

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KDVR, KFCT, KWGN, Denver, Colorado.

KDVR, KFCT, KWGN, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 303-566-7664.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	5-6, 10-15, 20, 24, 26, 30, 40, 43, 47-49, 52-53, 57, 59-62, 65-71, 73	30
National Sales Assistant	5-6, 10-15, 20-21, 24, 26, 30, 40, 43, 47-49, 52, 54, 57, 60-62, 65-66, 68, 70-71	61
Photojournalist/MMJ	5-6, 8, 10-15, 20-22, 24, 26, 30, 40, 43, 45, 47-49, 52-53, 57, 60-62, 65-66, 68, 70-71	61
Director of Sales	4, 6, 10-12, 14, 20-24, 26, 30, 40, 43, 47-48, 52, 54, 56, 59-62, 65-66, 68-71	22
Digital Content Producer	6, 10-15, 20-21, 24, 26, 30-31, 40, 43, 47-49, 52-53, 57, 60-62, 65-66, 68, 70-71	31
Producer	5-6, 10-15, 20, 22, 24, 26, 30, 40-41, 43, 47-49, 52, 57, 60-62, 65-66, 68, 70-71	30
Credit and Collections Manager	1, 3-6, 8-17, 19-22, 24, 26-30, 33-34, 36-38, 40-55, 57-72	22
Photojournalist/MMJ	1, 3-6, 8-22, 24, 26-30, 33-34, 36-38, 40-55, 57-72	22
Photojournalist/MMJ	1, 3-22, 24, 26-30, 33-34, 36-38, 40-55, 57-72	18
Photojournalist/MMJ	1, 3-22, 24, 26-30, 33-34, 36-38, 40-55, 57-72	22

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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Account Executive	1-6, 8-17, 19-22, 24, 26-30, 33-34, 36-41, 43-55, 57-72	22
Account Executive	1-6, 8-17, 19-22, 24, 26-30, 33-34, 36-41, 43-55, 57-72	22
Account Executive	1-6, 8-17, 19-22, 24, 26-30, 33-34, 36-41, 43-55, 57-72	22
Account Executive	1-6, 8-17, 19-22, 24, 26-30, 33-34, 36-41, 43-55, 57-72	22
Local Sales Manager	1, 3-6, 8-17, 19-22, 24, 26-31, 33-34, 36-38, 40-41, 43-47, 49-55, 57-72	22
Digital Content Producer	1, 3-6, 8-17, 19-22, 24-30, 33-34, 36-38, 40-41, 43-55, 57-72	22
Newscast Producer	1, 3-6, 8-17, 19-22, 24, 26-30, 33-38, 40-41, 43-55, 57-72	35
Newscast Producer	1, 3-6, 8-22, 24, 26-30, 33-34, 36-38, 40-41, 43-55, 57-72	16
Sales Support Supervisor	1, 3-6, 8-17, 19-21, 24, 26-30, 32-34, 36-38, 40-41, 43-55, 57-72	61
Anchor	1-6, 8-17, 19-21, 24-31, 33-41, 43-55, 57-72	68
Anchor	1-6, 8-17, 19-21, 24-31, 33-41, 43-55, 57-72	25
Executive Producer	1, 3-6, 8-21, 24-30, 33-34, 36-38, 40-55, 57-72	18
Executive Producer	1, 3-6, 8-21, 24-30, 33-34, 36-38, 40-55, 57-72	18
Producer	1, 3-6, 8-22, 24, 26-30, 33-34, 36-38, 40-41, 43-55, 57-72	22
Newscast Producer	1, 3-5, 8-22, 24, 26-30, 33-34, 36-38, 40-41, 43-55, 57-72	30
FT Master Control Operator	1, 3-6, 8-17, 19-21, 24, 26-30, 33-34, 36-38, 40-41, 43-55, 57-72	30
Producer	1, 3-5, 8-21, 24, 26-30, 33-34, 36-38, 40-41, 43-55, 57-72	61
FT Programming Research Coordinator	1, 3-5, 8-22, 24, 26-30, 33-34, 36-38, 40-55, 57-72	30
FT Assignment Editor	1, 3-5, 8-17, 19-22, 24, 26-30, 33-34, 36-38, 40-55, 57-72	22

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : http://602communications.com Sandy Lizik Manual Posting	N	0
2	Agency Referral	N	2
3	Alan Sanders Media Group 111 Eighth Ave New York, New York 10011 Alan Sanders Manual Posting	N	0
4	Andrew Hudson 5130 S Hanover Way Englewood, Colorado 80111 Phone : 720-350-4329 Andrew Hudson Manual Posting	N	0
5	Arapahoe Community College 5900 S Santa Fe Drive Littleton, Colorado 80120 Phone : 303-797-4222 Email : careers@arapahoe.edu Career Services	N	0
6	Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4773 Email : shoiland@aii.edu Fax : 1-303-824-4772 Shannon Hoiland	Y	0
7	Asian Pacific Development Center 1544 Elmira St. Aurora, Colorado 80010 Phone : 303.365.2959 x104 Url : http://apdc.org Fax : 1-303-344-4599 Coleen Higashide	N	0

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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8	B-Roll.net 1623 D St. NE Washington, District of Columbia 20002 Phone : 202-486-8842 Url : www.b-roll.net Kevin Johnson Manual Posting	N	0
9	Bell Talent, Inc 114 S Irena Ave Redondo Beach, California 90277 Rober Bell Manual Posting	N	0
10	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	6
11	Center for People with Disabilities 1675 Range St. Boulder, Colorado 80301 Phone : 303-442-8662 Url : http://cpwd-ilc.org Fax : 1-303-442-0502 Career Services	N	0
12	Colorado Broadcasters Assoc 333 West Hampden Ave Suite 400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://coloradobroadcasters.org Justin Sasso Manual Posting	N	0
13	Colorado College 14 E. Cache La Poudre St Colorado Springs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Fax : 1-719-389-6804 Geoff Falin	N	0

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Colorado State University 711 Oval Drive Fort Collins, Colorado 80523 Phone : 970-491-5707 Email : career_employers@mail.colostate.edu Diane Kull	N	0
15	Community College of Aurora 16000 E. Centre Tech Pkwy. Aurora, Colorado 80011 Phone : 303-360-4952 Email : robert.burnett@ccaaurora.edu Robert Burnett	N	0
16	Connecting Colorado 201 W Colfax, Department 1005 Denver, Colorado 80202 Phone : (720) 913-1648 Url : http://connectingcolorado.org Steve Martinez Manual Posting	N	1
17	Craigslist.org North Carolina Url : http://craigslist.org Career Services Manual Posting	N	0
18	Current Employee	N	11
19	Denver Weekly 1937 Welton St. Denver, Colorado 80205 Phone : 303.292.5158 Fax : 1-303-292-5344 Career Services Manual Posting	N	0
20	Discovery Job Network, Inc. 8035 S. Quebec Centennial, Colorado 80012 Phone : 303-220-3384 Email : djn2@stthomasmore.org Fax : 1-303-220-3385 Liz Stelloh	Y	0

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Sherry Giron	N	0
22	Employee Referral	N	41
23	Employment Agency	N	1
24	EntertainmentCareers.net 914 S. Barrington Los Angeles, California 90049 Phone : 310-442-0200 Url : http://entertainmentcareers.net Brad Hall Manual Posting	N	0
25	Former Employee	N	3
26	Gay, Lesbian, Bisexual, Transgender Ctr of Colo PO Box 9798 Denver, Colorado 80209 Phone : 303-733-7742 Url : http://coloradoglb.org Fax : 1-303-282-9399 Rahn Anderson	N	0
27	HD Reps 5005 Greensville Ave Suite 150 Dallas, Texas 75206 David Bordelon Manual Posting	N	0
28	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, Colorado 80204 Phone : (303)534-7783 Url : http://dhcc.com Monica Rodruquez Manual Posting	N	0
29	If Management, Inc 810 7th Ave 11th Floor New York, New York 10019 Steve Herz Manual Posting	N	0

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	25
31	Indeed.com	N	7
32	Internet Ad	N	1
33	Internships 100 E Speer Blvd Denver, Colorado 80203 Url : www.kdvr.com Internships Internships Manual Posting	N	0
34	IRE (Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-2042 Amy Johnston Manual Posting	N	0
35	Job Board	N	2
36	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
37	Ken Fishkin & Associates 106 Union Wharf Boston, Massachusetts 02109 Ken Fishkin Manual Posting	N	0
38	Ken Lindner & Associates, Inc 2029 Century Park East Suite 1000 Los Angeles, California 90067 Ken Lindner Manual Posting	N	0
39	Linked In	N	2

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Media-Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 323-284-5589 Url : www.media-match.com/usa Tammy Romaniuk Manual Posting	N	0
41	Medialine.com Box 51909 Pacific Grove, California 93950 Phone : 800.237.8073 Url : http://medialine.com Fax : 1-831-648-5204 Career Services Manual Posting	N	0
42	Metro State 1201 5th St. #9 Denver, Colorado 80204 Phone : 303-556-3664 Fax : 1-303-556-4035 Career Services	N	0
43	Mi Casa Resource Center 360 Acoma St Denver, Colorado 80223 Phone : 303-539-5648 Email : avolcker@micasaresourcecenter.org Fax : 1-303-595-0422 Ann Volcker	Y	0
44	motiongrapher.com 124 Rivington St Ground Floor New York, New York 10002 Justin Cone Manual Posting	N	0
45	N.S. BienStock, Inc 250 W 57th St Suite 333 New York, New York 10107 Rick Ramage Manual Posting	N	0
46	Napoli Managment 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Liz Hart Manual Posting	N	0

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
48	NEWSED: Comm Development Corp. 901 W 10th Ave Denver, Colorado 80204 Phone : 303-534-8342 Url : http://www.newsed.org Email : vbarela@newsed.org Fax : 1-303-534-7418 Veronica Barela	N	0
49	Northeast Women's Center 4821 E. 38th Ave. Denver, Colorado 80207 Phone : 303-355-3486 Email : newc4821@hotmail.com Hazel Whitsett	N	0
50	Ohio Center of Broadcasting 404 S Upham Lakewood, Colorado 80226 Phone : 303-937-7070 Url : http://www.beonair.com Fax : 1-303-975-0386 Mark Lillie Manual Posting	N	0
51	OTA Talent Colorado Phone : 719-388-9765 Jeff Marku Manual Posting	N	0
52	Paralyzed Veterans of America - Mountain State Chap 12200 E Iliff Ave 107 Aurora, Colorado 80014 Phone : 303-597-0038 Email : info@mscpva.org Fax : 1-303-597-0039 James W. Sack	N	0

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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53	Red Rocks Community College 13300 W. 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6389 Email : nancy.carlson@rrcc.edu Nancy Carlson	N	0
54	Regis University 3333 Regis Blvd. Denver, Colorado 80221 Url : http://www.ecampusrecruiter.com Karen Adducci Manual Posting	N	0
55	Rick Gevers & Associates P O Box 577 Zionsville, Indiana 46077-0577 Phone : 317-769-7900 Url : rickgevers.com Fax : 1-317-769-7910 Rick Gevers Manual Posting	N	0
56	Self Referral	N	2
57	Seniors! Inc. 5840 E. Evans Denver, Colorado 80222 Phone : 303-300-6900 Url : http://seniorsinc.org Fax : 1-303-300-6950 Bill Hammer	N	0
58	Society for News Design (SND) 424 E Central Blvd Orlando, Florida 35801 Phone : 407-420-7748 Url : www.office.snd.org Web source Web Source Manual Posting	N	0
59	Spots 'N' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : www.spotsndots.com Emily McKay Manual Posting	N	1

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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60	State of CO Division of Vocational Rehabilitation 2211 W Evans Ave, Bldg A Denver, Colorado 80223 Phone : 303-866-3202 Fax : 1-303-866-3419 Cathy Kohl	N	0
61	Station Website KDVR 100 E Speer Blvd Denver, Colorado 80203 Mercedes Romero Manual Posting	N	20
62	Station Website KWGN 100 E Speer Blvd Denver, Colorado Mercedes Romero Manual Posting	N	0
63	The NWT Group 2110 Elmwood Bryant, Texas 77802 Nancy Shafran Manual Posting	N	0
64	The Pynter Institute 801 Third St. South St. Petersburg, Florida 33701 Phone : 727-553-4709 Jacqueline Davis Manual Posting	N	0
65	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	0
66	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	2

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

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67	TVandRadioJobs.com Internet Only Site North Carolina Url : http://tvandradiojobs.com Career Services Manual Posting	N	0
68	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/postjobs Career Services Manual Posting	N	10
69	TVNewsCheck.com P.O. Box 565 Chathan, New Jersey 07928 Phone : 215-901-9495 Steve Toltz Manual Posting	N	0
70	Univ of Colorado - Boulder 1505 University Ave Boulder, Colorado 80302 Phone : 303.492.4123 Url : http://colorado.edu/careerservices/employers Michael Deragisch Manual Posting	N	0
71	Urban League of Metro Denver 2015 York St. Denver, Colorado 80205 Phone : 303-377-2790 Url : http://denverurbanleague.org Email : info@denverurbanleague.org Fax : 1-303-377-2794 Landri Taylor	N	0
72	Welldunne Talent 316 Cromwell Ave SW Albuquerque, New Mexico 87102 Phone : 602-288-9043 Kate Bacon Manual Posting	N	0
73	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			138

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 3, 2015 - December 1, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/29/2016	Participation in Job Fairs	Job fair hosted by Colorado Media School	2	HR Manager News Operations Director
2	3/14/2016	Participation in Job Fairs	University of Colorado College of Media, Communication, and Information Career FAir	3	HR Manager News Operations Director News Business Managr
3	4/1/2016	Participation in Job Fairs	Colorado Broadcasters Association Virtual Job Fair	0	
4	10/2/2016	Establishment of an intern program designed to assist members of the community	Students will have the opportunity to perform duties in the fast-paced environment of a news gathering operation. KDVR/KWGN offers the unique experience of working for a television that produces the most local news, sports and weather. This internship will work in the newsroom assisting the sports department, web team and assignment desk. The internship program will pay an hourly wage and students must also receive college credit from their respective university	2	Director News Operations Business News Manager
5	10/17/2016	Co Sponsoring Job Fair	Web Based job fair via Colorado Broadcasters Association 10/17-10/21/16	1	HR Manager
6	10/20/2016	Participation in Job Fairs	CU Boulder College of Media, Communication and Information (CMCI) Fall Career Fair, happening Thurs. Oct. 20, 5:30-7:30 pm, on the CU Boulder campus.	2	Current Intern HR Manager