

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
November 30, 2013 - December 1, 2014

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
Morning Co-Anchor	2, 4, 6-13, 18-19, 22, 24-25, 27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-55, 58, 60, 62-68, 70-73	2
Newscast Producer	4, 6-13, 18-20, 22, 26-27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-55, 57-58, 60, 63-68, 70-73	54
Newscast Producer	4, 6-13, 18-20, 22, 26-27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-55, 57-58, 60, 63-68, 70-73	54
Executive Producer	4, 6-8, 10-13, 18-20, 22, 26-27, 30, 32-36, 38-40, 42-43, 46-48, 50-51, 53-55, 57-60, 63-73	20
Broadcast Engineer	4, 6-13, 18-19, 22, 26-28, 30, 33-36, 38-40, 42-44, 46-48, 50-51, 53-55, 57-58, 60, 63-68, 70-73	28
Investigative Reporter	2-4, 6-13, 18-19, 22, 25-27, 30-31, 33-36, 38-40, 42-44, 46-51, 53-60, 63-68, 70-73	49
Reporter	4, 6-13, 16, 18-19, 22, 25-27, 30, 33-36, 38-43, 46-48, 50-51, 53-60, 63-68, 70-73	41
Business Development Manager	4, 6-9, 11-13, 18-20, 22, 25-27, 30, 33-36, 40, 42-43, 46-48, 50-56, 58, 60, 63-68, 70-73	20
Local Show Host/Co-Host	4, 6-13, 18-19, 22, 25-27, 29-30, 33-36, 40, 42-43, 46-48, 50-51, 53-56, 58-60, 63-68, 70-73	29
Promotions Producer	1, 4, 6-13, 18-19, 22, 25, 27, 33-36, 38-40, 42-43, 46-48, 50-51, 53-55, 57-58, 60, 63-68, 70-73	66
Senior Producer	2, 4, 6-8, 10-13, 18-19, 22-23, 25-27, 30, 33-36, 38-40, 42-43, 46-48, 50-51, 53-56, 58-60, 63-68, 70-73	2
Managing Editor	4, 6-13, 18-19, 22, 25-27, 30, 33-36, 38, 40, 42-43, 45-48, 50-51, 53-56, 58-61, 63-68, 70-73	61
Web Content Producer	4, 6-13, 18-19, 22, 25-27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-56, 58, 60, 63-68, 70-73	54
Anchor	4, 6-7, 9-13, 18-19, 21-22, 25-27, 33-36, 39, 42-43, 46-48, 50-51, 53-56, 58, 60-61, 63-73	61

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Commercial Producer/Editor	4, 6-7, 9-13, 18-20, 22, 25-27, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-54, 56, 58, 60, 63-68, 70-73	20
Newscast Producer	2, 4, 6-7, 9-13, 18-19, 22, 25-27, 33-36, 42-43, 46-48, 50-51, 53-56, 58-60, 63-68, 70-73	54
Associate Producer	4, 6-13, 18-19, 22, 25-28, 30, 33-36, 42-43, 46-48, 50-51, 53-54, 56, 58-60, 63-68, 70-73	54
Local Sales Assistant	4, 6-13, 18-19, 22, 25-27, 30, 33-36, 40, 42-43, 46-48, 50-51, 53-60, 63-73	54
Meteorologist	2, 4, 6, 8-13, 18-19, 22, 25, 27, 30, 33-36, 38, 40, 42-43, 46-51, 53-58, 60-61, 63-66, 68, 70-73	2
Meteorologist	2, 4, 6, 8-13, 18-19, 22, 25, 27, 30, 33-36, 38, 40, 42-43, 46-51, 53-58, 60-61, 63-66, 68, 70-73	61
Associate Producer	4, 6-16, 18-20, 22, 27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-60, 63-68, 70-73	20
News Producer	2, 4, 6-7, 9-14, 18-20, 22, 27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-60, 63-68, 70-73	54
Director of Engineering	4, 6-12, 14, 18-19, 22-23, 27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-60, 63-68, 70-73	23
Account Executive	4-14, 18-20, 22, 25, 27, 30, 33-38, 40, 42-43, 46-48, 50-51, 53-61, 63-73	5
Account Executive	4-14, 18-20, 22, 25, 27, 30, 33-38, 40, 42-43, 46-48, 50-51, 53-61, 63-73	54
Account Executive	4-14, 18-20, 22, 25, 27, 30, 33-38, 40, 42-43, 46-48, 50-51, 53-61, 63-73	69
Local Sales Assistant	4-14, 18-20, 27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-55, 57-60, 63-73	5
Local Sales Assistant	4-14, 18-20, 27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-55, 57-60, 63-73	20
Local Sales Assistant	4-14, 18-20, 27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-55, 57-60, 63-73	20
Motion Graphic Designer	4, 6-14, 18-20, 22, 27, 30, 33-36, 38, 40, 42-43, 46-48, 50-51, 53-60, 63-68, 70-73	54

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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	11
3	Alan Sanders Media Group 111 Eighth Ave New York, New York 10011 Alan Sanders Manual Posting	N	0
4	Alliance of Professional Women 10371 Severance Dr. Parker, Colorado Phone : 303.368.4747 Url : http://apwcolorado.org Email : execdir@apwcolorado.org Fax : 1-303-750-1711 Karen Rosen	N	0
5	Andrew Hudson 5130 S Hanover Way Englewood, Colorado 80111 Phone : 720-350-4329 Andrew Hudson Manual Posting	N	5
6	Arapahoe Community College 5900 S Santa Fe Drive Littleton, Colorado 80120 Phone : 303-797-4222 Email : careers@arapahoe.edu Career Services	N	0
7	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

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8	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
9	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
10	Colorado Black Chamber of Commerce 410 17th Street Denver, Colorado 80202 Phone : 303-831-0720 Url : http://coloradoblackchamber.org Fax : 1-303-755-7363 Carrie Warren	N	0
11	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	2
12	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
13	Colorado State University 711 Oval Drive Fort Collins, Colorado 80523 Phone : 970-491-5707 Email : career_employers@mail.colostate.edu Diane Kull	N	0

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14	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
15	Connecting Colorado 201 W Colfax, Department 1005 Denver, Colorado 80202 Phone : (720) 913-1648 Url : http://connectingcolorado.org Steve Martinez Manual Posting	N	0
16	Current Employee	N	2
17	Current Employee - Transfer/Promotion	N	1
18	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
19	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
20	Employee Referral	N	14
21	Employee Referrals Colorado 80203 Phone : 303-595-3131 Career Services	N	1
22	EntertainmentCareers.net 914 S. Barrington Los Angeles, California 90049 Phone : 310-442-0200 Url : http://entertainmentcareers.net Brad Hall Manual Posting	N	0

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23	Former Employee	N	2
24	Front Range Community College 3645 W. 112th Ave. Rm B1315 Westminster, Colorado 80031 Phone : 303.404.5163 Url : http://frontrange.edu/connect Email : sue.brooks@frontrange.edu Fax : 1-303-438-9524 Sue Brooks	N	0
25	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
26	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, Colorado 80204 Phone : (303)534-7783 Url : http://dhcc.com Monica Rodruquez Manual Posting	N	1
27	Inroads 6200 S Quebec St Suite 330 Greenwood Village, Colorado 80111 Phone : 303-967-7328 Url : http://www.inroads.org Fax : 1-303-967-7114 Donna Cotton	N	0
28	Internal Candidate	N	7
29	Internal Posting	N	2
30	Internships 100 E Speer Blvd Denver, Colorado 80203 Url : www.kdvr.com Internships Internships Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	IRE (Investigative Reporters & Editors) 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-2042 Amy Johnston Manual Posting	N	0
32	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
33	KFOR 444 E Britton Rd Oklahoma City, Oklahoma 73114 Phone : 405-424-4444 Url : www.kfor.com Email : jobs@kfor.com Alecia Metscher	N	1
34	KFSM 318 North 13th St Fort Smith, Arkansas 72901 Phone : 479-783-3131 Url : www.kfsm.com Email : eileen.mazurkiewicz@kfsm.com Eileen Mazurkiewicz	N	0
35	KSTU 5020 W Amelia Earhart Dr. Salt Lake City, Utah 84116 Phone : 801-532-1300 Url : www.fox13now.com Email : janet.gray@fox13now.com Janet Gray	N	0
36	KTVI-TV 2250 Ball Drive St. Louis, Missouri 63146 Phone : 314-213-7419 Url : www.ktvi.com Email : vincent.strauss@tvstl.com Vincent Strauss	N	0
37	Linked In Linked In	N	1

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38	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	1
39	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
40	Metro State 1201 5th St. #9 Denver, Colorado 80204 Phone : 303-556-3664 Fax : 1-303-556-4035 Career Services	N	0
41	Napoli Managment 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Liz Hart Manual Posting	N	1
42	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
43	Northeast Women's Center 4821 E. 38th Ave. Denver, Colorado 80207 Phone : 303-355-3486 Email : newc4821@hotmail.com Hazel Whitsett	N	0

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44	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
45	OTA Talent Colorado Phone : 719-388-9765 Jeff Marku Manual Posting	N	1
46	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
47	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
48	Regis University 3333 Regis Blvd. Denver, Colorado 80221 Url : http://www.ecampusrecruiter.com Email : careers@regis.edu Karen Adducci	N	0
49	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	2

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50	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
51	Servicios de la Raza 4058 Tejon Denver, Colorado 80211 Phone : 303-458-5851 Url : http://serviosdelaraza.tripod.com Fax : 1-303-455-1332 Maria Gomez	N	0
52	Spots 'N' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : www.spotsndots.com Emily McKay Manual Posting	N	3
53	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
54	Station Website KDVR 100 E Speer Blvd Denver, Colorado 80203 Mercedes Romero Manual Posting	N	59
55	Station Website KWGN 100 E Speer Blvd Denver, Colorado Mercedes Romero Manual Posting	N	1
56	The Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4881 Email : kechter-wright@aii.edu Kate Wright	N	0

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57	TVandRadioJobs.com Internet Only Site North Carolina Url : http://tvandradiojobs.com Career Services Manual Posting	N	0
58	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/postjobs Career Services Manual Posting	N	6
59	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	1
60	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
61	Walk In/Self-Referral	N	5
62	WDAF-TV 3030 Summit Str., Signal Hill Kansas City, Missouri 64108 Phone : 314-213-7419 Url : www.wdaf.com Email : vstrauss@tvstl.com Vincent Strauss	N	0

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63	WGHP 2005 Francis St High Point, North Carolina 27263 Phone : 336-821-1204 Url : www.wreg.com Email : twilkins@tribunemedia.com T'Kia Wilkins	N	0
64	WHNT 200 holmes Ave Huntsville, Alabama 35801 Phone : 256-535-2150 Email : nonda.sloan@whnt.com Nonda Sloan	N	0
65	WHO 1801 Grand Ave Des Moines , Iowa 50309 Phone : 515-242-3500 Url : www.whotv.com Email : mary.phares@whotv.com Mary Phares	N	0
66	WITI 9001 N Green Bay Rd Milwaukee, Wisconsin 53209 Phone : 414-586-2206 Url : www.fox6now.com Email : julie.bednarek@fox6now.com Julie Bednarek	N	1
67	WJW 5800 S Marginal Rd Cleveland, Ohio 44108 Phone : 216-431-8888 Url : www.fox8.com Email : cheryl.thorne@localtvllc.com Cheryl Thorne	N	0
68	WNEP 16 Montage Mountain Rd Moosic, Pennsylvania 18507 Phone : 570-346-7474 Url : www.wnep.com Email : debbie.cholko@wnep.com Debbie Cholko	N	0
69	Word of Mouth Referral	N	7

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70	WQAD 3003 Park 16th St Moline, Illinois 61265 Phone : 309-764-8888 Url : www.wgad.com Email : molly.mayfield@wqad.com Molly Mayfield	N	0
71	WREG.com 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-543-2153 Url : www.wreg.com Email : peggy.fryer@wreg.com Fax : 1-901-543-2350 Peggy Fryer	N	0
72	WTKR/WGNT 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1000 Email : pamela.hall@wtkr.com Pamela Hall	N	0
73	WTVR 3301 W Broad St Richmond, Virginia 23230 Phone : 804-254-3683 Url : www.wtvr.com Email : bmuoio@wtvr.com Fax : 1-804-355-7624 Betty Muoio	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			138

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/8/2014	Establishment of an intern program designed to assist members of the community	We participated in a Spring Internship program with the University of Colorado.	2	News Manager
2	4/23/2014	Participation in events sponsored by community groups	Sponsor "Day of the Job" with Standley Lake High School. Students were able to job shadow for the day to see the day to day work of a Broadcaster	1	News Manager
3	6/3/2014	Establishment of an intern program designed to assist members of the community	We participated in a Summer Internship program with: DU Pepperdine University UNC CSU Metro State University Arizona State University	1	News Manager
4	6/16/2014	Participation in Job Fairs	We participated in The Colorado Broadcasters Association (CBA) virtual job fair 06/16/14 - 6/20/14.	1	Human Resources Manager
5	6/24/2014	Establishment of training programs for station personnel	Promax 2014 Station Summit Networks, station groups, syndicators and local broadcasters gather to discuss, dialogue and debate the issues, trends and emerging business opportunities driving success in local television	2	Creative Services Creative Services
6	6/25/2014	Establishment of training programs for station personnel	Investigative Reporters and Editors (IRE) Conference Hands-on classes and presentations on how to cover business, public safety, government, health care, education, the military, the environment and other key beats. Speakers will share strategies for locating documents and gaining access to public records, finding the best stories and managing investigations.	2	Investigative Investigative
7	7/28/2014	Participation in Job Fairs	Radio Television Digital News Association (RTDNA) - Tribune Talent Acquisition Manager represented KDVR/KWGN at the Annual Conference. Recruited and discussed job opportunities.	1	Talent Acquisition Manager Human Resources Manager
8	8/25/2014	Participation in Job Fairs	We participated in The Colorado Broadcasters Association (CBA) virtual job fair 08/25/14 - 8/29/14.	1	Human Resources Manager

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9	9/17/2014	Participation in Job Fairs	We participated in the AARP job fair.	2	Production Manager Executive Assistant
10	10/14/2014	Establishment of a mentoring program	Storytelling workshops at the station with Suzanne Black with news department and creative services	30	Assistant News Director
11	11/5/2014	Establishment of an intern program designed to assist members of the community	Established a paid fall Internship program. Interns participated in hands on training. The following colleges: CU Denver University of Denver CommCollege of Aurora University of Colorado	1	News Manager
12	11/6/2014	Participation in events or programs sponsored by educational institutions	Guest speaker for TV-1 class at CU Boulder.	1	Digital Content Manager