

**Hoak Media of Colorado
KREX-KREY-KREG-KGJT
EEO Public File Report
12/1/13-11/30/14**

I. Vacancy List

Position	Job Title	Date Filled	Source which Referred Interviewees	Number of Interviews per source	Hiree Referral Source	Recruitment Sources (RS) used to fill Vacany-See Sect II
1	Receptionist	12/9/2013	Intellitec College Outside Referral	1 2	Intellitec College	5,12,13,18,20,21,23
2	Master Control Operator	1/15/2014	TV Ad KREX Website	6 1	TV Ad	12,13,18,23,29,35
3	Promotion Director	1/22/2014	TV Job KREX Bulletin Board	1 1	KREX Bulletin Board	12,18,23,29,30,32
4	Creative Service Producer	1/22/2014	Referral KREX Website	1 1	Referral	12,18,23,29,30,32
5	Receptionist	1/29/2014	Intellitec College TV Ad Outside Referral	2 2 1	TV Ad	5,12,13,18,20,21,23
6	p/t Production Asst	1/30/2014	TV Ad KREX Website	2 1	TV Ad	12,21,23,35
7	p/t Production Asst	1/30/2014	TV Ad KREX Website	2 1	TV Ad	
8	Reporter	2/3/2014	TV Jobs	3	TV Jobs	3,23,29,35
9	Marketing Consultant	2/24/2014	Indeed.Com Outside Referral	3 1	Outside Referral	12,18,21,23,29,30,32,33
10	Marketing Consultant	2/24/2014	Indeed.com KREX On Air Ad	1 4	KREX On Air Ad	12,18,21,23,29,30,32,33
11	Weekend Sports/Reporter	3/12/2014	TV Jobs Outside Referral	2 1	Outside Referral	3,23,29,35
12	Weekend Meteorologist/Reporter	3/19/2014	TV Jobs	5	TV Jobs	12,18,21,23,29,30,32,33
13	Master Control Operator	4/29/2014	CMU Walk In Employee Referral KREX Website	1 1 1 1	Walk In	12,13,18,23
14	MMJ/Reporter	5/27/2014	TV Jobs	2	TV Jobs	3,23,29,30,35
15	Technical Director	7/23/2014	KREX Website	1	KREX Website	12,13,18,23
16	Sports Reporter/Anchor	7/30/2014	Nexstar Website	2	Nexstar Website	3,23,30,37,
17	Creative Service Producer	8/11/2014	KREX Website KREX On Air ad	1 1	KREX On Air Ad	21,23,37
18	Master Control Operator	8/20/2014	Employee Referral Nexstar Website TV Ad	1 1 1	Employee Referral	21,23,37
19	Production Asst	8/25/2014	Nexstar Website TV Jobs.com Employee Referral Current Employee	4 1 1 1	Current employee promoted	3,20,29,37
20	p/t Production Asst	9/1/2014	Nexstar Website Employee Referral Co Broadcasters Assoc KREX Website	3 2 1 1	Co Broadcasters Assoc	3,20,29,37

21	Digital Sales Mgr	9/2/2014	KREX On Air Ad KREX Website	3 1	KREX On Air Ad	13,18,21,23,37
22	MMJ/Reporter	9/16/2014	Nexstar Website	3	Nexstar Website	3,23,29,30,35
23	Master Control Operator	9/16/2014	CMU TV Jobs Nexstar Website	1 1 1	Nexstar Website	21,23,37
24	MMJ/Reporter	9/18/2014	Nexstar Website	2	Nexstar Website	3,23,29,30,35
25	Commercial Producer	9/22/2014	KREX Website	4	KREX Website	3,18,23,37
26	Marketing Consultant	10/6/2014	KREX On Air Ad	4	KREX On Air Ad	12,18,21,23,29,30,32,33, 37
27	Evening Anchor	10/16/2014	Nexstar Website	3	Nexstar Website	3,23,29,30,35

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II: Recruitment List

RS Number	RS Information	Source entitle to vacancy notification	Number of Interviews referred by RS over reporting period
1	Daily Sentinel Classifieds 734 S 7th St Grand Junction, CO 81502 970-242-1313	N	
2	Broadcasting and Cable Attn: 360 Park Ave Sth 14th Floor New York, NY 10010 646-746-6949	N	
3	TVJobs.com www.tvjobs.com	N	15
4	Grand Junction Free Press Classifieds 145 N 4th Street Grand Junction, CO 81505 970-243-2200	N	
5	Intellitec Colleges Attn: Pam Crater 772 Horizon Dr Grand Junction, CO 81504 970-245-8101 pcrater@intellitec.edu	N	3
6	KYFR-TV Dick Heidt 200 north 4th St Bismark ND 58501 701-255-5757	N	
7	KMOT-TV Tom Ross 1800 SW 16th St Minot, ND 58701 701-852-4101	N	
8	KOCD-TV Risa Gran 373 21st Street East Dickinson, ND 58601 701-483-7777	N	

9	KUMV-TV Debi Burton 602 main Street Williston, ND 58801 701-572-4676	N	
10	KVLY-TV Charley Johnson 1350 21st Ave South Fargo, ND 58103 701-237-5211	N	
11	NAB Career Center 1771 N Street NW Washington, DC 20036 202-429-5300	N	
12	Colorado Broadcasters Association 2042 Boreas Rd Breckenridge, CO 80424 cobroadcasters@earthlink.com 970-547-1388 directs to careerpage.org	N	1
13	Mesa State College attn: Dan Flanickan attn: Regis Tucci rtucci@mesastate.edu 970-248-1665	N	2
14	KAUZ-TV Attn: Kyle Williams P.O Box 2130 Wichita Falls, TX 76307	N	
15	KSFY-TV 300 N Dakota Ave Ste#100 Sioux Falls, SD 57104 Attn: Kelly Manning	N	
16	KHAS-TV 6475 Osborne Dr West Hatings, NE 68901 Attn: UlyssesCarlini	N	
17	KNOP-TV 8020 North Highway 83 North Platte, NE 69101 Attn: Lewys Carlini	N	
18	KREX-TV Website www.krextv.com	N	13
19	Medialine Attn: Mark Holloway www.medialine.com	N	
20	Employee/Outside Referral	N	12

21	KREX-TV on air ad	N	25
22	KREX Job Fair	N	
23	KREX Bulletin Board	N	1
24	Colorado Mt News	N	
25	Mesa County Workforce Center online website	N	
26	Monster.com	N	
27	John Deer Agency	N	
28	Production Hub	N	
29	Media Match	N	
30	Hoak Media Website	N	
31	Montrose Daily Press 3684 N Townsend Ave Montrose, CO 81401	N	
32	Ohio Center for Broadcasting Jim Murphy_jmurphy@beonair.com	N	
33	Indeed.com	N	4
34	Walk in	N	1
35	Career Page.org	N	
36	CU Boulder	N	
37	Nexstar Hire Centric Site	N	19

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III: Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Our News Director Jorma Duran participates in the D51 Explore Group with School District 51. The group meets the first Tuesday of each month to discuss the education system and how our stations can be more involved with educating students on television broadcast as well as other career fields.
2	Co-sponsoring a job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities	KREX, KREY and KREG-TV participated and sponsored the Colorado Mesa University Career Fair on March 6th, 2014
3	Participation in activities designed to further the goal of disseminating information about employment opportunities in broadcasting	KREG-TV's Chief meteorologist Greg Rule does a weekly segment to get kids interested in weather by picking a child to be a Junior Forecaster every week in our Friday newscast. This gets kids involved in our news product and possibly a career in television.
4	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Jorma Duran our News Director was a speaker at our local Colorado Mesa University on September 24th, 2014 and spoke to the Public Relations class on Media Relations and job opportunities in television broadcast.
5	Sponsorship of events in the community designed to inform the public as to employment opportunities in broadcasting	Jorma Duran and Amber Freeman participated in the Women's Expo held here in Grand Junction on October 25th, 2014 which we were a sponsor of and spoke of job opportunities in television broadcast.
6	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Two of our reporters Angelo Vargas and Angel Russell were speakers at the local Central High School career Day on November 12th, 2014 and discussed the job opportunities in television broadcast.
7	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	<p>Our meteorologist Greg Rule has gone to local elementaries on the following dates and grades: 2nd grade Fruita Rimrock Elementary 10/14/14, 2nd grade Lincoln Elem. 2/12/14, 2nd grade Chipeta Elem. 2/13/14, and 5th grade Dual Immersion Academy 10/16/14., Taylor Elem. 1/22/14 2nd grade</p> <p>All topics include: 1) water cycle (condensation, evaporation, precipitation) 2) cloud classifications and how each form (cirrus, cumulus and stratus) 3) how hail is formed 4) hail vs. sleet vs. snow vs. rain 5) how tornadoes form 6) cloud images (lenticular cloud, roll cloud, wave cloud, mammatus cloud) 7) Q & A at end of every lecture lectures usually last between 50 minutes to 1.5 hours....</p>