer	7/9/2017	10/19/2017	KOAA Employee Referral	1	X
			TV Jobs Ad	2	
Photographer	10/6/2017	10/30/2017	KOAA Employee Referral	1	X
			KOAA Website	1	
			CareerPage.org	1	
Client Relations Specialist	8/28/2017	11/1/2017	KOAA Website	2	
			Indeed.com	2	
			Cordillera Employee Referral	1	X
Digital MMJ	8/17/2017	11/13/2017	KOAA Employee	3	
			KOAA Website	1	
			Sister Station Referral	1	X
Digital Content Producer	7/28/2017	11/28/2017	KOAA Website	2	
		. ,	Indeed.com	3	X
ммј	8/25/2017	11/27/2017	KOAA Website	2	
,	2,22,201	,,,	TV Jobs Ad	1	Х
			11,000110	•	71

# KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO December 1, 2016 - November 30, 2017

### **Recruitment Sources Contacted for Full-Time Vacancies**

	Recruitment Source	Contact	Entitled to Notification
1	KPAX-TV(tammy@kpax.com)	HR	N
	Missoula, Montana	Email	
2	KRTV-TV(sjahraus@krtv.com)	HR	N
	Great Falls, Montana	Email	
3	KXLF-TV(kxlf@kxlf.com)	HR	N
	Butte, Montana	Email	
4	KVOA-TV(ltremelling@kvoa.com	HR	N
	Tucson, Arizona	Email	
5	KSBY-TV (jazar@ksby.com)	HR	N
	Santa Barbara, CA	Email	
6	KTVQ-TV(lpollock@ktvq.com)	HR	N
_	Billings, Montana	Email	N.Y.
/	KATC-TV(cathys@katctv.com) Lafayette, LA.	HR Email	N
0	WLEX-TV(klowe@wlextv.com)	HR	N
0	Lexington, KY.	Email	IN
q	KRIS-TV(rpaxton@kristv.com)	HR	N
	Corpus Christi, TX.	Email	IN .
10	Pikes Peak Community College ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Pikes Peak Community College - offcampusjobs@pueblocc.edu	Email	N
	Colorado College - gina.lujan@coloradocollege.edu	Email	N
	Colorado State University/ Ft Collins - handshake.com	ONLINE JOB BOARD	N
	Colorado State University/ Pueblo - HR@colostate-pueblo.edu	Career Center - Email	N
	CO Christian Univ – careerdevelopment@ccu.edu	Email	N
13	Placement Services Station #34 Portales, NM 88130	Mail	N
16	University of Northern Colorado - dale.edwards@unco.edu	Email	N
	University of Colorado (CU) ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Colorado University -Colorado Springs ONLINE JOB BOARD	ONLINE JOB BOARD	N
	OBC (Ohio Broadcasting/Colorado Campus) -tcuff@beonair.com	Email	N
	TV Jobs.com (Broadcast Employment Service) ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Evening Post (Cordillera Communications) ONLINE JOB BOARD	ONLINE JOB BOARD	N
	Colorado Broadcasters Association	ONLINE JOB BOARD	N
		ONLINE JOB BOARD	N
	Metropolotan State University - handshake.com Northern Arizona University - handshake.com	ONLINE JOB BOARD	N
	·	ONLINE JOB BOARD	
25	Baylor University - handshake.com	UNLINE JUB BUARD	N

# KOAA-TV PUEBLO/COLORADO SPRINGS, COLORADO December 1, 2016 - November 30, 2017

#### **Sources Contacted for Specific Vacancies**

NT-	D. and the sant Comme	Combant	Entitled to
<b>No.</b> 1	Recruitment Source Jim Doyle & Associates (Corporate Consultant)	<b>Contact</b> Job Placement Exec	Notification N
1	7707 Holiday Drive, Sarasota, FL 34231	(941) 926-7355	IN
2	Talent Dynamics	Job Placement Exec	N
	email ad	214-630-9590	
3	<b>Broadcast Engineering</b> email ad	Job Placement Exec email	N
4	Spots and Dots	Job Placement Exec	N
	email: ads@spotsndots.com	412-281-6215	
5	Investigative Reporters and Editors, Inc. email web editor: sarah@ire.org	Job Placement Exec 573-884-7902	N
6	Audience Research & Development, LLC 2440 Lofton Terrace Fort Worth, TX 76109	Job Placement Exec 817-924-6922	N
	2440 Loiton Terrace Fort Worth, 1X 70109	017-924-0922	
7	TVB	Job Placement Exec	N
	email ad	TVJobs@tvb.org	
8	Rick Gevers & Associates	Rick Gevers	N
	email ad	rick@rickgevers.com	
9	Pueblo Community College	ONLINE JOB BOARD	N
	online job board	careers@pueblocc.edu	
10	Colo Springs Business Journal	Newspaper Ad	N
		Fax-719-577-4107	
11	Online News Association	Career Ads Cust. Service	N
	Login and create ad	1-888-491-8833 ext. 2416	
11	Facebook	www.facebook.com	N
	Login and share ad		
11	LinkedIn	www.linkedin.com	N
	Login and share ad		

	EEO	Public File Report			
		BLO/COLORADO SPRINGS, COLORADO er 1, 2016 - November 30, 2017			
	Supplement	tal Recruitment/Outreach Initiatives			
Date	Initiative	Description	Scope of Involvement		
Over 40 visits during this reporting period	Elementary, Middle and High School Students	Expose youth/students to broadcasting and TV sales/business environment	Station Tour	Alex Ryden, Jessica Van Meter, Sam Schreier, Stpehen Bowers	
1/10/2017	Cordillera FCC/EEO Obligations	Webinar	Exposing opportunities to any interested party	Dayna Watts/Evan Pappas	
2/1/2017	Colorado Broadcasters Assoc. Virtual Job Fair	Virtual Job Fair	Exposing opportunities to any interested party	Evie Hudson	
10/16-20/17	Colorado Broadcasters Assoc. Virtual Job Fair	Virtual Job Fair	Exposing opportunities to any interested party	Evie Hudson	
		INTERNSHIPS			
Ongoing During this reporting period, KOAA hosted 6 Interns from various colleges and Universities to include: Biola University; Colorado State University - Pueblo; University of Denver; and Pikes Peak Community College.					