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Romero, Mercedes

From: jobs@tvjobs.com
Sent: Tuesday, September 29, 2009 9:47 AM
To: Romero, Mercedes
Subject: TVJobs.com - Anchor job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Mercedes Romero,

Your "Anchor" position was just posted
in the TVJobs.com Database and is now available online...

Station : KDVR
Position: Anchor
Category: News / Talent - Anchors
Job ID : TVJ#34113913
Posted : 9/29/2009
Expires : 10/29/2009
Status : Registered Employer - Job Posted Ad Text :

Anchor

KDVR Fox31 is looking for an Anchor for Good Day Colorado. The applicant should have complete knowledge of morning stories including background and local angles. A working knowledge of all big stories so anchoring is conversational and interactive. You must be able to "tell" news viewers and show you are completely versed in what's important. Ability to add perspective and commentary off script on any story. Engage the audience with a comfortable and conversational style. Interaction on the set, versatility and command of hard news, breaking news coverage, and solid news judgment. Complete preparation for interviews and guests. Contribute ideas for guests and place calls when necessary. Willingness to make suggestions about content which should be included or excluded based on the strategic goals of the newscast. Ability to set up and write packages on a regular basis. Must be a leader in the newsroom. Flexibility to work without a rundown. Ability to handle breaking news smoothly and transition back and forth from multiple elements of coverage. Representation of the newscast and FOX 31 in the community when asked or assigned. You should be making contacts and promoting the growth of GDCO whenever possible.

REQUIREMENTS: Major market anchoring and reporting experience. Five years in television news and at least three years anchoring experience. Degree in broadcast journalism preferred. Ability to add components to the above job duties as needed daily. Must be a team player. Bring up concerns in a productive manner. Participate in solutions. Be available during your entire shift to cover breaking news in the newsroom or in the field.

KDVR Fox31 is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, disability, or veteran status.

Please send resume and DVD to:
Carolyn Kane

VF Content

KDVR/KWGN-TV

100 East Speer Blvd.

Denver, CO 80203

Notes:

1. We recommend that you either save or print this page and provide

the above Job ID number to an TVJobs administrator in any future correspondence concerning this ad.

2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs.com (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 10/29/2009.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=8552611823421331>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs. If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs.com
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
>>manage your online jobs.<<



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Thank you for posting your ad here at TVandRadioJobs.com. Please make a note of your password and your ad number, as you will need them if you ever want to modify or delete this ad. Your ad number is **47194**. Your ad will expire in 30 days unless you renew it prior to that time. You can renew your ad for an additional 30 days a maximum of 3 times.

You can view your ad here.

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Mike Patrick -webmaster

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Preview of Your Ad

Your new ad will appear as displayed below. Your ad contains approximately **313** words and will appear in **1** categories. If you are satisfied with the appearance of your ad, please click on the "Post My Ad" button to place your ad. If you would like to make changes to your ad, please click on the "Go Back" button below or use your browser's "Back" function to go back to the Add form and make your desired changes.

Anchor	
Categories: Television	Date 09/29/2009
Contact: Mercedes Romero Denver, CO 80203	Posted: Telephone: E-Mail: mercedes.romero@kdvr.com
Web Site:	
Description	
<p>KDVR Fox31 is looking for an Anchor for Good Day Colorado. The applicant should have complete knowledge of morning stories including background and local angles. A working knowledge of all big stories so anchoring is conversational and interactive. You must be able to "tell" news viewers and show you are completely versed in what's important. Ability to add perspective and commentary off script on any story. Engage the audience with a comfortable and conversational style. Interaction on the set, versatility and command of hard news, breaking news coverage, and solid news judgment. Complete preparation for interviews and guests. Contribute ideas for guests and place calls when necessary. Willingness to make suggestions about content which should be included or excluded based on the strategic goals of the newscast. Ability to set up and write packages on a regular basis. Must be a leader in the newsroom. Flexibility to work without a rundown. Ability to handle breaking news smoothly and transition back and forth from multiple elements of coverage. Representation of the newscast and FOX 31 in the community when asked or assigned. You should be making contacts and promoting the growth of GDCO whenever possible.</p>	
<p>REQUIREMENTS: Major market anchoring and reporting experience. Five years in television news and at least three years anchoring experience. Degree in broadcast journalism preferred. Ability to add components to the</p>	

Degree in broadcast journalism preferred. Ability to add components to the above job duties as needed daily. Must be a team player. Bring up concerns in a productive manner. Participate in solutions. Be available during your entire shift to cover breaking news in the newsroom or in the field.

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Please send resume and DVD to:
Carolyn Kane

VP Content

KDVR/KWGN-TV

100 East Speer Blvd.

Denver, CO 80203

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Sports Broadcasting School

"If you've never worked in sports broadcasting before, these guys will get you the necessary experience and training you'll need for your first job. Strongly recommended".

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"If you've never worked in sports broadcasting before, these guys will get you the necessary experience and training you'll need for your first job. Strongly recommended".

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ATTACHMENT C

(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

The total number of interviewees for each vacancy and the referral sources for each interviewee is as follows:

<u>Position Title</u>	<u>Interview Sources</u>
Local Sales Assistant	Recommendation (4) Station Website (2)
Vice President of Content	Craigslist (1) Station Website (2)
Account Executive (4)	Referral (8) Rep (1) Station Website (3)
National Sales Manager	Millennium (1) Station Website (4)
Operations Technician (3)	Employee Referral (1) Station Website (4)
National Sales Assistant	Referral (1) Station Website (1)
Producer (2)	Internal (3) Employee Referral (2) Station Website (4)
Anchor	Station Website (1) TVjobs.com (2) Referral (1)

ATTACHMENT D

(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which the unit is located is 250,000 or more. Based upon these two factors, determine and state whether the unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3).

Documentation demonstrating performance of the recruitment initiatives listed in the EEO Public File Reports is attached and the specific unit personnel involved in each such recruitment initiative is also described in the documentation.

The Unit has 185 full time employees. Denver, CO has a population of more than 250,000. As a result of these factors, we are required to perform four initiatives in a two-year period as described in §§ 73.2080(c)(2) and (e)(3).



Fall Job Fair Confirmation Form

Thursday, November 5, 2009

10:00 a.m. - 2:00 p.m.

To: Mercedes Romero, Shaul Turner, and Dan Daru

Organization: KDVR Fox 31 & KWGN - The Deuce

Fax: 303-566-2981

Date: 10/26/2009 Time: 3:43 PM Number of Pages (including cover page): 2

From: Jan McLees, Career Center

Phone: (303) 797-5805 Fax: (303) 791-5926 Email: careers@arapahoe.edu

Address: 5900 S. Santa Fe Drive, Littleton, CO 80120

Comments:

This confirms your registration for the ACC Fall Job Fair on November 5, 2009.

The registration fee is non-refundable after October 28, 2009.

If you notified us that you need an electrical outlet, you will need to bring your own extension cord. Thanks.

Number Attending (Up to two lunches included with \$99.00 fee):	<u>2</u>	\$ <u>99.00</u>
Additional lunches ordered (\$15.00 each):	<u> </u>	\$ <u> </u>
Electrical outlet ordered (\$5.00 fee)	<u>N</u>	\$ <u> </u>
Media equipment - DVD/VCR, etc. (\$10.00 fee)	<u>N</u>	\$ <u> </u>
Total amount received:		\$ <u>99.00</u>

We are having a drawing for prizes contributed by participating organizations. The prizes would be given to students who attend the Fair and win the drawing. Please let us know if your organization would like to bring a prize to contribute to the drawing.

Included is a map to our campus. **Parking is free (no permit needed) in any ACC campus lot during the Fall Job Fair. Don't park in the street unless you are within the time limit.** Street parking is through the City of Littleton. We recommend a 9:00 a.m. set up time before students arrive at 10:00 a.m. The Fair is located in the main ACC building, second floor lobby. When you arrive at the Fair, be sure to register and pick up meal tickets!

We look forward to seeing you on November 5, 2009.



**ARAPAHOE
COMMUNITY
COLLEGE**

Fall Job Fair

Thursday, November 5, 2009

10:00 a.m. - 2:00 p.m.

Students - Spin for a Door Prize

Gift certificates:

**Panera Bread, Starbucks, Chipotle, AMC Theaters, ACC Career Planning Seminar,
Noodles and Company, Qdoba, and REI**

Donated gift certificates from:

McDonalds, ACC Bookstore, ACC Starbucks, Café de France

**Sponsored by ACC Career Center 303.797.5805, careers@arapahoe.edu
5900 S. Santa Fe Dr., P.O. Box 9002, Littleton, CO 80160-9002**

www.arapahoe.edu/studentsvc/careerctr/

Acquire Marketing/Comcast
12604 Knox Point
Broomfield, CO 80020
Brandon Halford
435.764.9009

Arapahoe Douglas Works!
5500 S Quebec Street #175
Greenwood Village, CO 80110
Rhonda Reid
303.636.1160

Advising Center
5900 S Santa Fe Dr
Littleton, CO 80160
Janet Ludwig
303.797.5651

College Pro Painters
8771 Wolff Court # 200
Westminster, CO 80030
Renee Krasovec
719.240.3070

Ajilon Office
1099 18th Street, Suite 2820
Denver, CO 80202
John Kosef
303.291.1212

Colorado Springs Police Department
705 S Nevada Avenue
Colorado Springs, CO 80903
Officer Robert Wilson
719.444.7437

OVER

Fall Job Fair - Thursday, November 5, 2009

Employer	Job Openings
Ajilon Office	Various Positions
Arapahoe Douglas Works!	Workforce Center Services
College Pro Painters	Franchise Manager, Production Manger, General Manager
Colorado Springs Police Department	Entry Level Police Officer, Lateral Police Officer
Five Rings Financial	Financial Services Sales and Management
Heritage College	Recruiting Students
Jobing.com	Local Job Experts for Students
Kaiser Permanente	Jobs, Summer Internships, Scholarships
KDVR Fox 31 & KWGN- The Deuce	VP of Creative Services, AE, Producer
King Soopers	Various Part-time Retail, Possible Retail Management with Experience
O'Reilly Auto Parts	In-bound Material Handlers
Primerica	Full-time, Part-time, Internship
University of Phoenix	Enrollment Counselor
US Air Force Reserve	Various Positions
US Army, Denver Army Battalion	Various Positions
US General Services Administration	Contract Specialist, Budget Analyst
US Marines	Various Positions
Wells Fargo	Teller, Personal Banker Trainee Hiring for All of Metro.

Vialpando, Roslyn

From: djnett2007@comcast.net
Sent: Tuesday, April 14, 2009 3:51 PM
To: Vialpando, Roslyn
Subject: Derek Nettingham

Hello,

My name is Derek Nettingham and I was given your contact information by Ryan Borgman in order to get/give information regarding my return as a FOX31 intern for the 2009 summer. This will be my third year as a paid intern at FOX31 through the Emma Bowen Foundation, a foundation designed to help college journalism hopefuls get an early start on their career. I have flourished and grown under FOX31's wing and would like to continue that grooming process.

I was informed last summer of the possible changes in management and I have been told that much has changed. I was wondering if there was anything I needed to do to either renew, or confirm my position as an intern for this 2009 summer. Before I left last year I was told by Jon Takayama that regardless of the changes I should be able to return with the same pay as the previous two years, but I would just like to double check ahead of time. My contact information is:

(720)-(470-7904) cell
(303)-(745-6648) home
email.....djnett2007@comcast.net

Emma Bowen contact information:
Rita Torres
Regional Director, Western Region
CBS Studio Center, Editorial 2, Suite 1
4024 Radford Avenue
Studio City, CA 91604
818-655-5708
818-655-8358 Fax
rita.torres@mptp.com

Thank you,
Derek Nettingham

**Emma Bowen
Foundation
Paid Internship**

Overview



About the Emma L. Bowen Foundation

The Foundation was established in 1989 by the media industry to help increase access to permanent job opportunities for minority students. Our program is unlike other internship programs in that selected students work for a partner company during summers and school breaks or year-round from the time they become Emma L. Bowen Scholars until they graduate from college. During that multi-year period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Corporations have an opportunity to guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation to help pay for college tuition and

expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program.

Selection Process

The partner company and the Foundation staff work together to recruit students through local high schools and colleges, pre-college enhancement programs, and other community organizations. Student applications are provided to qualified candidates. Minority high school juniors and seniors and college freshmen with a minimum cumulative grade point average of 3.0 and an interest in varying aspects of the media industry (business, technical, creative) are eligible to apply. Completed applications are received and reviewed by Foundation staff, and preliminary interviews are conducted with qualified applicants. Several candidates are then recommended to the partner

company who conducts a second interview and makes a final decision.

Partner Companies

Our corporate sponsors include:

Arbitron	Katz Media Group
ABC, Inc.	Lifetime Television
Adelphia	NBC Universal
Communications	NAB Education Fund
Advance/Newhouse	NCTA
BMI	Oh! Oxygen Media
Bresnan	Paxson
Communications	Communications
CableLabs	Post-Newsweek
Cablevision Systems	Stations
CBS, Inc.	Procter & Gamble
Charter	Productions
Communications	Scientific-Atlanta
Clear Channel Radio	Scripps Networks
Comcast Corporation	Starcom Mediavest
C-SPAN	Susquehanna
Discovery	Communications
Communications	Television Bureau of
Fox, Inc.	Advertising
Gannett Broadcasting	Time Warner Cable
Granite Broadcasting	Tribune Broadcasting
Corporation	Turner Broadcasting
Inner City Broadcasting	UCC- Office of
Corporation	Communications
Insight	The Weather Channel
Communications	YES Network
INTEREP Radio	

A MESSAGE FROM THE FOUNDATION'S PRESIDENT



Dear Colleagues:

The Emma L. Bowen Foundation's unique, multi-year work/study program was designed with the goals of offering students:

- *The opportunity to learn about a variety of career options in the media industry over several summers,*
- *The opportunity to build on each summer's experience to develop job knowledge, technical skills and confidence,*
- *The opportunity to establish key mentoring relationships for professional guidance and career planning,*
- *The opportunity to learn about trends and issues from industry leaders through the Foundation's summer conferences and workshops,*
- *A standard of excellence for academic and work performance that carries forward in their professional lives, and*

Additionally, to offer our corporate partners the opportunity to develop diverse talent for full time employment.

In today's business world of limited resources and endless responsibilities, we are especially appreciative that you have agreed to participate in the Emma L. Bowen Foundation's work/study program. We are well aware that it takes time and patience to develop new talent, and we hope this Toolkit will provide some assistance in your efforts. We believe you will find that the investment made in planning specific job responsibilities to challenge and develop these bright, eager students will pay dividends in the form of enthusiasm for each new task assigned and mastered and, ultimately, a valued and productive employee for your department.

We designed our toolkit as a "work in progress," and welcome your comments and suggestions to continually add to its value.

Thank you for taking the first step toward building for the future ... one student at a time!

Phylis Eagle-Oldson

ABOUT US

The mission of the Emma Bowen Foundation is to prepare minority youth for careers in the media industry through a unique, multi-year work/study development program, and subsequently monitor their career success. Our program emphasizes excellence and features on-the-job training, academic achievement, mentoring, professional development, community service and college scholarships. Our talent bank extends our mission of workplace diversity by linking Foundation corporate partners with graduates and other minority professionals seeking careers in the industry.

The Emma L. Bowen Foundation was established in 1989 and is currently supported by forty-four corporate sponsors including:

ABC	Katz Media Group
Adelphia Communications	Lifetime
Advance/Newhouse	Mediacom Communications
BMI	NBC/Universal
Bresnan Communications	NAB
CableLabs	NCTA
Cablevision Systems	Nielsen Media Research
CBS	Oh! Oxygen
Charter Communications	Paxson Communications
Clear Channel Radio	Post-Newsweek Stations
Comcast Communications	P&G Productions
Corporation for Public Broadcasting	Scientific-Atlanta
Cox Communications	Scripps Networks
C-SPAN	Starcom Mediavest Group
Discovery Communications	Susquehanna Media
FOX Television	Television Bureau of Advertising
Gannett Television	Time Warner Cable
Granite Broadcasting	Tribune Broadcasting
Hallmark Channel	Turner Entertainment Broadcasting
ICBC	UCC, Office of Communication
Insight Communications	The Weather Channel
Interp Radio	YES Network

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--	---

*No board member assigned.

COMMITMENT

It Takes A Village

We all play an essential role in teaching our students leadership and technical skills for their future careers. It starts with teaching them commitment and responsibility and maintaining a high standard of excellence. When the Foundation, our students, and our partner companies work together to achieve these goals, our probability of mutual success is significantly greater.



The Student's Commitment

Your student has committed to conduct himself/herself responsibly as a student, as an employee and personally. Your student knows that his/her job performance, grades and personal behavior are assessed as a condition of ongoing program participation and accepts that as an important part of the process. Your student has committed to be continuously enrolled in a four-year college degree program, to maintain a cumulative grade point of not less than 3.0 and to consistently perform at a level that reflects their best effort on the job.

The Foundation's Commitment

The Emma L. Bowen staff commits to you that we have recruited dedicated students to fill your needs and that we will maintain a high standard of excellence for our program. We monitor students' academic and work performance throughout their program years and advise both students and partner companies should challenges arise. The Foundation is a clearinghouse for information on financial assistance for students and academic and work records. To prepare your future workforce, we expose students to the best industry, political and regulatory minds at our annual Student Congress and during development workshops designed specifically for them. We collaborate with other organizations that promote the education, hiring and career development of students of color so that we are aware of talent and trends. Our commitment and caliber have earned support from educators, industry-sponsored associations, philanthropic organizations, and government officials.



The Partner Company's Commitment

The partner company's commitment is to offer the student a variety of work experiences and increasing levels of responsibility during the five-year program. The partner company also agrees to assign a mentor to the student, other than his or her direct supervisor. The mentor will meet with the student and the student's supervisor on a periodic basis to offer advice and guidance, track progress and deal with any problems. The partner company agrees to pay the student's salary, matching funds, and an annual membership contribution to the Foundation. A partner company representative will also be invited to sit on the Foundation's Board of Directors, which meets twice a year.

IT'S ACADEMIC

The Foundation recognizes the importance of a college education as the basis for most careers. To that end, we believe that our students' first priority is to pursue academic excellence.

Cumulative Grade Point Average (GPA) Requirement

- Students in the program are required to maintain a 3.0 (B) cumulative grade point at all times. Students who fall below a 3.0 GPA will be placed on academic probation. We encourage students who are having difficulty with a particular subject to seek out any and all assistance programs offered by their school. The Foundation is also available to provide guidance in seeking tutoring help and/or evaluating priorities. Students on academic probation who do not demonstrate improvement during the following semester will risk dismissal from the program.

Transcripts

- Students must submit official school transcripts within 45 days following each semester or grading period to their assigned Foundation office. Failure to submit transcripts on a timely basis may result in the delays of matching fund requests or participation in Foundation-sponsored events.

College Acceptance Letter

- Students in the program are required to submit a copy of their college acceptance letter to the Foundation no later than one month following high school graduation.



School and Course Requirements

- After graduating from high school, Foundation students must be enrolled in a four-year degree program at an accredited college. Students must take a minimum of twelve credit hours each semester. There is no restriction on the type of degree a student may pursue.

Time Limit for Obtaining a Degree

- Students in the program are expected to graduate from college within four years unless the specific degree requirement is more than 120 hours or they have received approval in advance from the Foundation and the corporate partner.

Study Abroad

- Students may take advantage of the opportunity to study abroad during the traditional school year. Students must, however, be available for full-time work during the summer months and should plan accordingly.

School Transfers

- If a student transfers to a new school and/or academic program, the Foundation should be advised in writing. An acceptance letter from the new school and information about credits to be transferred should also be included. As a reminder, students in the program must be enrolled in a four-year degree program at an accredited college or university to maintain their eligibility.

Summer Courses

- Students are expected to work a 40-hour workweek for not less than eight weeks in the summer. Students who plan to take summer courses which conflict with summer work obligations must have prior approval from both the Foundation and their sponsoring company no later than the end of March.

Graduate School

- While the Foundation encourages its students to pursue advanced degrees, the Emma L. Bowen Foundation work/study program is intended for students working toward their undergraduate degree.

FOUNDATION-SPONSORED EVENTS

To broaden students' exposure to industry trends and issues as well as industry leaders, the Emma L. Bowen Foundation sponsors a variety of summer events. The Foundation makes every effort to limit disruption to students' work commitments and generally covers all costs associated with these events through grants and other sponsorships. It is recommended that, to the extent possible, students be permitted to attend Foundation-sponsored functions. If an event does fall on a scheduled workday, we suggest that attendance be considered a part of the student's work experienced and that he or she be paid for normal hours. This decision, of course, is ultimately at the discretion of the corporate partner.

Summer Conference

- In 2004, for the first time in its fifteen-year history, the Emma L. Bowen Foundation hosted a single-location summer conference for its students. Thanks to the generosity of the GE Foundation, the Walter Kaitz Foundation, the P & G Fund, and the Cable TV Public Affairs Assoc., resources were provided to cover the cost of the 2-1/2 day event¹. Bringing all Foundation students from across the country together in one venue allows us to provide a more comprehensive conference agenda, encourages networking, and provides the inspiration and motivation for the younger students to observe what the older students have experienced and achieved.



2004 Summer Conference attendees.

One hundred-twenty Emma L. Bowen Foundation students traveled to New York City to meet with media executives, discuss industry trends, and practice their networking skills. The conference agenda included: a discussion with senior level executives from TV-One, Telemundo and ICBC regarding "A New Age of Diverse Programming;" an update on audience data collection techniques from Nielsen



Foundation students with Ann Curry of the Today Show.

Media Research; and an inspiring keynote address by Ann Curry of the Today Show. Career breakout sessions focusing on sales, news, programming and operations gave students an opportunity for one-on-one discussions with industry panelists in their chosen fields. Conference attendees examined music licensing issues with a songwriter and executives from BMI, and pending FCC issues were highlighted in a forum with the Director of the McGannon Communication Research Center at Fordham. Students also attended personal development sessions on Creating a Professional Image and Financial Planning 101. Citibank and the Board of the American Museum of the Moving Image hosted an

evening reception at the Museum for a little fun and relaxation. The conference concluded with the Foundation's Annual Board of Directors / Student Luncheon and the 2004 Student of the Year Award ceremony. The 2005 Summer Conference will be held in New York from June 11-14th. Foundation students who have been with the program for at least one year are eligible to attend.

¹ In previous years, only our college juniors and seniors were invited to attend a multi-day conference and other students in the program attended regional one-day mini workshops.

Link Mentoring Initiative

– The Emma L. Bowen Foundation’s *Link Mentoring Initiative* is designed to unite Foundation students with seasoned managers interested in offering these rising stars insights on corporate life and professional development. The mentees and mentors meet in a group setting over the course of the summer and participated in four skill-based sessions facilitated by Wise D. Booker of Reid Dugger Consulting Group. The Walter Kaitz Foundation funds the *Link Mentoring Initiative*.

Each of the four 4.5-hour sessions consists of a specific theme discussion, a group project and a mentee/mentor Q&A session called *Fabulous Forum*. **Session I** of the Initiative focuses on behavioral styles and their potential impact on work situations. With insights on background and behavioral styles, the mentees select group projects that highlight the corporate experience. The objectives for **Session II** are to increase mentees’ skills in acknowledging others’ positive work performance, to raise awareness of effective networking techniques, and to analyze perspectives that affect productivity. The focus of **Session III** includes expanding feedback skills, understanding the basis of organizational politics, exploring tips for optimizing the performance review process and discussing workplace issues encountered by professionals of color.



Link mentees and mentors display their certificates on the last night of the program.

Session IV is dedicated to group presentations on topics including “Taking the Lead When You’re Not in Charge,” “Managing Conflict in the Workplace,” “Uncovering the Unspoken Rules,” and “Obtaining and Utilizing A Network of Mentors.” In 2003, the *Link* program was held in New York. In 2004, it was conducted in Washington, DC and we expect to hold our third *Link* program in Atlanta in 2005. We invite all industry professionals interested in participating as mentors to contact us.

Regional Workshops

– The Foundation also conducts regional workshops from time to time to offer new student orientations or provide pertinent industry-related information. These workshops may be offered as luncheons, half or full-day sessions. Generally, costs associated with attendance are covered by the Foundation. Corporate sponsors are always invited to participate.

Industry Events

– Several industry organizations have extended invitations to Foundation students to participate in a variety of industry meetings and events. When attendance does not conflict with school or work responsibilities, we encourage students to avail themselves of these opportunities for industry knowledge and networking.



Candice Mitchell, our
2004 Student of the Year

Student of the Year Award

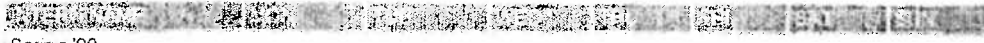
– The Foundation annually recognizes a college senior who has demonstrated excellence both academically and professionally while in the Emma Bowen Foundation work/study program. Students are nominated by their corporate partners and a panel of independent judges makes the final selection. The Student of the Year is announced at our annual student conference in June. See page 76 for additional information.

Kathy Shepherd Community Service Award

– The Kathy Shepherd Community Service Award was established in 2001 to recognize Foundation students or graduates who have demonstrated a commitment to improving the lives of others through community service. The Award honors Kathy Shepherd, who was vice president of production and community affairs for WPIX-TV (a Tribune-owned station in New York) and a member of the Foundation's Board of Directors. Mrs. Shepherd died of cancer in 2000.

In the fall of each year, a call for entries is forwarded to all students in the program. Students can submit entries for their volunteer community service work. In order to be eligible, students must volunteer at least 100 hours during the year to their community service program. A panel of judges selects the winning application and the winner's charity receives a \$1,000 check from the Emma L. Bowen Foundation. The check is presented to the winner at the next Foundation event. See additional information in the Appendix.

Spring '09 Interns



Spring '09

Gilbert, Todd
Ohio Ctr for Broadcasting

Laner, Elise
Metro State College

Sports

Stogsdill, Tiffany
Ohio Ctr for Broadcasting

High School Intern-4wks

Clark, Nicholas AM Show AM Show AM Show AM Show AM Show
Kent Country Day

Nov 30 2008

Dec 1 2009

Internship

INTERNSHIP AGREEMENT

Tyffanie Stegsdill
NAME (PRINT)

12/14/08
DATE

I, Tyffanie, DO HEREBY AGREE TO PERFORM AN INTERNSHIP AT KWGN FOR APPROXIMATELY _____ HOURS A WEEK UNTIL SUCH INTERNSHIP IS COMPLETED SATISFACTORILY TO OUR MUTUAL AGREEMENT. THE OHIO CENTER FOR BROADCASTING - COLORADO CAMPUS REQUIRES 300 HOURS OF INTERNSHIP TIME BE COMPLETED BY GRADUATION.

I UNDERSTAND THAT THIS OPPORTUNITY IS ON A NON-PAID, VOLUNTEER BASIS TO GAIN REAL-LIFE BROADCASTING EXPERIENCES AND WILL BE CREDITED TOWARD MY STUDIO LAB REQUIREMENTS. I AGREE TO PERFORM PROFESSIONALLY AND TO THE BEST OF MY ABILITIES, WITH THE UNDERSTANDING THAT I WILL BE EVALUATED ON MY FINAL GRADE AT THE OHIO CENTER FOR BROADCASTING'S - COLORADO CAMPUS. I AGREE THAT IN THE EVENT I AM OFFERED AND ACCEPT A PAID INTERNSHIP OR POSITION, I WILL CONTINUE TO ABIDE BY THE RULES GOVERNING INTERNSHIP AS SET FORTH BY THE OHIO CENTER FOR BROADCASTING UNTIL I SUCCESSFULLY GRADUATE FROM THE PROGRAM. THE INTERNSHIP MUST BE SCHEDULED AROUND THE CLASS TIME!!! FAILURE TO COMPLY WILL RESULT IN THE TERMINATION OF THE INTERNSHIP OR POSITION.

Tyffanie Stegsdill
STUDENT'S SIGNATURE

(303) 740-2863
SUPERVISOR'S PHONE NUMBER

Zubin Meherji
SUPERVISOR'S NAME (PLEASE PRINT)

Zubin Meherji
SUPERVISOR'S SIGNATURE

Summer '09 interns

INTERN NAME	MON	TUE	WED	THU	FRI	SAT	SUN	CONTACT INFORMATION
FULLER, JEFFREE Metro State College			2-10p				2-10p	[REDACTED]
GILBERT, ALEX Regis College		2-10p			2-10p			[REDACTED]
NETTINGHAM, DERRICK Emma Bowen Foundation	2-10p	2-10p	2-10p	2-10p	2-10p			[REDACTED]
WHITEMORE, CATHERINE University of Colorado	2-10p			2-10p				[REDACTED]
WEATHER INTERNS								
LEWIS, BROOKE University of Colorado		2-10p			2-10p			[REDACTED]
PRIMEAU, SAMANTHA	2-10p		2-10p	2-10p				[REDACTED]
SPORTS INTERNS								
BLAYLOCK, CHRIS Ohio Ctr for Broadcasting		130-10p			130p			[REDACTED]
MACLENNAN, LANDREE Colorado State University	130-10p	130-10p						[REDACTED]
NARANJO, BEN Ohio Ctr for Broadcasting				130p		130p		[REDACTED]
ROSENTHAUS, AUSTEN Metro State	130-10p	130-10p						[REDACTED]
STRIEWSKI, GARY Metro State College								[REDACTED]
WICK, PAUL Ohio Ctr for Broadcasting				130p			130p	[REDACTED]

Summer '09 Interns

INTERN NAME	MON	TUE	WED	THU	FRI	SAT	SUN	CONTACT INFORMATION
SUMMER 2009								
NEWS INTERNS								
BLANK, STEPH Wash. University, St. Louis		4a-11a					2-10p	[REDACTED]
CACCIA, CAROLINE Denison University, Ohio		130-10p		9a-6p				[REDACTED]
EMANUELE, ALLISON University of Colorado		2-10p		4a-11a				[REDACTED]
FLORES, RYAN University of Colorado					330-10	9-6p		[REDACTED]
JONES, EMMETT Denison University, Ohio Available after July 6th	2-10p		4a-11a					[REDACTED]
KEITH, ANTHONY Univ. of Northern Colorado			2-10p		4a-11a			[REDACTED]
McCOY, KIESA University of Colorado Available after June 15		Every- day 12p		Every- day 12p				[REDACTED]
VIGIL, DARSELLA Univ. of Northern Colorado				4a-8a		2-10p		[REDACTED]
PRODUCTION								
ABE, EDWARD Ohio Ctr for Broadcasting		4a-10a		4a-10a				[REDACTED]
MILAN, KIA Metro State College Avail after June 15/09		4a-8a		4a-8a		2-10p		[REDACTED]
4PM - EVERYDAY								
DEMPSEY, KARA Front Range Comm College		12-5p		12-5p	12-5p	12-5p		[REDACTED]
HIMES, JIMMY Univ. of Colo.- June Only		12-8p	12-8p	12-8p	12-8p	12-8p		[REDACTED]
EDITING INTERNS								



INTERNSHIP PROGRAM
APPLICATION and TRAINING AGREEMENT

Student: Kara Dempsey Student ID #: [REDACTED]
Address: [REDACTED] City Larkspur Zip: [REDACTED]
Telephone: [REDACTED] Fax# [REDACTED] Email: [REDACTED]

Employer
(company): Fox 31 news Denver

Supervisor (name of person): Rozelynn V. Afando Position: _____
Address: 100 E. Speer Blvd. City Denver Zip: 80203
Telephone: 303-556-7102 Fax# _____ Email: _____

The above student, completing an internship with your organization, will receive credits for this experience from Front Range Community College. A signed copy of this form will be returned to you indicating acceptance of these arrangements.

Course: MAR Section: 280 Semester SUM Year 2009 Program Major Journalism
Duration of Internship: Starting date: June 1, 2009 Ending date: August 07, 2009
What type of work will this student be performing? Intern for Everyday w/ Libby + Natalie Sh
Remuneration, (if applicable) \$ N/A per hour. Other benefits student will receive: _____

Student agrees to:

- Follow the employer's work and job conduct rules.
- Report to internship promptly and regularly and notify the Employer at once if illness or an emergency prevents the student from reporting to work.
- Attend special seminars or related classes (as specified), and perform all assignments.
- Notify the Faculty Advisor immediately if he/she is dismissed from his/her internship; or changes of duties/functions.

College agrees to:

- Provide staff to work with the employer and to coordinate the student's on-the-job experiences and his/her college program.
- Grant appropriate credits for successful job performance.



Internship Learning Objectives and Activities

Student Name Kara Demoszy
Student ID Number 504100103

Course Name Marketing Internship
(Cannot be the same name as a Catalog course name.)
Prefix MAR Course Number 280 Section Number _____ Number of Credits 3
Term. Fall _____; Spring _____; Summer 09; Year 2009
Begin date 6/01/09; End date 8/07/09

XXX 180-184/280-284 Internship provides students with the opportunity to supplement coursework with practical work experience related to their educational program. Students work under the immediate supervision of experienced personnel at the business location and with the direct guidance of the FRCC Faculty Advisor.

Course Objectives:

1. ~~Learn~~ ~~all~~ ~~aspects~~ ~~of~~ ~~learning~~ ~~television~~ ~~production~~
2. Learn ~~all~~ all aspects of television news
3. Learn anchoring & reporting responsibilities & duties

Use attached pages for additional course objectives.

Assignments/Activities/Assessment criteria:

1. coordinating guests for show
2. coordinating samples for show
3. set up / set up & interview guests

Use attached pages for additional course assignments/activities/assessment criteria.

Scheduled meeting dates with FRCC faculty advisor (list the dates on the line below):

TBD w/ Advisor

Student Signature Kara Demoszy Date _____

Faculty Advisor Signature [Signature] Date 6/17/09

Employer Signature [Signature] Date 6/5/09

Dept. Chair or Program Director Signature John M. Doreall Date 6/17/09

The FRCC Faculty Advisor will distribute completed copies of this form to the student, employer, FRCC academic Department Chair or Program Director, and keep a file copy. The FRCC Faculty Advisor will record the student's grade at the end of the current semester.

Employer agrees to:

- ♦ **Instruct** the student as to rules, regulations and duties of the job/internship.
- ♦ **Provide** adequate supervision for the student and help him/her progress on the internship.
- ♦ **Provide** performance ratings at the end of the semester that may be used in determination of a course grade for the student.
- ♦ **Confer** with the Faculty Advisor regarding any problems concerning any personnel problems while on the job should the need arise.
- ♦ **Accept** and assign the student to jobs and to otherwise treat him/her without regard to race, color, national origin, sex or handicap.
- ♦ **Provide** Worker's Compensation, if the employer pays the student.

Ruby Vignato Shiffed 6/5/09
Employer's Signature Date

Karabempsey 6/5/09
Student's Signature Date

[Signature] 6/17/09
Faculty Advisor's Recommendation and Signature Date

Dept. Chair or Program Director Signature

Distribution:
Original-FRCC Faculty Advisor, Copies to Employer, Student, and Department Chair or Program Director. Updated 11/12/2003

Vialpando, Roslyn

Emmett Jones

From: Mollet, Melissa
Sent: Monday, May 04, 2009 11:30 AM
To: Vialpando, Roslyn
Subject: FW: Internship This Summer

*Working in June
Available July/A
back in town Wed 7/2*

Hi Roz!

This is from someone whose mother I know. He's looking for an internship this summer. Really hard worker. Great kid. Eager to learn. Who should I contact/send this to? I'm not sure who is running the intern program now - I just know how valuable good ones are! :)

Thank!
Melissa

From: melissa mollet [melissamollet@hotmail.com]
Sent: Friday, May 01, 2009 5:35 PM
To: Mollet, Melissa
Subject: FW: Internship This Summer

- > Date: Thu, 30 Apr 2009 15:03:59 -0400
- > From: jones_e@denison.edu
- > To: melissamollet@hotmail.com
- > Subject: RE: Internship This Summer
- >
- > Melissa,
- > Thank you for getting back to me so quickly!
- >
- > I am currently a sophomore and a communication and Spanish double major
- >
- > My career goals are to get experience in broadcasting as well as
- > broadcast journalism, and ultimately be a news anchor some day.
- >
- > For the internship I would really like to get experience with the
- > actual reporters, whether it be in the production process of recording
- > journalism segments, or following live reporters to get an idea of how
- > certain processes work. Although I have no experience at a news desk,
- > I would be willing to give something like that a shot. But my main
- > goal is to shadow certain reporters and help out in any way I can with
- > news content.
- >
- > My major interest is to get experience with the on camera elements of
- > broadcast journalism because this is where my current aspirations lie.
- >
- > I am more interested in news rather than sports, but I have a fairly
- > good sports IQ and have done color commentary for the Denison's girls
- > basketball team on the internet radio station that our athletic
- > department has.
- >
- > I cannot get academic credit for an internship, however it does get
- > documented on my transcript.
- >

5/14/2009

- > If you need anything else, just let me know. Again, thank you so much
- > for your consideration.
- >
- >
- >
- > Emmett Jones
- >
- >

Roslyn,

I want to thank you for all the experience I got at Fox this summer. Although my internship was brief, I was able to take away some very useful knowledge and advice. I appreciate your help with coordinating my schedule and allowing me to see multiple angles of the news industry. Take care!

Sincerely,
Emmett Jones

UNIVERSITY of
NORTHERN COLORADO



College of Humanities and Social Sciences
School of Communication
Communication Studies • Journalism and Mass Communications

April 13, 2009

Tanisha Davis
KDVR FOX 31
100 East Speer Blvd.
Denver, CO 80203

Dear Ms. Davis:

This letter is to confirm that Anthony Keith will receive university credit through the journalism and mass communications program at the University of Northern Colorado if he is accepted for an internship with Fox31. For three credits, Anthony will be expected to log a minimum of 135 hours. We do not have any stipulation as to how spread out or concentrated experience is. If he is selected for the internship, there is a form that I will need you to sign off on. It will be Anthony's responsibility to get the form to you. I will send an evaluation form mid semester.

If you have any questions, please do not hesitate to contact me at (970) 351-2645, email wayne.melanson@unco.edu.

Sincerely,

Wayne W. Melanson, Ph.D.
Internship Coordinator
Journalism and Mass Communications Program



ARAPAHOE COMMUNITY COLLEGE

5900 S. Santa Fe Drive
P.O. Box 9002
Littleton, CO 80160-9002
303.797.4ACC Tel
303.797.5935 Fax
www.arapahoe.edu

September 23, 2009
Human Resources/Recruiter
KDVR FOX 31
100 East Speer Blvd.
Denver, CO 80203

Dear Recruiter:

Come to our **Fall Job Fair!** The Career Center at Arapahoe Community College is sponsoring this Fair for its students and the surrounding community. If you have part-time or permanent positions and internships available, this Job Fair is for you! This is a great opportunity to meet and interview potential employees. The Fall Job Fair will include all industries.

The **Fall Job Fair** will take place on **Thursday, November 5, 2009**, from **10:00 a.m. to 2:00 p.m.** at **Arapahoe Community College, 5900 S. Santa Fe Drive, Littleton, CO**. We would like your organization to participate in our Job Fair and we invite your recruiters, program managers and personnel directors to attend and discuss the positions you have available. Tables and chairs will be provided for you to display your organization's literature. We recommend a 9:00 a.m. set up time. If you desire to fill positions, recruit interns, or just want an opportunity to market your business, this is a great chance to become acquainted with the students at Arapahoe Community College.

To attend the Job Fair, please **send the enclosed reservation form along with a \$99.00 registration fee** (which includes two lunches and continental breakfast). Extra lunches are \$15.00 each. If you want electricity, there is an additional \$5.00 fee or if you need a TV monitor with a DVD or VCR, there is an additional \$10.00 fee. Your organization will be registered when we receive the \$99.00 fee. We are able to accept checks and credit cards. Space is limited, so **mail your completed reservation form by Wednesday, October 27, 2009**. If we receive your registration and all of our spaces have been filled, we will return your fee. When we receive your registration, a confirmation will be faxed to you with more information.

We also welcome your organization to recruit on campus at anytime throughout the year. The cost is \$30.00 per day. Call us to schedule a day and time that work for you. Also, please post your **jobs and internships** online free of charge at <http://arapahoe.jobing.com>!

For further information, please call the ACC Career Center at (303) 797-5805 or e-mail careers@arapahoe.edu. We hope you will be able to attend our **Fall Job Fair on Thursday, November 5, 2009!**

Sincerely,

Jan McLees
Career Center Coordinator

Enclosure: Reservation Form

UNIVERSITY of
NORTHERN COLORADO



College of Humanities and Social Sciences
School of Communication
Communication Studies • Journalism and Mass Communications

April 13, 2009

Internship Coordinator
KDVR Fox31
100 E. Speer Blvd
Denver, CO 80203

Dear Sir or Madam:

I write on behalf of Anthony Keith's application for an internship with Fox31 Sports. I enthusiastically support his application and urge your positive consideration for his application.

This semester Tony is the sports anchor for *Bear News*, our half-hour student produced and directed campus news show. For a new anchor, he demonstrates impressive on-camera presence and very good connection with the audience. He has adapted well to the use of shot sheets for highlights VOs and is very good at making such stories sound highly conversational.

In addition to his anchoring duties, Tony cuts VOs, VO/SOTs, packages, writes scripts, and assists others with their editing. Tony also works as a member of a select group who prepares reports to send to KGWN-TV in Cheyenne. His work airs regularly on that station's Northern Colorado Five newscast. Tony also has an internship with the UNC Athletic Department in which he videotapes athletic events for the department's marketing activities.

Tony is also a very pleasant person to work with. He is always willing to help other students and works well as a team member. He gets along well with his peers and is both well liked and highly respected. I believe Tony will do well in the broadcast business. He will benefit greatly from an internship that provides the opportunity to further develop his skills by working with professionals in the field. I urge you to grant Tony an internship. If you need further information from me, please feel free to contact me.

Sincerely,

Dale L. Edwards, Ph.D.
Assistant Professor and Telecommunications Sequence Coordinator

UNIVERSITY of
NORTHERN COLORADO



College of Humanities and Social Sciences
School of Communication
Communication Studies • Journalism and Mass Communications

CW2
KWGN TV
6160 S. Wabash Way
Greenwood Village, CO 80111
Attn: Human Resources

Dear Sir or Madam:

I write in support of Darsella Vigil's application for an internship with CW2 News. I believe Darsella is prepared for an internship and would benefit greatly from it.

Darsella is both a student in my classes and my advisee. She is an excellent student who has a fine mind and enjoys learning. She has been named a McNair Scholar at the University of Northern Colorado, a prestigious honor that is reserved for the most academically gifted students. She was also invited into Mortar Board and will graduate with highest honors.

In addition to her academic achievements, Darsella has demonstrated a fine work ethic and the ability to perform tasks on deadline. She is also a pleasant person who works well with others. She has considerable experience dealing with the public and has demonstrated her ability to do so effectively. In my courses she has demonstrated punctuality and dependability.

I believe Darsella Vigil will be an excellent intern and I urge your positive consideration of her application. If I may be of further assistance, please feel free to contact me.

Sincerely,

Dale L. Edwards, Ph.D.
Assistant Professor and Telecommunications Sequence Coordinator

UNIVERSITY of
NORTHERN COLORADO



College of Humanities and Social Sciences
School of Communication
Communication Studies • Journalism and Mass Communications

November 24, 2008

KWGN-TV
6160 South Wabash Way
Greenwood Village, Colorado 80111
ATTN: Human Resources

To whom it may concern:

This letter is to confirm that Darsella Vigil will receive university credit through the journalism and mass communications program at the University of Northern Colorado if she is accepted for an internship with CW2. For three credits, Darsella will be expected to log a minimum of 135 hours. We do not have any stipulation as to how spread out or concentrated experience is. If she is selected for the internship, there is a form that I will need you to sign off on. It will be Darsella's responsibility to get the form to you. I will send an evaluation form mid semester.

If you have any questions, please do not hesitate to contact me at (970) 351-2645, email wayne.melanson@unco.edu.

Sincerely,

Wayne W. Melanson, Ph.D.
Internship Coordinator
Journalism and Mass Communications Program

Vialpando, Roslyn

From: Amend Robert [amendb@mscd.edu]
Sent: Wednesday, June 10, 2009 2:33 PM
To: Vialpando, Roslyn
Subject: RE: Jeffree Fuller - Intern

Hello Roslyn,

As Jeffree's advisor, I can confirm that he is enrolled at MSCD. As a declared major in my department, Jeffree is eligible to undertake an internship.

Please notify me if you need additional information.

Thanks,

Bob Amend

Professor Robert H. Amend, Chair
Department of Technical Communication &
Media Production
Metropolitan State College of Denver
West Classroom 256G
Campus Box 35
P.O. Box 173362
Denver, CO 80217-3362
(303) 556-2674 - voice
(303) 556-8135 - fax
amendb@mscd.edu
<http://www.mscd.edu/~techcom/>

From: Vialpando, Roslyn [mailto:RVialpando@KWGN.com]
Sent: Wednesday, June 10, 2009 2:17 PM
To: amendb@mscd.edu
Subject: Jeffree Fuller - Intern

Professor Amend,

Jeffree Fuller has been accepted into our internship program here at KWGN/KDVR for the summer.

I still need an eligibility letter that proves Jeffree is fully enrolled in Metro's program.

Can you email or send me a confirmation letter of his enrollment status?

Thx,
Roslyn :>

Roslyn Vialpando-Miles
News Business Manager
303-566-7762 Office
720-448-5676 Cell
rvialpando@kwgn.com
roslyn.vialpando@localtvllc.com

6/10/2009



University of Colorado at Boulder

School of Journalism and Mass Communication

1511 University Avenue
Armory
478 UCB
Boulder, Colorado 80309-0478
303-492-5007
Fax: 303-492-0969

March 19, 2009

To whom it may concern:

Catherine Whittemore, a student in the University of Colorado at Boulder School of Journalism and Mass Communication, is eligible to receive credit for a summer 2009 internship.

A University of Colorado student interning under a formal agreement with an outside entity is considered an employee of the University and is covered under the University of Colorado's Workers' Compensation insurance coverage.

If you have any other questions regarding this student, please feel free to contact me.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Alan Kirkpatrick'.

Alan Kirkpatrick
Internship Director
(303) 492-5480
(303) 492-0969 fax
Alan.Kirkpatrick@Colorado.edu



OHIO CENTER FOR BROADCASTING

1310 Wadsworth Blvd. Suite 100
Lakewood, Colorado 80214
(303) 937-7070 • Fax (303) 975-0386
Email • ocb@beonair.com

Owned, operated and staffed by
professional broadcasters
Robert Mills, President
Website • www.beonair.com

June 16th 2009

To whom it may concern;

This letter is to confirm that Ed Abe is a full-time student in good academic standing at the Ohio Center for Broadcasting/Colorado Campus. He attends classes on Mondays, Wednesday's and Friday's from 9:30am-1:30pm.

Ed began on Sept 22nd, 2008. He will be finishing up his required internship hours within 90-days after graduation. These hours are non-paid and are for college-credit only

If you need additional information, please feel free to call me at the above/below phone number.

Sincerely,

Terry Cuff
Education Coordinator
Ohio Center for Broadcasting-Colorado Campus
Education.denver@beonair.com
303 937 7070



METROPOLITAN STATE
COLLEGE of DENVER

June 1, 2009

Ms. Roslyn Vialpando
KDVR Fox 31/KWGN
100 E. Speer Blvd.
Denver, CO 80203

Dear Ms. Vialpando,

This is to confirm that Kia Milan is enrolled with The Internship Center at Metropolitan State College of Denver and is therefore eligible to receive credit for an internship with KWGN 2 or Fox 31 for Summer 2009 semester. If she is selected for the internship, she will enroll for at least 3 credits. Credit covers Workers Compensation and Limited Liability and is in effect during the semester period, May 26 to August 1.

Please feel free to call me if you have any questions.


Sincerely,

A handwritten signature in cursive script that reads "Brenda Sabo".

Brenda Sabo
Coordinator
(303) 556-3290



Department of Journalism
and Technical Communication
Fort Collins, Colorado 80523-1785
(970) 491-6310
FAX: (970) 491-2908
<http://www.colostate.edu/Depts/TI/>

DATE: April 23, 2009
FROM: JoAnn Cornell 
Internship Director
RE: Landree MacLennan internship

Landree is a student studying broadcast journalism in the Journalism and Technical Communication Department at Colorado State University. Landree is eligible to earn three academic credits for an internship in Summer 2009.

Landree had taken all of the prerequisites for this internship and is eligible to enroll immediately

As internship director at Colorado State University, I will be supervising any academic requirements. If you have any questions, please call me at 970-491-4641 or send email to joann.cornell@colostate.edu.

Thank you for your partnership with Colorado State University.

Fall '09 Interns

MON TUE WED THU FRI SAT SUN

WINTER 2010

Ardery, Susan
DePauw University
Winter 1/4-22/10

FALL 2009
NEWS INTERNS

DOUGLAS, GEORGE
Ohio Ctr for Brcdstng
(Tom Martino Intern)

FAY, AMY
Univ of Colorado
EVERYDAY/SPORTS

GAMMON, CARL
University of No Colo
- No Longer Here

GERMAIN, VANESSA
Ohio Ctr for Brcdstng
PRODUCTION
INTERN

KIMBROUGH, TJ
Ohio Ctr for Brcdstng
PRODUCTION
INTERN

LINHARD, CATRINA
Univ of Colo @
Denver

MACSARLANE, LIAM
Ohio Ctr for Brcdstng
(Tom Martino Intern)

MARTIN, ROBERT
Metro State College

MITCHELL,
DEMITRIUS Metro
State College

SOMMARIVA, KELLY
Univ. of Colorado

THOMAS, CHAKHAN
Metro State College

WOOD, NATALIE
Univ of Colorado

EDITING INTERNS

Fall '09 Interns

INTERNS NAME	MON	TUE	WED	THUR	FRI	SAT	SUN	CONTINGENT
MUNCK, LILITH		6-10p	2-10p		2-10p			
WEATHER INTERNS								
KLEE, MEREDITH Univ of Colorado		4a-10		4a-10				
SPORTS INTERNS								
FAY, AMY Univ. of Colorado								
FLORES, RYAN Univ. of Colorado								
GOMEZ, ANDY Ohio Ctr for Brdcsting								
HANSEN, JERILYNN Ohio Ctr for Brdcsting								
JOHNSON, BENARD Ohio Ctr for Brdcsting								
NARANJO, BEN Ohio Ctr for Broadcasting								
STRIEWSKI, GARY Metro State College								
VALENT, MEGAN Colo State University								
VENTURA, LUKE Ohio Ctr for Brdcsting								



METROPOLITAN STATE
COLLEGE of DENVER

September 2, 2009

Ms. Roslyn Vialpando
KDVR /KWGN
100 E. Speer Blvd.
Denver, CO 80203

Dear Ms. Vialpando,

This is to confirm that Charla Candy is enrolled with The Internship Center at Metropolitan State College of Denver and is therefore eligible to receive credit for an internship with KDVR/KWGN for Fall 2009 semester. If she is selected for the internship, she will enroll for at least 3 credits. Credit covers Workers Compensation and Limited Liability and is in effect during the semester period, August 17 through December 12.

Please feel free to call me if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Brenda Sabo".

Brenda Sabo
Coordinator
(303) 556-3290



University of Colorado at Boulder

School of Journalism and Mass Communication

1511 University Avenue
Armory
478 UCB
Boulder, Colorado 80309-0478
Phone: 303-492-5007
Fax: 303-492-0969

Sept. 11, 2009

To whom it may concern:

Amy Lin Fay, a student in the University of Colorado at Boulder School of Journalism and Mass Communication, is eligible to receive credit for a fall 2009 internship.

A University of Colorado student interning under a formal agreement with an outside entity is considered an employee of the University and is covered under the University of Colorado's Workers' Compensation insurance coverage.

If you have any other questions regarding this student, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Alan Kirkpatrick'.

Alan Kirkpatrick
Internship Director
(303) 492-5480
(303) 492-0969 fax
Alan.Kirkpatrick@Colorado.edu



OHIO CENTER FOR BROADCASTING

1310 Wadsworth Blvd. Suite 100
Lakewood, Colorado 80214
(303) 937-7070 • Fax (303) 975-0386
Email • ocb@beonair.com

Owned, operated and staffed by
professional broadcasters
Robert Mills, President
Website • www.beonair.com

Sept 8th 2009

To whom it may concern;

This letter is to confirm that Vanessa Germain is a full-time student in good academic standing at the Ohio Center for Broadcasting/Colorado Campus. She attends classes on Mondays, Wed, and Friday's from 6:30pm-10:30pm

Vanessa began on April 6th, 2009 and is scheduled to graduate after achieving 36-quarter credit hours, which, besides classroom instruction and class projects, will also include a minimum of 10-quarter credit hours (or 300 lab clock hours) in broadcasting field-based internships/externships.

If you need additional information, please feel free to call me at the above/below phone number.

Sincerely,

Terry Cuff
Education Coordinator
Ohio Center for Broadcasting-Colorado Campus
Education.denver@beonair.com
303 937 7070



OHIO CENTER FOR BROADCASTING

Belmar Campus
404 S. Upham Street
Lakewood, Colorado 80226
(303) 937-7070 • Fax (303) 975-0386
(español) (303) 233-4484
Email • spanishadmissions@beonair.com
www.mediosuno.com

Owned, operated and staffed by
professional broadcasters

Robert Mills, President
Website • www.beonair.com

September 11th, 2009

To Whom It May Concern:

This letter is to attest that TJ Kimbrough is a student enrolled at the Ohio Center for Broadcasting beginning August 31, 2009. The Ohio Center for Broadcasting has a 9 ½-month-long radio and television broadcasting course accredited by the Accrediting Commission of Career Schools and Colleges of Technology (ACCSCCT), a nationally renowned accrediting organization. Students who graduate from OCB earn a diploma certified by the Colorado State Department of Education.

As TJ has just begun classes at OCB, we cannot yet provide you with a transcript. We hope that his initiative in seeking an internship so early in his coursework will serve as testament to the type of worker TJ will be for Clear Channel.

Please feel free to call me or Education Director, Terry Cuff, with any questions.

Sincerely,

Jeffrey S. Bennett
Admissions Coordinator



METROPOLITAN STATE
COLLEGE of DENVER

July 13, 2009

Ms. Roslyn Vialpando
KDVR /KWGN
100 E. Speer Blvd.
Denver, CO 80203

Dear Ms. Vialpando,

This is to confirm that Robert Martin is enrolled with The Internship Center at Metropolitan State College of Denver and is therefore eligible to receive credit for an internship with KDVR/KWGN for Fall 2009 semester. If he is selected for the internship, she will enroll for at least 3 credits. Credit covers Workers Compensation and Limited Liability and is in effect during the semester period, August 17 through December 12.

Please feel free to call me if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Brenda Sabo".

Brenda Sabo
Coordinator
(303) 556-3290



METROPOLITAN STATE
COLLEGE of DENVER

October 12, 2009

Ms. Roslyn Vialpando-Miles
KDVR/KWGN
100 E. Speer Blvd.
Denver, CO 80203

Dear Ms. Vialpando-Miles:

We are pleased to hear that you have accepted Robert Martin, one of the Metropolitan State College of Denver co-op students referred to you. You have joined approximately 600 other local businesses and organizations benefiting from our linking the academic world with the working world.

After your student has been on the job for some time, you will be contacted to arrange an on-site visit, or to discuss by phone the student's progress. Evaluation forms also will be sent at the end of each semester. If you have any questions or concerns, you are encouraged to contact us before these scheduled follow-up times.

Thank you for your participation in the Cooperative Education program. We appreciate the involvement of community business people and professionals in the education of our students.

Sincerely,

Internship Center Staff

METROPOLITAN STATE COLLEGE of DENVER

*Cooperative Education Internship Center
Cooperative Education Program
Service-Learning Program*

August 24, 2009

Ms. Roslyn Vialpando
KDVR /KWGN
100 E. Speer Blvd.
Denver, CO 80203

Dear Ms. Vialpando,

This is to confirm that Demitrius Mitchell is enrolled with The Internship Center at Metropolitan State College of Denver and is therefore eligible to receive credit for an internship with KDVR/KWGN for Fall 2009 semester. If he is selected for the internship, he will enroll for at least 3 credits. Credit covers Workers Compensation and Limited Liability and is in effect during the semester period, August 17 through December 12.

Please feel free to call me if you have any questions.

Sincerely,



Brenda Sabo
Coordinator
(303) 556-3290



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Robert Mills, President
Website • www.beonair.com

Sept 11th 2009

To whom it may concern;

This letter is to confirm that Andy Ortez is a full-time student in good academic standing at the Ohio Center for Broadcasting/Colorado Campus. He attends classes on Tuesday's, Wednesday's and Thursday's from 2pm-6pm

Andy began on Aug 11th and is scheduled to graduate after achieving 36-quarter credit hours, which, besides classroom instruction and class projects, will also include a minimum of 10-quarter credit hours (or 300 lab clock hours) in broadcasting field-based internships/externships.

If you need additional information, please feel free to call me at the above/below phone number.

Sincerely,

Terry Cuff
Education Coordinator
Ohio Center for Broadcasting-Colorado Campus
Education.denver@beonair.com
303 937 7070

Vialpando, Roslyn

From: Stephen B Jones [Stephen.Jones@Colorado.EDU]
Sent: Monday, September 14, 2009 5:07 PM
To: Vialpando, Roslyn
Subject: KWGN Internship

Hi Rosalyn,

This is to confirm that Kelly Sommariva is enrolled in one hour of internship credit through the School of Journalism and Mass Communication and the Division of Continuing Education. I am her faculty supervisor.

If you have any questions please e-mail me or contact me at 303-492-8919.

Steve

Stephen B. Jones
Assistant Dean
School of Journalism and Mass Communication CU

Vialpando, Roslyn

From: Stephen B Jones [Stephen.Jones@Colorado.EDU]
Sent: Monday, September 14, 2009 5:07 PM
To: Vialpando, Roslyn
Subject: KWGN Internship

Hi Rosalyn,

This is to confirm that Kelly Sommariva is enrolled in one hour of internship credit through the School of Journalism and Mass Communication and the Division of Continuing Education. I am her faculty supervisor.

If you have any questions please e-mail me or contact me at 303-492-8919.

Steve

Stephen B. Jones
Assistant Dean
School of Journalism and Mass Communication CU



METROPOLITAN STATE
COLLEGE of DENVER

August 10, 2009

Ms. Roslyn Vialpando
KDVR /KWGN
100 E. Speer Blvd.
Denver, CO 80203

Dear Ms. Vialpando,

This is to confirm that Chakhan Thomas is enrolled with The Internship Center at Metropolitan State College of Denver and is therefore eligible to receive credit for an internship with KDVR/KWGN for Fall 2009 semester. If she is selected for the internship, she will enroll for at least 3 credits. Credit covers Workers Compensation and Limited Liability and is in effect during the semester period, August 17 through December 12.

Please feel free to call me if you have any questions.

Sincerely,

Brenda Sabo
Coordinator
(303) 556-3290

Romero, Mercedes

From: Brady, Patti
Sent: Thursday, November 12, 2009 9:11 AM
To: Romero, Mercedes
Subject: RE: Wide Orbit training
Attachments: image001.jpg; image006.jpg

Tom Pitkethly and Gavin Vejchar

Patti Brady
KDVR Fox 31/KWGN The Deuce
303-566-7777
Patti.Brady@KDVR.com

From: Romero, Mercedes
Sent: Thursday, November 12, 2009 9:00 AM
To: Brady, Patti
Subject: RE: Wide Orbit training

Do you remember the names of the people that came out to train?

Thank you for this info it helps me with what I needed.

Mercedes Romero



From: Brady, Patti
Sent: Wednesday, November 11, 2009 5:32 PM
To: Romero, Mercedes
Subject: RE: Wide Orbit training

Trainers were on site the following days:

Monday 11/10/08 through Thursday 11/13/08
Monday 12/15/08 through Friday 12/19/08
Monday 12/22/08 through Wednesday 12/24 (I don't think they came to the station on Friday 12/26)
Monday 12/29/08 through Wednesday 12/31, and Friday 01/02/09 (four days)
Monday 01/05/09 through Friday 01/09/09

Patti Brady
KDVR Fox 31/KWGN The Deuce
303-566-7777
Patti.Brady@KDVR.com

From: Romero, Mercedes
Sent: Wednesday, November 11, 2009 5:09 PM
To: Brady, Patti
Subject: RE: Wide Orbit training

11/12/2009

Res.

Mercedes Romero



From: Brady, Patti
Sent: Wednesday, November 11, 2009 5:03 PM
To: Romero, Mercedes
Subject: RE: Wide Orbit training

Do you mean last year during the conversion?

Patti Brady
KDVR Fox 31/KWGN The Deuce
303-566-7777
Patti.Brady@KDVR.com

From: Romero, Mercedes
Sent: Wednesday, November 11, 2009 4:35 PM
To: Brady, Patti
Subject: Wide Orbit training

Hi Patti,

Do you remember the dates for the Wide Orbit training we had for Sales and finance? If so can you please email me with the information.

Mercedes Romero
Executive Assistant to
Dennis Leonard, President & GM
100 E Speer Blvd
Denver, CO 80203
303-566-7658
303-566-2981 (F)

11/12/2009

ATTACHMENT E

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, age, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the complainant and other persons involved; (3) the date of the complaint's filing; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

In 2009, employee Angela Breen filed a discrimination charge against Community Television of Colorado with the EEOC. It was designated as Charge Number 541-2009-02413. The employee agreed to withdraw the charge and to take steps to ensure that it will be dismissed by the EEOC.

ATTACHMENT F

(f) In accordance with Section 73.2080(b), for the period from March 10, 2003 (or from the first day of the Station's current license term, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management to ensure enforcement of Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

At KDVR, all employees with supervisory or management responsibilities are responsible for the enforcement of the Station's EEO program. All EEO requirements are communicated to all unit management. Senior management and supervisors have also attended periodic information and training sessions conducted by broadcast associations and/or legal consultants familiar with EEO requirements for broadcasters. All employees are provided a copy of the corporate employee handbook which includes the company's Equal Employment Opportunity Statement and Policy. All open job postings include equal employment opportunity statements or designations.

ATTACHMENT G

(g) In accordance with Section 73.2080(c)(3), for the period from March 10, 2003 (or from the first day of the Station's current license term, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

KDVR has generally had a strong EEO recruitment program. It has maintained a long list of local community outreach sources, and it has consistently participated in local internships and job fairs so as to ensure that it reaches qualified applicants in the local community with information about careers in broadcasting. However, in November of 2009 in preparation for completing the station's annual EEO Public File Report that was due December 1, the station realized that it had not been using the list of recruitment sources it had compiled. The station took immediate action and now ensures that all open job positions are filled through broad recruitment efforts including print advertisements in various trade publications and newspapers based on the type of position. Job opportunity listings are also provided to all other stations in the Local TV group and local outreach is conducted by mail and/or email to many local community organizations, including those that represent women and minorities, as well as veterans and the disabled community. That list includes:

- Alliance of Professional Women
- Asian Chamber of Commerce
- Asian Pacific Development Center
- Center for People with Disabilities
- Colorado Black Chamber of Commerce
- Colorado Refugee Services
- Discovery Job Network, Inc
- Gay, Lesbian, Bisexual, Transgender Center of Colorado
- Hispanic Chamber of Commerce
- Inroads
- Mayor's Office of Workforce Development
- Mi Casa Resource Center
- Comm Development Corp
- Northeast Women's Center
- Paralyzed Veterans of America-Mountain State Chapter
- Rocky Mountain Indian Chamber of Commerce
- Seniors! Inc
- Servicios de la Raza
- Urban League of Metro Denver
- Vietnam Veterans Outreach Center
- Women in Cable and Telecommunications
- Front Range Community College
- Commission for People with Disabilities
- Cross Community Coalition

The station also continues to attend or conduct at least one job fair each year and has continued its involvement in local internships and other outreach programs.

ATTACHMENT H

(h) In accordance with Section 73.2080(c)(4), for the period from March 10, 2003 (or from the first day of the Station's current license term, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

Community Television of Colorado does not have any Union agreements. Employee compensation is continually reviewed throughout the year as vacant positions are being filled. Salaries for new hires are based on prior experience and budgeted amounts available. Merit increases and promotions are based on job performance. As promotion opportunities arise, all internal employees at the station as well as employees in our company's other television stations are notified of the open position and encouraged to apply if qualified. Any employee may apply and interview for the position.