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Approved by OMB 3060-0837

Broadcast Equal Employment Opportunity Mid-Term Report

## Application Submitted

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### Application Summary

File Number: 0000035840  
 Application Purpose: EEO Report  
 Status: Submitted  
 Date Submitted: 2017-11-29

### Applicant Information

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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(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**

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## General Information

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

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**Applicant  
Information**

**Applicant Name, Type**

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

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**Common  
Stations**

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

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**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 |

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## 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<br>/2017                         |
| Certified Title  | President<br>and<br>General<br>Manager |
| Authorized Party Name  | Evan<br>Pappas                         |

**Attachments**

| <b>File Name</b>                            | <b>Uploaded By</b> | <b>Attachment Type</b> | <b>Description</b>                             |
|---|--------------------|------------------------|--|
| <a href="#"><u>397-KOAA EX 1(A).pdf</u></a> | Applicant          | All Purpose            | Exhibit 1(A): 2015-2016 EEO Public File Report |
| <a href="#"><u>397-KOAA EX 1(B).pdf</u></a> | Applicant          | All Purpose            | Exhibit 1(B): 2016-2017 EEO Public File Report |



EXHIBIT 1(A)

2015-2016 EEO Public File Report

# 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              |
| INVESTIGATIVE MEDIA JOURNALIST | 11/1/15   | 2/1/16      | KOAA Employee Referral     | 1                  |                |
|                                |           |             | TV Jobs Ad                 | 4                  | X              |
| ASSIGNMENT DESK MANAGER        | 1/14/16   | 3/14/16     | KOAA Website               | 1                  |                |
|                                |           |             | Former KOAA Employee       | 2                  |                |
|                                |           |             | KOAA Employee Referral     | 1                  | X              |
| PROMOTIONS PRODUCER            | 3/4/16    | 4/11/16     | Cordillera Website         | 1                  |                |
|                                |           |             | KOAA Website               | 1                  | X              |
| TECHNICAL DIRECTOR             | 2/3/16    | 4/25/16     | KOAA Employee Referral     | 1                  |                |
|                                |           |             | 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              |

# 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 |
|--------------------------------|-----------|-------------|----------------------------|--------------------|----------------|
| 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              |
| INVESTIGATIVE MEDIA JOURNALIST | 6/1/16    | 8/1/16      | TV Jobs Ad                 | 4                  |                |
|                                |           |             | KOAA Employee Referral     | 2                  | X              |
| MASTER CONTROL OPERATOR        | 6/10/16   | 8/15/16     | Indeed.Com                 | 3                  |                |
|                                |           |             | KOAA Website               | 2                  | X              |
| COMMERCIAL PROD SUPERVISOR     | 7/6/16    | 8/29/16     | Community Partner Referral | 1                  |                |
|                                |           |             | TV Jobs Ad                 | 1                  |                |
|                                |           |             | KOAA Website               | 3                  | X              |
| INTERNET SALES DIRECTOR        | 6/13/16   | 8/4/16      | TV Jobs Ad                 | 2                  |                |
|                                |           |             | KOAA Website               | 2                  | X              |
| SALES MANAGER                  | 4/15/16   | 8/8/16      | KOAA Website               | 5                  | X              |
|                                |           |             | Community Partner Referral | 1                  |                |
| 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              |



## EEO Public File Report

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

### Sources Contacted for Specific Vacancies

| No. | Recruitment Source   | Contact  | Entitled to Notification |
|-----|--|--|--------------------------|
| 1   | <b>Jim Doyle &amp; Associates (Corporate Consultant)</b><br>7707 Holiday Drive, Sarasota, FL 34231 | Job Placement Exec<br>(941) 926-7355                 | N                        |
| 2   | <b>Talent Dynamics</b><br>email: michael@talentdynamics.com  | Job Placement Exec<br>214-630-9590                   | N                        |
| 3   | <b>Broadcast Engineering</b><br>email: sschafer@primemediabusiness.com                             | Job Placement Exec<br>email                          | N                        |
| 4   | <b>Spots and Dots</b><br>email: ads@spotsndots.com   | Job Placement Exec<br>412-281-6215                   | N                        |
| 5   | <b>Investigative Reporters and Editors, Inc.</b><br>email web editor: sarah@ire.org                | Job Placement Exec<br>573-884-7902                   | N                        |
| 6   | <b>Audience Research &amp; Development, LLC</b><br>2440 Lofton Terrace Fort Worth, TX 76109        | Job Placement Exec<br>817-924-6922                   | N                        |
| 7   | <b>TVB</b><br>email  | Job Placement Exec<br>TVJobs@tvb.org                 | N                        |
| 8   | <b>Rick Gevers &amp; Associates</b><br>email   | Rick Gevers<br>rick@rickgevers.com                   | N                        |
| 9   | <b>Pueblo Community College</b><br>online job board  | ONLINE JOB BOARD<br>careers@pueblocc.edu             | N                        |
| 10  | <b>Colo Springs Business Journal</b>   | Newspaper Ad<br>Fax-719-577-4107                     | N                        |
| 11  | <b>Northern Arizona University</b><br>online job board (Broadcast Employment Service)              | ONLINE JOB BOARD<br>handshake.com                    | N                        |
| 12  | <b>University College</b><br>online job board (Broadcast Employment Service)                       | ONLINE JOB BOARD<br>handshake.com                    | N                        |
| 13  | <b>Online News Association</b><br>Login and create ad  | Career Ads Cust. Service<br>1-888-491-8833 ext. 2416 | N                        |



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

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



## 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 | 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              |
| Weekend Editor/Director     | 9/5/2017  | 9/21/2017   | KOAA Employee (Promotion)    | 1                  | X              |
| 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              |
| MMJ                         | 8/25/2017 | 11/27/2017  | KOAA Website                 | 2                  |                |
|                             |           |             | TV Jobs Ad                   | 1                  | X              |

# EEO Public File Report

**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  | <b>KPAX-TV(tammy@kpax.com)</b><br>Missoula, Montana   | HR<br>Email           | N                        |
| 2  | <b>KRTV-TV(sjahraus@krtv.com)</b><br>Great Falls, Montana   | HR<br>Email           | N                        |
| 3  | <b>KXLF-TV(kxlf@kxlf.com)</b><br>Butte, Montana   | HR<br>Email           | N                        |
| 4  | <b>KVOA-TV(ltremelling@kvoa.com)</b><br>Tucson, Arizona   | HR<br>Email           | N                        |
| 5  | <b>KSBY-TV (jazar@ksby.com)</b><br>Santa Barbara, CA  | HR<br>Email           | N                        |
| 6  | <b>KTVQ-TV(lpollock@ktvq.com)</b><br>Billings, Montana  | HR<br>Email           | N                        |
| 7  | <b>KATC-TV(cathys@katctv.com)</b><br>Lafayette, LA.   | HR<br>Email           | N                        |
| 8  | <b>WLEX-TV(klowe@wlextv.com)</b><br>Lexington, KY.  | HR<br>Email           | N                        |
| 9  | <b>KRIS-TV(rpaxton@kristv.com)</b><br>Corpus Christi, TX.   | HR<br>Email           | N                        |
| 10 | <b>Pikes Peak Community College ONLINE JOB BOARD</b>  | ONLINE JOB BOARD      | N                        |
| 11 | <b>Pikes Peak Community College - offcampusjobs@pueblocc.edu</b>  | Email                 | N                        |
| 12 | <b>Colorado College - gina.lujan@coloradocollege.edu</b>  | Email                 | N                        |
| 13 | <b>Colorado State University/ Ft Collins - handshake.com</b>  | ONLINE JOB BOARD      | N                        |
| 14 | <b>Colorado State University-Pueblo - HR@colostate-pueblo.edu</b>   | Career Center - Email | N                        |
| 15 | <b>CO Christian Univ - careerdevelopment@ccu.edu</b><br>Placement Services Station #34 Portales, NM 88130 | Email<br>Mail         | N<br>N                   |
| 16 | <b>University of Northern Colorado - dale.edwards@unco.edu</b>  | Email                 | N                        |
| 17 | <b>University of Colorado (CU) ONLINE JOB BOARD</b>   | ONLINE JOB BOARD      | N                        |
| 18 | <b>Colorado University -Colorado Springs ONLINE JOB BOARD</b>   | ONLINE JOB BOARD      | N                        |
| 19 | <b>OBC (Ohio Broadcasting/Colorado Campus) -tcuff@beonair.com</b>   | Email                 | N                        |
| 20 | <b>TV Jobs.com (Broadcast Employment Service) ONLINE JOB BOARD</b>  | ONLINE JOB BOARD      | N                        |
| 21 | <b>Evening Post (Cordillera Communications) ONLINE JOB BOARD</b>  | ONLINE JOB BOARD      | N                        |
| 22 | <b>Colorado Broadcasters Association</b>  | ONLINE JOB BOARD      | N                        |
| 23 | <b>Metropolitan State University - handshake.com</b>  | ONLINE JOB BOARD      | N                        |
| 24 | <b>Northern Arizona University - handshake.com</b>  | ONLINE JOB BOARD      | N                        |
| 25 | <b>Baylor University - handshake.com</b>  | ONLINE JOB BOARD      | N                        |
|    |   |                       |                          |
|    |   |                       |                          |
|    |   |                       |                          |
|    |   |                       |                          |
|    |   |                       |                          |

# EEO Public File Report

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

## Sources Contacted for Specific Vacancies

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

# EEO Public File Report

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

## Supplemental Recruitment/Outreach Initiatives

| Date  | Initiative                                    | Description   | Scope of Involvement                           | Personnel Involved  |
|---|---|---|--|---|
| 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, Stephen 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.