

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 21, 2013 - November 20, 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
Acquisition Account Manager	1, 6, 8-11, 14-17, 20, 25-33, 35-37, 40-41, 43, 45-46	17
Anchor/Reporter	1-4, 6, 8-17, 20, 23-28, 30-32, 35-37, 40-43, 45-46	2
Anchor/Reporter	1-4, 6, 8-17, 20, 23-28, 30-32, 35-37, 40-43, 45-46	12
Assignment Editor	1, 6, 17, 26	17
Digital Account Executive	1, 4, 6, 8-12, 14-18, 20, 23-33, 35-37, 40-43, 45-46	12
Digital Account Executive	1, 4, 6, 8-12, 14-18, 20, 23-33, 35-37, 40-43, 45-46	18
General Assignment Reporter	1-2, 4, 6, 8-11, 14-17, 20, 23-33, 35-37, 40-43, 45-46	40
General Assignment Reporter	1-2, 4, 6, 8-11, 14-17, 20, 23-33, 35-37, 40-43, 45-46	17
General Assignment Reporter	1-2, 4, 6, 8-11, 14-17, 20, 23-33, 35-37, 40-43, 45-46	2
General Assignment Reporter	1-2, 4, 6, 8-11, 14-17, 20, 23-33, 35-37, 40-43, 45-46	2
General Assignment Reporter/Fill-in Anchor	1, 3-6, 9-11, 14-17, 20-21, 24-28, 30-32, 34-39, 41-46	1
Multi Media Assignment Editor	1, 4, 6, 8-11, 14-17, 19-21, 23-28, 30-32, 35-37, 40-43, 45-46	19
Photojournalist, Mornings	1, 6, 8-11, 14-17, 19-20, 22-33, 35-37, 40-43, 45-46	40
Photojournalist, Mornings	1, 6, 8-11, 14-17, 19-20, 22-33, 35-37, 40-43, 45-46	19
Sales Account Executive	1, 6-11, 14-17, 19-20, 22-33, 35-38, 40-43, 45-46	19
Sales Account Executive	1, 6-11, 14-17, 19-20, 22-33, 35-38, 40-43, 45-46	1
Sales Account Executive	1, 4, 6, 8-17, 20-21, 25-27, 29-33, 35-37, 40-41, 43, 45	12
Sales Account Executive	1, 4, 6, 8-17, 20-21, 25-27, 29-33, 35-37, 40-41, 43, 45	17
Sales Account Executive	1, 4, 6, 8-17, 20-21, 25-27, 29-33, 35-37, 40-41, 43, 45	12
Sales Account Executive	1, 4, 6, 8-17, 20-21, 25-27, 29-33, 35-37, 40-41, 43, 45	12
Sales Account Executive	1, 4, 6, 8-17, 20-21, 25-27, 29-33, 35-37, 40-41, 43, 45	12

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Sales Associate	1, 6-7, 17, 26	6
Sales Associate	1, 6-7, 17, 26	7
Sports MMJ	1-2, 6, 8-11, 14-17, 20, 25-27, 29-33, 35-37, 40-41, 43, 45-46	17
Sports MMJ	1-2, 6, 8-11, 14-17, 20, 25-27, 29-33, 35-37, 40-41, 43, 45-46	40

KUSA/KTVD
EEO PUBLIC FILE REPORT
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	9News.com Colorado Url : 9News.com Career Service Manual Posting	N	26
2	Agency Referral	N	4
3	Andrew Hudson's Jobs List 5130 South Hanover Way Englewood, Colorado 80111 Phone : 720-350-4329 Career Service Manual Posting	N	0
4	Be On Air 1310 Wadsworth, Ste. 1000 Lakewood, Colorado Email : placement.Denver@beonair.com William Homann	N	0
5	Broadcast Cable Financial Management Association (BCFM) 5500 Frontage Road #360 Northfield, Illinois Url : www.bcfm.com Email : info@bcfm.com Career Service	N	0
6	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	9
7	Career Fair	N	3
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 21, 2013 - November 20, 2014

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
10	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
11	Colorado State University - Pueblo 2200 Bonforte Blvd. Pueblo, Colorado Phone : (719) 549-2512 Email : michelle.gjerde@colostate-pueblo.edu Fax : 1-719-549-2289 Michelle Gjerde	N	0
12	Corporate Recruiter	N	8
13	Current Employee	N	2
14	Denver Indian Center 4407 Morrison Road Denver, Colorado Phone : (303) 936-2688 Email : eileen@denverindiancenter.org Eileen Masquat	N	0
15	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
16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 21, 2013 - November 20, 2014

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17	Employee Referral Denver, Colorado Employee Referral Manual Posting	N	9
18	Former Intern	N	1
19	Gannett.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-6000 Url : http://www.gannett.com/ Corporate Office Manual Posting	N	5
20	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0
21	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : carlosethispaniclink.org Carlos Ericksen-Mendoza	N	0
22	Indeed.com	N	3
23	IRE 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-8969 Url : www.ire.org Tony Schick Manual Posting	N	0
24	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0

KUSA/KTVD

EEO PUBLIC FILE REPORT

November 21, 2013 - November 20, 2014

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25	LARASA 1671 Yosemite St. Denver, Colorado Phone : (303) 377-9076 Email : mlchavez@aol.com Lorenzo Chavez	N	0
26	LinkedIn 2029 Stierlin Court #200 Mountain View, California 94043 Career Service Manual Posting	N	4
27	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
28	MediaRecruiter 20456 E. Orchard Place Centennial, Colorado Phone : 303-400-5150 Url : MediaRecruiter.com Email : jim@mediarecruiter.com Fax : 1-303-400-5063 Career Service	N	0
29	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
30	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

KUSA/KTVD

EEO PUBLIC FILE REPORT

November 21, 2013 - November 20, 2014

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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	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0
32	National Press Photographers Association/NPPA-Region 6 3200 Croasdaile Drive #306 Durham, North Carolina Phone : 919-383-7246 Url : nppa.org and http://metalab.unc.edu/nppa/jib/html Fax : 1-919-383-7261 Career Service	N	0
33	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 1-303-975-0386 Dan Smith	N	0
34	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Url : www.rtnda.org Karen Gregory	N	0
35	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : nancy.Carlson@rrcc.edu Nancy Carlson	N	0
36	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 21, 2013 - November 20, 2014

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
38	Talent Agency Referral Colorado Career Service Manual Posting	N	2
39	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
40	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	3
41	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
42	University of Colorado @ Boulder Career Services 133 UCB Boulder, Colorado Phone : (303) 492-6541 Colin Kruger Manual Posting	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 21, 2013 - November 20, 2014

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43	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
44	University of Northern Colorado Career Services Campus Box 58 Greeley, Colorado Phone : (970) 351-2127 Email : Kristen.stangl@unco.edu Kristen Stangl	N	0
45	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : rcowherd@denverurbanleague.org Rod Cowherd	N	0
46	Women in Cable & Telecommunications (WICT) 14555 Avion Parkway, Suite 250 Chantilly, Virginia Phone : 703.234.9811 Url : www.witc.org Fax : 1-703-817-1595 Robin Burke Zahory	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			79

KUSA/KTVD

EEO PUBLIC FILE REPORT

November 21, 2013 - November 20, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	12/2/2013	Establishment of training programs for station personnel	The Leadership Development Program conducted by the Center for Creative leadership provides participants with an opportunity to grow their leadership potential within their organization. Participants learn self-awareness, learning agility, communication and influence. At the conclusion of the course participants will be able to communicate to achieve alignment and build commitment among team members. They will gain insight on how to create buy-in and manage through collaboration. Finally, they learn skills to build self resiliency and manage through stress and complex problems to become more effective leaders.	1	Anchor/Reporter	1.00
2	1/9/2014	Participation in events sponsored by community groups	Vice President of Community Relations spoke to Colorado Association of Funders General Membership. This group included organizations from large, medium, small private and public foundations to discuss our community outreach programs and the work of Gannett Foundation. There were approximately 50 participants in attendance.	1	VP/Community Relations	0.25
3	1/29/2014	Participation in events sponsored by community groups	Vice President of Community Relations spoke with Arapahoe, Boulder, Adams and Broomfield Counties to learn more about happenings in their community and to meet those who can give us great story ideas on January 29, 2014 and August 27, 2014 . From these segments of the counties 9News met with small business owners, community leaders, education, city leaders, nonprofits and others. There were approximately 30 participants in attendance for the total of the three sessions.	1	VP/Community Relations	0.25

KUSA/KTVD

EEO PUBLIC FILE REPORT

November 21, 2013 - November 20, 2014

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4	2/3/2014	Establishment of an intern program designed to assist members of the community	Established intensive paid internship program for college students interested in Broadcast Producing careers. Interns participate in an intensive, hands on training for 30 weeks. In this reporting period we had nine participates. Participates represented both local and out of state universities including, Ohio State University, Alcorn State University, University of Missouri, Medill School of Journalism-Northwestern University, Cornell University and New York University, University of Pennsylvania, University of Southern California, Brigham Young University and James Madison University.	1	Executive Producer	1.00
5	2/27/2014	Participation in events sponsored by community groups	Vice President of Community Relations spoke Daniels Fund Linda Childers and Debbie Pierce on how to work with 9News and to explain what makes a good story, how to best contact the newsroom, identified our various beat reporters, sponsorship procedures, and gave a brief description of our outreach initiatives. There were approximately 2 participants in attendance.	1	VP/Community Relations	0.25
6	3/8/2014	Establishment of training programs for station personnel	SXSW is an interactive music, film and digital technology conference held in Austin, Texas. As a part of the Gannett recruiting and learning to see what is on the horizon of new user platforms, interactive technology and to meet people who are the designers and developers of products that would be of interest to Gannett.	1	Digital Content Manager	1.00
7	4/11/2014	Participation in events or programs sponsored by educational institutions	Group HR Director spoke on a panel to faculty and students of the University of Denver; Daniels College of Business. Topics of discussion included careers in broadcasting, successful interviewing, and effective resume writing. Approximately 50 people were in attendance.	1	Group HR Director	0.25

KUSA/KTVD

EEO PUBLIC FILE REPORT

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8	5/22/2014	Participation in scholarship programs	As part of our commitment to grow the next generation of broadcast journalists in 2014, through the Gannett Foundation, 9News provided the Denver Press Club three separate journalism scholarship awards to high school students to attend college.	1	Station	1.00
9	6/9/2014	Participation in events sponsored by community groups	Assistant News Director spoke at Englewood Middle School to discuss careers in media and the state of the news media. There were approximately 60 participants in attendance.	1	Assistant News Director	0.25
10	6/16/2014	Participation in events or programs sponsored by educational institutions	VP/News Director taught a Producer workshop at Gannett-Hearst Academy. Workshop was to encouraged Producers to showcase newscasts, use more social connections and how to manage newsroom issues. There were 24 participates in this program.	1	VP/News Director	0.25
11	6/20/2014	Participation in events sponsored by community groups	Participated with University of Denver Marketing graduate students to discuss brand management. There were approximately 25 participants in attendance.	1	Director of Marketing and Promotions	0.25
12	6/23/2014	Establishment of training programs for station personnel	Promax- A four-day critical gathering where networks, station groups, syndicators and local broadcasters discuss, dialogue and debate the issues, trends and emerging business opportunities driving success in local television.	1	Director of Marketing and Promotions	1.00
13	6/24/2014	Establishment of training programs for station personnel	Investigative Reports and Editors Annual Conference- These national and regional conferences are packed with panels, workshops and roundtables covering the latest developments in the field of investigative reporting. The conference have become known for the practical tips and story ideas shared by prize-winning members in quick-hit sessions. Speakers will share strategies for locating documents and gaining access to public records, finding the best stories and managing investigations.	6	Investigative Team	1.00

KUSA/KTVD

EEO PUBLIC FILE REPORT

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14	6/26/2014	Participation in Job Fairs	News Director and Group HR Director attended the Investigative Reporter and Editors job fair at the annual conference. Interviewed and provided feedback for careers in Broadcast Investigative Journalism. Over 1500 participants attended this event.	2	VP/News Director Group Human Resources Director	0.25
15	7/30/2014	Participation in Job Fairs	National Association of Black Journalists (NABJ)-VP/News Director recruited and discussed career opportunities during this three day event. Over 2000 journalists attended this event.	1	VP/News Director	0.25
16	7/31/2014	Participation in events sponsored by community groups	Vice President of Community Relations spoke to Colorado Association of Funders Summit for Nonprofits on Corporate Philanthropy and Community Engagement. The topics included procedures for sponsorship, how to best contact the newsroom and the guidelines for grants from the Gannett foundation. The Community Engagement session included how to use social media and community events to engage the community toward the greater good. There were approximately 90 participants in attendance for the total of the two sessions.	1	VP/Community Relations	0.25
17	8/5/2014	Establishment of training programs for station personnel	Magid-A 3 day manager training conference where managers discuss, dialogue and debate trends. This conference was packed with brand strategy, how to manage up, the communication process, managing change, what makes a successful TV station and problem solving.	1	Executive Sports Producer	1.00
18	8/6/2014	Participation in Job Fairs	National Association of Hispanic Journalists (NAHJ)-VP/News Director recruited and discussed career opportunities during this three day event. Over 1000 journalists attended this event.	1	VP/News Director	0.25

KUSA/KTVD

EEO PUBLIC FILE REPORT

November 21, 2013 - November 20, 2014

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19	10/20/2014	Participation in job banks, internet programs and other programs designed to promote outreach	Virtual Job Fair- A five day job fair to discuss career opportunities.	1	Human Resources Business Partner	1.00
20	10/22/2014	Participation in events or programs sponsored by educational institutions	NATAS-Anchor/Reporter and Digital Content Manager spoke to local college students. Topics of discussion included careers in broadcasting, career opportunities and professional growth. Approximately 80 people were in attendance.	2	Anchor/Reporter & Digital Content Manager	0.25
21	11/13/2014	Participation in job banks, internet programs and other programs designed to promote outreach	Virtual Job Fair- A veteran job fair to discuss career opportunities.	1	Human Resources Business Partner	1.00
TOTAL POINTS OVER REPORTING PERIOD:						12.00