



STAMP & RETURN

Christina H. Burrow
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June 1, 2010

VIA HAND DELIVERY

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

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JUN - 1 2010

Federal Communications Commission
Bureau / Office

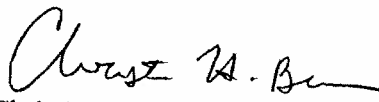
Re: KWGN-TV, Denver, CO (Facility ID No. 35883)
Audit of EEO Program

Ladies and Gentlemen:

On behalf of Community Television of Colorado License, LLC, licensee of KDVR(TV), Denver, Colorado ("KDVR") and in response to the Commission's letter to KWGN, Inc. Debtor-in-Possession ("KWGN") dated April 19, 2010 regarding EEO program audits, enclosed herein please find the response for KDVR (Facility ID No. 126). In October 2008 KDVR entered into a local marketing agreement with KWGN. Accordingly, KDVR herein replies to the Commission's April 19 audit letter concerning its own full-time employees at KWGN, the brokered station.

Should you have any further questions regarding this response, please contact the undersigned counsel.

Sincerely yours,


Christina H. Burrow

Enclosures



EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

Re: KWGN-TV, Denver, CO (Facility ID No. 35883)
Audit of EEO Program

Ladies and Gentlemen:

This letter is written on behalf of Community Television of Colorado License, LLC, licensee of KDVR(TV), Denver, Colorado ("KDVR") (the "Station") with reference to the Commission's letter to KWGN, Inc. Debtor-in-Possession ("KWGN") dated April 19, 2010. In that letter, the Commission notified KWGN that KWGN "has been randomly selected for an audit of its EEO program." In October 2008 KDVR entered into a local marketing agreement with KWGN. Accordingly, KDVR herein replies to the Commission's April 19 audit letter concerning its own full-time employees at the brokered station.

The Commission's letter requests certain information from KDVR regarding the Station's compliance with the FCC's EEO rules. That information is attached hereto. I am familiar with the Station and have reviewed the attached information and hereby confirm that the attached information fully and accurately supplies the audit data requested in the April 19, 2010 letter.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on MAY 27, 2010.

Peter Maroney
Vice President & General Manager

AUDIT DATA RESPONSE

ATTACHMENT A

(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided.

In October 2008, KDVR(TV) and KWGN-TV entered into a local marketing agreement under which KDVR provides programming and other related services to KWGN. Accordingly, KDVR reports as part of its EEO unit all KDVR employees who work for and with KWGN.

The current licensee of KDVR, Community Television of Colorado License, LLC, acquired KDVR on July 14, 2008. Accordingly, the two most recent EEO public file reports for KDVR cover the periods of July 14, 2008 – November 31, 2008 and December 1, 2008 – November 31, 2009. As noted above, KDVR did not enter into the local marketing agreement with KWGN until October of 2008. The materials related to this audit response therefore begin in October of 2008.

KDVR's latest public file report is available at:

<http://www.kdvr.com/about/kdvr-eeo-report-2009.0.5146056.acrobat>

**Public File
EEO (Equal Employment Opportunity) Report**

Station: KDVR – TV
Date: December 1, 2008

List of all full-time vacancies filled during the preceding year (this period represents July 14, 2008 thru November 30, 2008), identified by job title

JOB TITLE	# of people interviewed	Recruitment Source that Referred the Hiree	Recruitment Source Used to Fill Vacancy
Account Executive	8	FSS	#17, FSS, FOX O&O, Internal Job Line, #7, Referrals, #10, #26, #27, #28, #29, #30 #31, #32, #33, #35, #36, #37, #38, #39, #40, #41, #42, #43, #44, #58
Account Executive	8	Referral	#17, FSS, FOX O&O, Internal Job Line, #7, Referrals, #10, #26, #27, #28, #29, #30 #31, #32, #33, #35, #36, #37, #38, #39, #40, #41, #42, #43, #44, #58,
Account Executive	8	Referral	#17, FSS, FOX O&O, Internal Job Line, #7, Referrals, #10, #26, #27, #28, #29, #30 #31, #32, #33, #35, #36, #37, #38, #39, #40, #41, #42, #43, #44, #58
*Research Manager	N/A	**Rehire	**Rehire
General Assignment Reporter	7	Agent/Liz Hart	FOX O&O, Internal Job Line, #7, Referrals, #10, #26, #27, #28, #29, #30 #31, #32, #33, #35, #36, #37, #38, #39, #40, #41, #42, #43, #44, #58
Director of Brand Development Photography	1	Referral	Referral

Total positions filled: 6

**Due to transition of company ownership, positions were eliminated. This position was reinstated at a later date.

Job postings are mailed to the following sources:

	Organization	Contact	Address	E-Mail	Telephone
1.	Colorado Broadcasters Association	Marilyn Hogan	2042 Boreas Pass Road Breckenridge, CO 80424	coloradobroadcasters@earthlink.net	970-547-1388
2.	Connecting Colorado			www.connectingcolorado.com	
3.	Craigslist.org			www.craigslist.com	
4.	Jobing.com			www.jobing.com	
5.	NATAS Office	Audrey Elling	2140 S. Ivanhoe St, Suite G-3 Denver, CO 80222-5748	office@ammyawards.tv	303-722-0916
6.	EntertainmentCareers.net			www.EntertainmentCareers.net	
7.	www.MyFoxColorado.com			www.MyFoxColorado.com	
8.	National Hispanic Media Coalition	Pete Gomez	2514 S Grand Ave Los Angeles, CA 90007	nhmc@azteca.net	213-746-6988
9.	TVandRadioJobs.com			www.Tvandradiojobs.com	
10.	TVJobs.com		PO Box 4116 Oceanside, CA 92052	jobs@tvjobs.com	760-754-2115
11.	Monstertrak.com	Nole		www.monstertrak.com	800-999-8725 X5575
12.	Broadcast Engineering	Jennifer Shafer		jshafer@primediabusiness.com	913-967-1732
13.	Broadcasting and Cable	Yuki Atsumi		yatsumi@reedbusiness.com	646-746-6949
14.	Denver Post	Jennifer Duran		jduran@denvernewspaperagency.com	303-832-2691
15.	Denver Weekly	Alexandria	1937 Welston St Denver, CO 80205	Dwnews2@yahoo.com	303-292-5158
16.	La Voz	Barb Tifton	2885 W 3 rd Ave Denver, CO 80219	lavoiclassad@rmi.net	303-936-8556
17.	Spots N' Dots	Patrick Kelley	600 W Peachtree St NW Ste 350 Atlanta, GA 30308	patrick@spotsndots.com	607-729-7295
18.	Television Weekly (Electronic Media)	Eric Chasko		echasko@crain.com	323-370-2415
19.	Society of Broadcast Engineers – National	Scott Jones		kjones@sbe.org	
20.	Society of Broadcast Engineers – Denver	Rome Chelsi		rchelsi@pinnaclesys.com	
21.	American Association of Women Accountants			aswa@aswa.org	703-506-3265
22.	Association of Latino Professional is Finance and Accounting (ALPFA)		510 W 6 th St #400 Los Angeles, CA 90014	Shanina.rivera@national.alpfa.org	213-243-0004
23.	Colorado Society of Certified Public Accountants	Jill Turner		jturner@cocpa.org	
24.	National Association of Black Accountants	Challenge Okiwe	7249-A Hanover Pkwy Greenbelt, MD 20770	cokiwe@nabainc.org	301-474-NABA
25.	National Association of Black Sales		503 S Oak Park Ave Oak Park, IL 60304		
26.	Alliance of Professional Women	Rosanne Bryant	PO Box 480384 Denver, CO 80248	www.Apwcolorado.org	303-368-4747

27.	Asian Chamber of Commerce	John Wright	924 W Colfax Denver, CO 80204	www.Asianchambercommerce.org	303-595-9727
28.	Asian Pacific Development Center	Angela Cho	1544 Elmira St Aurora, CO 80010	www.Apdc.org	303-365-2959
29.	Center for People with Disabilities		1675 Range St Boulder, CO 80301	www.Cpwd-ilc.org	303-442-8662
30.	Colorado Black Chamber of Commerce		1448 Pennsylvania St Denver, CO 80203	www.Coloradoblackchamber.org	303-831-0720
31.	Discovery Job Network, Inc	Karen Leddy	8035 S Quebec Centennial, CO 80112		303-220-3384
32.	Gay, Lesbian, Bisexual, Transgender Center of Colorado		PO Box 9798 Denver, CO 80209	www.Coloradogbt.org	303-333-7742
33.	Hispanic Chamber of Commerce		924 W Colfax Denver, CO 80204	www.Dhcc.com	303-534-7783
34.	Inroads		820 16 th St #810 Denver, CO 80202	www.inroads.org	
35.	Mayor's Office of Workforce Development		1391 N Speer Blvd Ste 500 Denver, CO 80204	Jobs.unit@mowd.org	720-865-5608
36.	Mi Casa Resource Center		360 Acoma St Denver, CO 80223	info@micasadenver.org	
37.	NEWSED: Comm Development Corp		1029 Santa Fe Dr Denver, CO 80204	www.newsed.org	303-534-8342
38.	Northeast Women's Center	Rebecca Bernstein	4821 E 38 th Ave Denver, CO 80207		303-355-3486
39.	Paralyzed Veterans of America-Mountain State Chapter		1101 Syracuse St Denver, CO 80220		800-833-9400
40.	Rocky Mountain Indian Chamber of Commerce		PO Box 40749 Denver, CO 80204	info@rmicc.org	303-629-0102
41.	Seniors! Inc	Bill Hammer	5840 E Evans Denver, CO 80222	www.Seniorsinc.org	303-300-6900
42.	Servicios de la Raza	Maria Gomez	4058 Tejon Denver, CO 80211	serviciosdelaraza@lycos.com	303-458-5851
43.	Urban League of Metro Denver	Kenny Jones	5900 E 39 th Ave Denver, CO 80207	info@denverurbanleague.org	303-388-5861
44.	Vietnam Veterans Outreach Center		2326 Canyon Blvd Boulder, CO 80302		303-440-7306
45.	Women in Cable and Telecommunications		PO Box 21261 Denver, CO 80221		
46.	Arapahoe Community College		2500 W College Dr Littleton, CO 80160		
47.	Auraria Higher Education Center		1201 5 th St Denver, CO 80204		
48.	Colorado College		14 E Cache La Poudre St Colorado Springs, CO 80903		
49.	Colorado Institute of Art		200 E 9 th Ave Denver, CO 80203		
50.	Colorado Technical University		5775 DTC Blvd Greenwood Village, CO 80111		
51.	Community College of Aurora		16000E Centretch Pkwy Aurora, CO 80011		

52.	CSU Black Student Services		205 Aylesworth NE – CSU Fort Collins, CO 80523		
53.	CSU Disabled Student Resources	Pat Harman	116 Student Services – CSU Fort Collins, CO 80523		
54.	CSU El Centro	Guadalupe Salazar	178 Lory Student Center Fort Collins, CO 80523		
55.	CSU Women's Programs & Studies		112 Student Services Fort Collins, CO 80523		
56.	Denver Institute of Technology		7350 Broadway Denver, CO 80221		
57.	Denver Technical College		925 S Niagara Denver, CO 80224		
58.	Front Range Community College		3645 W 112 th Ave Rm B1315 Westminster, CO 80031	www.Frontrange.edu/ connect	303-404-5163
59.	ITT Technical Institute		500 E 84 th Ave Thornton, CO 80229		
60.	Metro State		Auraria Campus: Speer Blvd. and Colfax Ave., Denver, CO 80217		
61.	Ohio Center of Broadcasting	Gary James	9000 Sweet Valley Dr Valley View, OH 44125	gary@beonair.com	216-447-9117
62.	Platt College		3100 S Parker Rd Aurora, CO 80014		
63.	Red Rocks Community College		1667 Cole Blvd Lakewood, CO 80228		303-404-5163
64.	Regis University	Linda Hetwig	3333 Regis Blvd Denver, CO 80221	careers@regis.edu	
65.	University of Colorado – Boulder	Michael Deragisch		Michael.deragisch@c olorado.edu	303-492-4123
66.	University of Colorado – Denver	Amy Spencer-Westerkamp		Amy.spencer@cuden ver.edu	303-556-3749
67.	University of Denver		2199 S University Blvd Denver, CO 80210	www.Du.edu/career	
68.	University of Southern California	Megan Hutuff		megan@usc.edu	
69.	Asian American Journalist Association		1182 Market St Ste 320 San Francisco, CA 94102	post@aaaja.org	
70.	California Chicano News Media Association		300 S Grand Ave Ste 3950 Los Angeles, CA 90071	cenmainfo@ccnma.o rg	213-437-4423
71.	Colorado Association of Black Journalists	Amani Ali	PO Box 48192 Denver, CO 80204	amaniali@hotmail.co m	
72.	Hispanic Link News Service		1420 N Street NW Washington DC 20005		
73.	Investigative Reporters and Editors			Jobpostings@nicar.or g	573-882-2042
74.	Jobsinsports.com		2038 N Clark St #107 Chicago, IL 60614	www.Jobsinsports.co m	
75.	JournalismJobs.com			ads@journalismjobs.c om	510-524-2007
76.	JournalismNext.com	Eric Wee		eric@journalismnext.c om	703-739-0408
77.	Mediabizjobs.com	--		jobs@midabiz.com	

78.	Medialine.com	Mark Shilstone	PO Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	800-237-8073
79.	National Association of Black Journalists		11600 Sunrise Valley Dr Reston, VA 22091	www.Nabj.org	
80.	National Association of Hispanic Journalists	Marco Bolero	529 14 th St NW Washington DC 20045	jobbank@nahj.org	202-662-7483
81.	National Press Photographers Association (Region 9)	Roger Hamer		RLHamer@hotmail.com	402-346-6666
82.	Native American Journalist		3359 36 th Ave S Minneapolis, MN 55406		
83.	Radio-Television News Directors Association	Janet Grerety	1600 K Street NW Washington DC 20006	janetg@rtnda.org	303-467-5257
84.	Society of News Design			www.Snd.org	
85.	Southeast Asian Journalist Association			saja@columbia.edu	
86.	Women Sports Jobs			Jobs@Womensportsjobs.com	
87.	National Association of Broadcasters		1771 N Street, NW Washington DC 20036		202-429-5430
88.	Radio and Television Business Report	April McLynn	PO Box 6633 Woodbridge, VA 22195		

None of the listed sources were entitled to notification of open positions.

Local TV LLC Affiliated Stations

Source	Address	Contact Person	Telephone #
WREG-TV	803 Channel 3 Drive Memphis, TN 38103	Ron Walter, President & GM	901-543-2103
KFOR-TV	444 E. Britton Rd Oklahoma city, OK 73114	Jim Boyer, President & GM	405-478-6201
KFSM-TV	318 North 13 th St Fort Smith, AR 72901	Van Comer, President & GM	479-785-5080
WHNT-TV	200 Holmes Ave Huntsville, AL 35801	Stan Pylant, President & GM	256-536-6868
WTKR-TV	720 Boush St Norfolk, VA 23510	Dave Burnell, President & GM	757-446-1343
WQAD-TV	3003 Park 16 th St Moline, IL 61265	Dales Woods, President & GM	309-736-3201
WNEP-TV	16 Montage Mountain Rd Moosic, PA 61265	Chuck Morgan, VP & GM	570-207-2497
WHO-TV	1801 Grand Ave Des Moines, IA 50309	Dale Woods, President & GM	515-242-3701
WJW-TV	5800 S Marginal Rd. Cleveland, OH 44103	Greg Easterly, VP & GM	216-432-4200
KTVI 21-TV	5915 Berthold Ave., St. Louis, MO 63110	Spenser Koch, VP & GM	314-644-7410
WDAF 31-TV	3030 Summit St, Signal Hill, Kansas City, MO 64108	Cheryl McDonald, VP & GM	816-932-9130

WITI 6-TV	9001 N Green Bay Rd. Milwaukee, WI 53209-1297	Chuck Steinmetz, VP & GM	414-586-2200
KSTU 13-TV	5020 W. Amelia Earnhart Dr. Salt Lake City, UT 84116	Tim Ermish, VP & GM	801-536-1308
WBRC 6-TV	1720 Valley View Dr. Birmingham, AL 35209	Lou Kirchen, VP & GM	205-583-4342
WGHP 8-TV	2005 Francis St. High Point, NC 27263	Karen Adams – VP & GM	336-821-1192

List of the total number of interviewees referred by each recruitment source:

Source	Total Number Interviewed
Referral	17
* FSS	1
Internal	2
Rehire	1
**Agent	1

*FSS = FOX Station Sales

** Agent, Liz Art, Napoli Management,., 8844 West Olympic Blvd, Beverly Hills, CA 90211, 310-385-8222

Station Outreach Initiatives

Undergraduate Internship: The KDVR FOX 31 Internship program provides opportunities to individuals enrolled in accredited colleges and universities to receive academic credit for work at KDVR. The program is structured to give students the opportunity to receive instructions and training from broadcasting professionals in an authentic work situation. Interns have the opportunity to participate in the daily operations of various departments and develop skills that will be useful in their job search following graduation. Internships are available in News, Sports, Sales, Marketing, and Promotions/Publicity.

Listed below are the local colleges and universities from which we recruit:

University of Colorado – Boulder
University of Colorado – Denver
Colorado State University
University of Denver
Ohio Center for Broadcasting
Metro State College

Approximately 10 college students participate in KDVR's internship program each semester.

Scholarship/Internship: The Emma Bowen Scholarship is a work/study program for minority youth in the media industry. It is a paid internship during the summer for a youth that is attending a college of his/her choice. KDVR also provides a scholarship for the academic year following the internship.

Job Fair: August 12, 2008 KDVR participated in the 2008 NAACP Job Fair. We had a booth to recruit, promote, and hand out materials to job seekers.

Events or programs sponsored by educational organizations: KDVR participates in stations and studio tours throughout the year for students from various local schools and clubs. The Chief Meteorologist, Morning Meteorologist, and Weekend Meteorologist are guest speakers at local schools throughout the year.

Training or mentoring programs for station personnel: KDVR personnel participate in multiple programs throughout the year.

Newly hired Account Executives participate in research/Scarborough, Nielsen Training. It is conducted by the Director of Research and Development.

Master Control Operators, Operation Technicians, and Maintenance Engineers cross train within different areas of engineering: TOC, Chyron, Teleprompter, Floor Direction, Audio, Maintenance, ENG/SNG, Robotics, Editing, Transmitter, Avid, DVC pro, troubleshooting, etc.

Traffic personnel cross train within the traffic department: copy, contracts, data entry, etc.

The station's meteorologist obtains certification from the American Meteorological Services and National Weather Services.

The finance department participates in cross training.

Cross training and continuing education is provided on helicopter safety. It is instructed by the Helicopter Reporter, Photojournalist, and the News Operations Manager.

Wide Orbit training is on going for traffic, finance, and sales.

Public File
EEO (Equal Employment Opportunity) Report
Local TV LLC Denver

Stations: KDVR – TV / KFCT
KWGN - TV
Date: December 1, 2009

JOB TITLE	# of people interviewed	Recruitment Source that Referred the Hiree	Recruitment Source Used to Fill Vacancy
Local Sales Assistant (KWGN)	6	Recommendation	4,5,6, Job Line, internal posting
Vice President of Content	3	www.craigslist.com	1, 2, 3, 4, 5, all Local TV LLC Affiliated Stations, Job Line, Internal posting
Account Executive (4) (3 KWGN)	12	www.kdvr.com Referrals	4, 5, 6, 7,8,9,10,11,12,13,14, 15,16,17,18,19,20, 21,22,25,Job Line, Internal posting
National Sales Manager	5	Rep. Firm Millennium referral	4,5, Job Line, internal posting
Operations Technician (3) (2 KWGN)	5	Kdvr.com 2thedeuce.com	2,3,4,5, Job Line, internal posting
National Sales Assistant (KWGN)	2	Referral	4,5,6,22, Job Line, internal posting
Producer (2)	9	Employee Referral	2,3,4,5, all Local TV LLC Affiliated Stations, Job Line, internal posting
Anchor	4	Referral	2,3,4,5, Job Line

Total positions filled: 14

	Organization	Contact	Address	Web	Telephone
1.	Craigslist.org	N/A internet based job	N/A internet based job posting	www.craigslist.com	N/A
2.	TVandRadioJobs.com	N/A internet based job posting	N/A internet based job posting	www.Tvandradiojobs.com	N/A
3.	TVJobs.com	Mark C. Holloway	PO Box 4116 Oceanside, CA 92052	jobs@tvjobs.com	1-800-374-0119
4.	www.kdvr.com	In house	100 E Speer Blvd Denver, CO 80203	In House	303-595-3131
5.	www.2thedeuce.com	In House	100 E Speer Blvd Denver, CO 80203	In House	303-595-3131
6.	Alliance of Professional Women	Rosanne Bryant	PO Box 480384 Denver, CO 80248	www.Apwcolorado.org	303-368-4747
7.	Asian Chamber of Commerce	John Wright	924 W Colfax Denver, CO 80204	www.Asianchambercommerce.org	303-595-9727
8.	Asian Pacific Development Center	Angela Cho	1544 Elmira St Aurora, CO 80010	www.Apdc.org	303-365-2959
9.	Center for People with Disabilities	Julie Aired	1675 Range St Boulder, CO 80301	www.Cpwd-ilc.org	303-442-8662
10.	Colorado Black Chamber of Commerce	Roz Alston	1448 Pennsylvania St Denver, CO 80203	www.Coloradoblackchamber.org	303-831-0720
11.	Discovery Job Network, Inc	Karen Leddy	8035 S Quebec Centennial, CO 80112		303-220-3384
12.	Gay, Lesbian, Bisexual, Transgender Center of Colorado	Jessie Genther	PO Box 9798 Denver, CO 80209	www.Coloradoglb.org	303-333-7742
13.	Hispanic Chamber of Commerce	Phil Rodriguez	924 W Colfax Denver, CO 80204	www.Dhcc.com	303-534-7783
14.	Mayor's Office of Workforce Development	Paula Gomez Farrell	1391 N Speer Blvd Ste 500 Denver, CO 80204	Jobs.unit@mowd.org	720-865-5608
15.	Mi Casa Resource Center	Teri Redl	360 Acoma St Denver, CO 80223	info@micasadenver.org	303-573-1302
16.	NEWSED: Comm Development Corp	Veronica Berela	1029 Santa Fe Dr Denver, CO 80204	www.newsed.org	303-534-8342
17.	Northeast Women's Center	Rebecca Bernstein	4821 E 38 th Ave Denver, CO 80207		303-355-3486
18.	Paralyzed Veterans of America-Mountain State Chapter	Recruiter	1101 Syracuse St Denver, CO 80220	www.msdpva.org	800-833-9400
19.	Rocky Mountain Indian Chamber of Commerce	Anselma Michell	PO Box 40749 Denver, CO 80204	info@rmicc.org	303-629-0102
20.	Seniors! Inc	Bill Hammer	5840 E Evans Denver, CO 80222	www.Seniorsinc.org	303-300-6900
21.	Servicios de la Raza	Maria Gomez	4058 Tejon Denver, CO 80211	serviciosdelaraza@lycos.com	303-458-5851
22.	Urban League of Metro Denver	Kenny Jones	5900 E 39 th Ave Denver, CO 80207	info@denverurbanleague.org	303-388-5861
23.	Vietnam Veterans Outreach Center	Recruiter	2326 Canyon Blvd Boulder, CO 80302		303-440-7306
24.	Front Range Community College	Recruiter	3645 W 112 th Ave Rm B1315 Westminster, CO 80031	www.Frontrange.edu/connect	303-404-5163
25.	Spots N' Dots	Patrick Kelley	600 W Peachtree St NW Ste 350 Atlanta, GA 30308	patrick@spotsndots.com	607-729-7295

26.	Millennium	Craig Broitman	125 W. 55 th St New York, NY 10019	212-315-0956
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WNEP-TV	16 Montage Mountain Rd Moosic, PA 61265	Chuck Morgan, VP & GM	570-207-2497
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WDAF 31-TV	3030 Summit St, Signal Hill, Kansas City, MO 64108	Cheryl McDonald, VP & GM	816-932-9130
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WGHP 8-TV	2005 Francis St. High Point, NC 27263	Karen Adams – VP & GM	336-821-1192

None of the listed sources were entitled to notification of open positions

List of the total number of interviewees referred by each recruitment source:

Source	Total Number Interviewed
KDVR.com / 2thedeuce.com	21
*Millennium (Rep Firm)	1

Craigslist.com	1
Internal	3
Recommendations	4
Employee Referral	3
TVjobs.com	2
Referral	10
Rep	1

Station Outreach Initiatives

Undergraduate Internship: The FOX31 KDVR Internship program provides opportunities to individuals enrolled in accredited colleges and universities to receive academic credit for work at KDVR. The program is structured to give students the opportunity to receive instructions and training from broadcasting professionals in an authentic work situation. Interns have the opportunity to participate in the daily operations of various departments and develop skills that will be useful in their job search following graduation. Internships are available in News, Sports, Sales, Marketing, and Promotions/Publicity.

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University of Colorado – Denver
Colorado State University
University of Denver
Ohio Center for Broadcasting
Metro State College

Paid Internship: The Emma Bowen Scholarship is a work/study program for minority youth in the media industry. It is a paid internship during the summer for a youth that is attending a college of his/her choice.

Job Fair: November 5th KDVR participated in the 2009 Arapahoe Community College Job Fair. We had a booth to recruit, promote, and hand out materials to job seekers.

Events or programs sponsored by educational organizations: KDVR participates in stations and studio tours throughout the year for students from various local schools and clubs. The Chief Meteorologist, Morning Meteorologist, and Weekend Meteorologist are guest speakers at local schools throughout the year.

Training or mentoring programs for station personnel: KDVR personnel participate in multiple programs throughout the year.

Newly hired Account Executives participate in research/Scarborough, Nielsen Training. It is conducted by the Director of Research and Development.

Master Control Operators, Operation Technicians, and Maintenance Engineers cross train within different areas of engineering: TOC, Chyron, Teleprompter, Floor Direction, Audio, Maintenance, ENG/SNG, Robotics, Editing, Transmitter, Avid, DVC pro, troubleshooting, etc.

Traffic personnel cross train within the traffic department: copy, contracts, data entry, etc.

The station's meteorologist obtains certification from the American Meteorological Services and National Weather Services.

Cross training and continuing education is provided on helicopter safety. It is instructed by the Helicopter Reporter, Photojournalist, and the News Operations Manager.

We had training for our conversion to Wide Orbit for Sales, Traffic and Finance:

12/15/08 – 12/19/08

12/22/08 – 12/24/08

12/29/08 – 12/31/08

1/5/09 – 1/9/09

Total employees trained: 38

Training was conducted by Tom Pitkethly and Gavin Vejchar

Wide Orbit training is on going for traffic, finance, and sales.

ATTACHMENT B

(b) For each Unit full-time position filled during the period covered by the above EEO program reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the unit that it wants to be notified of unit job openings, as described in Section 73.2080(c)(1)(ii).

This Attachment B contains the requested announcements. For the date each position was filled, please see below:

<u>Position Title</u>	<u>Date Filled</u>
Local Sales Assistant	12/10/2008
Vice President of Content	2/02/2009
Account Executive (4)	5/26/2009 7/06/2009 7/27/2009 8/10/2009
National Sales Manager	6/29/2009
Operations Technician (3)	8/03/2009 8/31/2009 6/19/2009
National Sales Assistant	8/3/2009
Producer (2)	8/17/2009 10/12/2009
Anchor	10/27/2009

KWGN / KDVR FOX 31

Local Sales Assistant

The local sales assistant will work with sales management, sales account executives, traffic and finance departments on a regular basis to ensure the accurate paperwork flow.

This position also encompasses traditional sales support responsibilities including working with Word and Excel for sales presentation preparations, typing of letters and memos and report consolidation into these formats. This person will be trained and have responsibilities relating to our traffic system as well.

REQUIREMENTS: The ideal candidate will have experience in administration and sales support in a high-pressure environment. Excellent interpersonal communication, customer service, organizational and strong PC skills in Word and Excel; as well as, attention to detail are required. Broadcast experience helpful.

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:
John Strassner
VP, GSM
KDVR/KWGN-TV
100 East Speer Blvd.
Denver, CO 80203



i Supplemental Information

FOX KDVR (FOX O&O) Denver, Colorado

Position Vice President of Content
Station Ownership Local TV LLC
Reference # TVJ#34103668
Type Television
Full / Part Full Time - Regular
Experience 5 Years
Posted 12/4/2008
Closes 1/4/2009
Time Left 0 Days
DMA #16
Found In News - News Directors

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular

Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period

Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave

Phone Calls
Agent Phone Calls

Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track

FAX Résumé Yes - 303-566-2981
TVJobs.com E-Résumé Yes

Degree Required
Contract Required
Contract Length



Vice President of Content

BLOCKBUSTER DUOPOLY SEEKS M/F VP of Content FOR LONG TERM Relationship.

Denver, CO FOX/CW duopoly. 12 hours of live news a day. Largest news staff in Colorado. February 09 HD conversion. Increasing ratings and headed for the top. Are you up for the challenge?
 Send multiple DVD's of your current newscasts, a complete resume and qualified references.

Mercedes.romero@kdvr.com
 FOX 31 KDVR and KWGN 2
 100 E. Speer Blvd. Denver, CO 80203

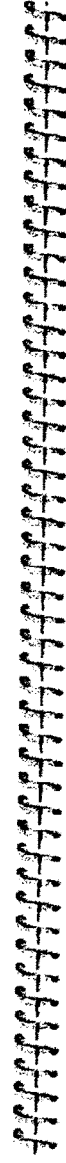
When responding to this job ad, please mention you saw it listed at TVJobs.com

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 Send Resume

Annual E-Résumé subscription
or DigitalTalent résumé required.

[[View other KDVR job listings](#)]



Special Requirements

Driver's License

Insurance

Good Driving Record

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter

Rejection Letter

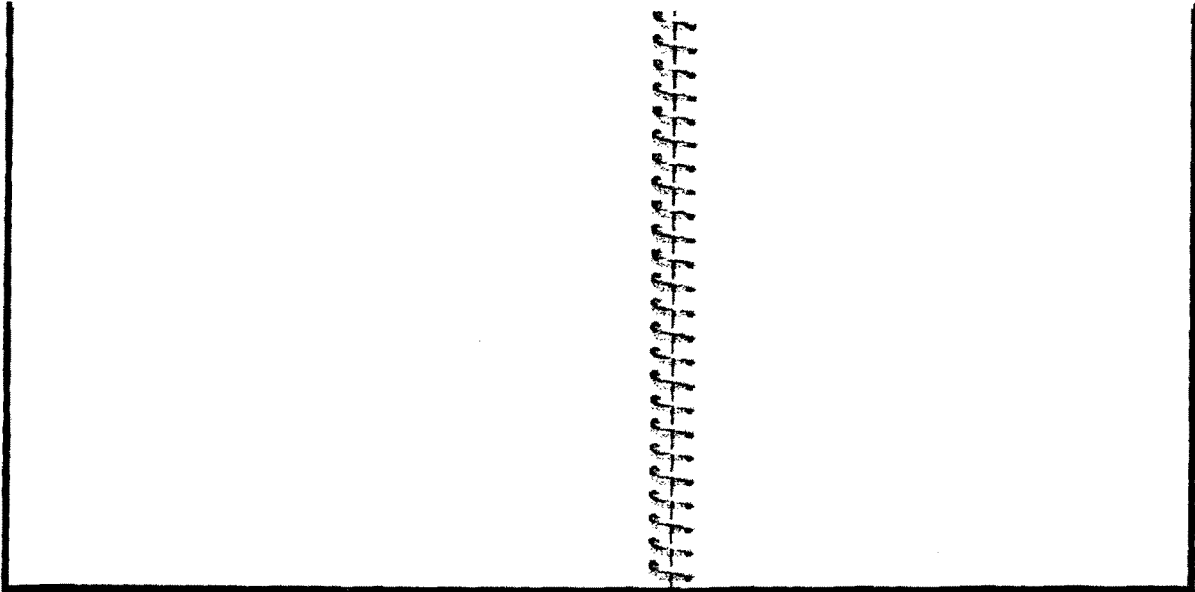
Feedback

Drug Screen

Proof of Eligibility to work
in U.S. Required

Equal Opportunity
Employment Yes

EOE Data Form Yes



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Romero, Mercedes

From: Tara Sheehan (taras@rtnda.org)
Sent: Thursday, December 04, 2008 2:01 PM
To: Romero, Mercedes
Subject: This is fixed.....

RTNDA - VP of Content - KDVR FOX31 / KWGN 2 Job Posting - Windows Internet Explorer

https://map.rtnda.org/careercenter/CC07ViewJobPosting.aspx?jobPostingID=1668

Google G- Go Bookmarks 14 blocked Ch

Y- Web Search Bookmarks Settings Messenger Mail

Contribute Edit in Contribute Post to Blog

RTNDA - VP of Content - KDVR FOX31 / KWGN 2 Job ...

RTNDA

The As

Membership Tools Careers Research Best Practices Educat

ID: 129825 Tara Sheehan

Home	General	Membership	Accounting/Payments	Career C
Companies	Surveys and Voting	E-Commerce	Help/Support	

Career Center Tasks - View Job Posting

Previous Job Print Job Posting

VP of Content

KDVR FOX31 / KWGN 2

Posted: Thursday, December 04, 2008 at 3:58 PM EST

Internal Reference Code: No internal code listed
Job ID 1668

Job Information

Status: **Approved**

Linked To: KDVR FOX31 / KWGN 2 (view other p

Submitted On: Thursday, December 04, 2008 at 3.3

Tara G. Sheehan

Director, Membership & Marketing

RTNDA - Radio-Television News Directors Association

PLEASE NOTE OUR NEW ADDRESSES!

Mailing Address: RTNDA/RTNDF 4121 Plank Road, #512, Fredericksburg, VA 22407

HQ Address: 1025 F Street NW, 7th Floor, Washington, DC 20004

(P) 202.467.5203

(F) 202.223.4007

www.rtnda.org

Romero, Mercedes

From: jobs@tvjobs.com
Sent: Thursday, December 04, 2008 12:38 PM
To: Romero, Mercedes
Subject: TVJobs.com - Vice President of Content job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Mercedes Romero,

Your "Vice President of Content" position was just posted in the TVJobs.com Database and is now available online...

Station : KDVR
Position: Vice President of Content
Category: News - News Directors
Job ID : TVJ#34103668
Posted : 12/4/2008
Expires : 1/4/2009
Status : Registered Employer - Job Posted Ad Text :

Vice President of Content

BLOCKBUSTER DUOPOLY SEEKS M/F VP of Content FOR LONG TERM Relationship.

Denver, CO FOX/CW duopoly. 12 hours of live news a day. Largest news staff in Colorado. February 09 HD conversion. Increasing ratings and headed for the top. Are you up for the challenge?
Send multiple DVD's of your current newscasts, a complete resume and qualified references.

Mercedes.romero@kdvr.com
FOX 31 KDVR and KWGN 2
100 E. 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 1/4/2009.
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=2528211108876736>

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

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>>manage your online jobs.<<

KWGN "The Deuce"

Account Executive

As a general rule, an experienced Account Executive will maintain and develop existing accounts and generates new business and revenue streams

This includes all aspects of account service including client relations, promotional oversight and execution, order tracking, makegoods, billing discrepancies and collections. Candidates must possess good computer skills including Word, Excel, PowerPoint, Wide Orbit, and Nielsen.

REQUIREMENTS: Broadcast TV sales experience required. Excellent written and oral communication skills and the ability to present required. A college degree is preferred.

KDVR "Fox31" & KWGN "The Deuce" 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 to
John Strassner
VP, GSM
KDVR/KWGN-TV
100 East Speer Blvd.
Denver, CO 80203

KWGN "The Deuce"

Account Executive

As a general rule, an experienced Account Executive will maintain and develop existing accounts and generate new business and revenue streams

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Please send resume to
John Strassner
VP, GSM
KDVR/KWGN-TV
100 East Speer Blvd.
Denver, CO 80203

*mailed to the sources list
on the vco report.
#25 was a typo*

National Sales Manager

KDVR Denver, CO is seeking a National Sales Manager. Responsibilities include working with Sales Rep Firm to represent the stations to the national advertising community. Oversees achievement of national revenue budgets. Develops department business plan and practices. Candidate must have strong written/verbal skills. Solid analytical and presentation skills. Requires college degree and minimum of 3-5 years of television sales experience. Previous sales management experience preferred. Please send resume to: John Strassner KDVR FOX 31, 100 E. Speer Blvd, Denver, CO 80203..

EOE M/F/D/V. No phone calls, please.

OPERATIONS TECHNICIAN. Duties include but are not limited to; Recording satellite feeds, Switch programming/spot material and Maintain FCC and Transmitter activity logs. Proficiency in some of the following areas is strongly desired: Master Control operations with Louth Automation, PC computer literacy. Experience in TV production or studio operations required. Must be able to lift 50 lbs. Ability to work flexible hours and shifts is required.
EOE M/F/D/V.

Please send resume to:
Rick Wheeler

VP Technology

KDVR/KWGN-TV

100 East Speer Blvd.

Denver, CO 80203

Romero, Mercedes

ops tech

From: Leonard, Dennis
Sent: Tuesday, June 16, 2009 7:31 PM
To: Romero, Mercedes
Subject: RE: Open Master Control Position
Attachments: image001.jpg

Thank you

From: Romero, Mercedes
Sent: Tuesday, June 16, 2009 5:20 PM
To: Wheeler, Rick; Leonard, Dennis
Subject: RE: Open Master Control Position

Rick and Dennis,

I have posted the job on the websites.

Thank you,
Mercedes Romero



From: Wheeler, Rick
Sent: Monday, June 15, 2009 11:34 AM
To: Romero, Mercedes
Subject: Open Master Control Position

Mercedes,

Here is the attached job description for the open Master Control position being vacated by Greg Polizzoto. Allen told me his resignation was discussed and we are approved to replace him. I spoke with Elizabeth and she said you were the only one who knew how to get this posted, so here it is.

Please let me know if you have any questions.

Thanks.

Eric "Rick" Wheeler
Vice President of Technology
100 E Speer Blvd
Denver, CO 80203
O: 303-566-7514
C: 720-878-3690
F: 303-566-2911
rick.wheeler@kdvr.com

5/12/2010





FOX KDVR (FOX) Denver, Colorado

Position Operations Technician
Reference # TVJ#34109925
Type Television
Full / Part Full Time - Regular
Experience See Ad
Posted 6/17/2009
Closes 8/17/2009
Time Left 0 Days
DMA #16
Found In Production - Technician



Operations Technician

Duties include but are not limited to Recording satellite feeds, Switch programming/spot material and Maintain FCC and Transmitter activity logs. Proficiency in some of the following areas is strongly desired: Master Control operations with Louth Automation, PC computer literacy. Experience in TV production or studio operations required. Must be able to lift 50 lbs. Ability to work flexible hours and shifts is required.

Please send resume to:

Rick Wheeler
 VP Technology
 KDVR/KWGN-TV
 100 East Speer Blvd.
 Denver, CO 80203

EOE M/F/D/V.

When responding to this job ad, please mention you saw it listed at TVJobs.com

Supplemental Information

- Salary Type
- Salary Range
- Starting Salary / Year
- Starting Salary / Hour
- Job Type Full Time - Regular
- Hours
- Workweek
- Scheduled on Holidays
- Start Date
- Probation Period
- Benefits
- Benefit Premium
- 401K Plan
- Vacation
- Paid Sick Leave
- Phone Calls
- Agent Phone Calls Yes
- Résumé
- Cover Letter
- References
- Salary History
- Tape / Reel
- Tape Format
- Tape Return
- Director's Track
- FAX Résumé No
- TVJobs.com E-Résumé Yes
- Degree Required
- Contract Required
- Contract Length
- Special Requirements

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→ Send Resume

Annual E-Resume subscription
or DigitalTalent resumé required.

[[View other KDVR job listings](#)]

Driver's License

Insurance

Good Driving Record

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter

Rejection Letter

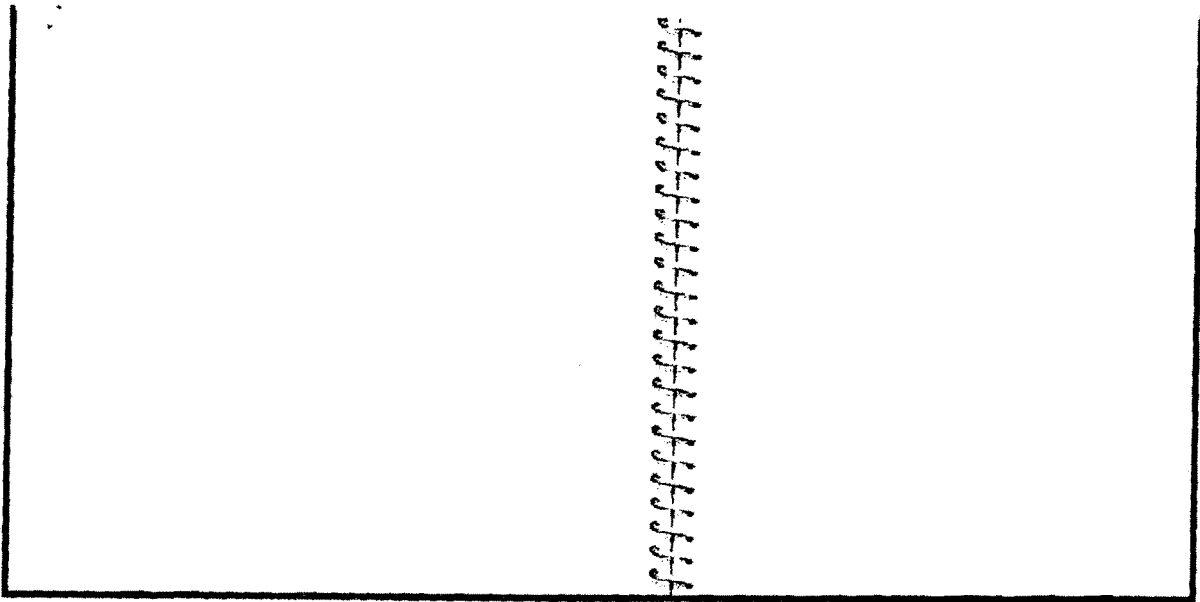
Feedback

Drug Screen

Proof of Eligibility to work
in U.S. Required

Equal Opportunity
Employment Yes

EOE Data Form Yes



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Romero, Mercedes

From: jobs@tvjobs.com
Sent: Tuesday, September 29, 2009 9:49 AM
To: Romero, Mercedes
Subject: TVJobs.com - Operations Technician job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Mercedes Romero,

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

Station : KDVR
Position: Operations Technician
Category: Technical Directors
Job ID : TVJ#34113914
Posted : 9/29/2009
Expires : 10/29/2009
Status : Registered Employer - Job Posted Ad Text :

Operations Technician

KDVR/KWGN-TV, the FOX/CW station in Denver, is looking for a part- time Operation Technician. Experience with operating multiple robotic camera systems including cambotics and vinten. Extensive Knowledge of the NSI Satellite system and Troll Satellite system. Minimum of four years experience operating three or more hours a day in a medium/large market. Working knowledge of television control room operations. Demonstrated abilities to read levels on a Tektronix vector scope. Ability to properly adjust and balance all color levels on the ccu's for the vinten and cambotic multi-camera systems. Knowledge of the ENPS, TONES, wheatstone audio board and the Vizrt system a plus. EOE M/F/D/V.

Please send resume to:
Carolyn Kane

VP of 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=7562711443665338>

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

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>>manage your online jobs.<<

KWGN "The Deuce"

National Sales Assistant

The national sales assistant will work with sales management, sales account executives, traffic and finance departments on a regular basis to ensure the accurate paperwork flow.

The National Sales Assistant will provide administrative support to the National Sales Manager and Account Executives. Includes typing, filing and answering phones. This position also encompasses traditional sales support responsibilities including working with Word and Excel for sales presentation preparations, typing of letters and memos and report consolidation into these formats. This person will be trained and have responsibilities relating to our traffic system as well.

The ideal candidate will have experience in administration and sales support in a high-pressure environment. Excellent interpersonal communication, customer service, organizational and PC skills including Word and Excel, as well as, attention to detail are required. Broadcast experience helpful.

KDVR "Fox31" and KWGN "The Deuce" 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:

John Strassner
VP, GSM
KDVR/KWGN-TV
100 East Speer Blvd.
Denver, CO 80203

KWGN "The Deuce"

National Sales Assistant

The national sales assistant will work with sales management, sales account executives, traffic and finance departments on a regular basis to ensure the accurate paperwork flow.

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Please send resume and DVD to:

John Strassner
VP, GSM
KDVR/KWGN-TV
100 East Speer Blvd.
Denver, CO 80203

JOB OPPORTUNITIES



**FOX31 KDVR & KWGN THE DEUCE
Denver, CO**

NEWSCAST PRODUCER

KDVR/KWGN-TV in Denver is looking for a Full time Newscast Producer.

ESSENTIAL FUNCTIONS: The primary responsibility of a Newscast Producer at FOX 31 is to coordinate the complete production and execution of the assigned newscast(s) in accordance with the strategic aims of FOX 31 News.

OTHER RESPONSIBILITIES: Producers are responsible for choosing the content of the newscast with the approval of the Executive Producer. Producers will write the newscast stories or assign them to be written by the writer or an anchor. Producers will order the rundown of the show, keeping in mind the goals and objectives of the program. During the newscast the producer will coordinate communications between the production, studio, engineering and field crews. Provide fresh and unique ideas at the daily editorial meetings, focus coverage and offer input on story selection on a daily basis.

Ability to communicate clearly and effectively with the anchors over IFB is a MUST. Ability to communicate clearly and effectively with Directors and production crew is a must. Ability to handle breaking news smoothly and transition back and forth from multiple elements of coverage. Ability to add components to these job duties as needed on a daily basis.

REQUIREMENTS: Provide leadership, direction and guidance to co-workers. Be professional and positive. Be a team player willing to help and train others. Must maintain a flexible schedule which allows you to quickly respond to breaking news or disaster situations. Minimum of 3 years television producing experience required. Degree in broadcast journalism or related field preferred.

EOE M/F/D/V

Please send resumes to:
Carolyn Kane
VP, Content
FOX31 KDVR and KWGN The Deuce
100 E. Speer Blvd
Denver, CO 80203

OPERATIONS TECHNICIAN

Duties include but are not limited to: Recording satellite feeds, Switch programming/spot material and Maintain FCC and Transmitter activity logs. Proficiency in some of the following areas is strongly desired: Master Control operations with Louth Automation, PC computer literacy. Experience in TV production or studio operations required. Must be able to lift 50 lbs. Ability to work flexible hours and shifts is required.

EOE M/F/D/V.

Please send resume to:
Rick Wheeler
VP Technology
KDVR/KWGN-TV
100 East Speer Blvd.
Denver, CO 80203

Romero, Mercedes

From: jobs@tvjobs.com
Sent: Wednesday, July 22, 2009 5:02 PM
To: Romero, Mercedes
Subject: TVJobs.com - Newscast Producer job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Mercedes Romero,

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

Station : KDVR
Position: Newscast Producer
Category: News - Producers
Job ID : TVJ#34111115
Posted : 7/22/2009
Expires : 8/22/2009
Status : Registered Employer - Job Posted Ad Text :

Newscast Producer

KDVR/KWGN-TV in Denver is looking for a Full time Newscast Producer.

ESSENTIAL FUNCTIONS: The primary responsibility of a Newscast Producer at FOX 31 is to coordinate the complete production and execution of the assigned newscast(s) in accordance with the strategic aims of FOX 31 News.

OTHER RESPONSIBILITIES: Producers are responsible for choosing the content of the newscast with the approval of the Executive Producer. Producers will write the newscast stories or assign them to be written by the writer or an anchor. Producers will order the rundown of the show, keeping in mind the goals and objectives of the program. During the newscast the producer will coordinate communications between the production, studio, engineering and field crews. Provide fresh and unique ideas at the daily editorial meetings, focus coverage and offer input on story selection on a daily basis.

Ability to communicate clearly and effectively with the anchors over IFB is a MUST.
Ability to communicate clearly and effectively with Directors and production crew is a must. Ability to handle breaking news smoothly and transition back and forth from multiple elements of coverage. Ability to add components to these job duties as needed on a daily basis.

REQUIREMENTS: Provide leadership, direction and guidance to co-workers. Be professional and positive. Be a team player willing to help and train others. Must maintain a flexible schedule which allows you to quickly respond to breaking news or disaster situations. Minimum of 3 years television producing experience required. Degree in broadcast journalism or related field preferred.
EOE M/F/D/V

Please send resumes to:
Carolyn Kane
VP, Content
FOX31 KDVR and KWGN The Deuce
100 E. 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 8/22/2009.
 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=3543531513014337>

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

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>>manage your online jobs.<<



FOX KDVR (FOX) Denver, Colorado

Position Newscast Producer
Reference # TVJ#34111115
Type Television
Full / Part Full Time - Regular
Experience 3+ Years
Posted 7/22/2009
Closes 8/22/2009
Time Left 0 Days
DMA #16
Found In News - Producers



Newscast Producer

KDVR/KWGN-TV in Denver is looking for a Full time Newscast Producer.

ESSENTIAL FUNCTIONS: The primary responsibility of a Newscast Producer at FOX 31 is to coordinate the complete production and execution of the assigned newscast(s) in accordance with the strategic aims of FOX 31 News.

OTHER RESPONSIBILITIES: Producers are responsible for choosing the content of the newscast with the approval of the Executive Producer. Producers will write the newscast stories or assign them to be written by the writer or an anchor. Producers will order the rundown of the show, keeping in mind the goals and objectives of the program. During the newscast the producer will coordinate communications between the production, studio, engineering and field crews. Provide fresh and unique ideas at the daily editorial meetings, focus coverage and offer input on story selection on a daily basis.

Ability to communicate clearly and effectively with the anchors over IFB is a MUST. Ability to communicate clearly and effectively with Directors and production crew is a must. Ability to handle breaking news smoothly and transition back and forth from multiple elements of

i Supplemental Information

- Salary Type
- Salary Range
- Starting Salary / Year
- Starting Salary / Hour
- Job Type Full Time - Regular
- Hours
- Workweek
- Scheduled on Holidays
- Start Date
- Probation Period
- Benefits
- Benefit Premium
- 401K Plan
- Vacation
- Paid Sick Leave
- Phone Calls
- Agent Phone Calls
- Résumé
- Cover Letter
- References
- Salary History
- Tape / Reel
- Tape Format
- Tape Return
- Director's Track
- FAX Résumé No
- TVJobs.com E-Résumé Yes
- Degree Required
- Contract Required
- Contract Length
- Special Requirements

coverage. Ability to add components to these job duties as needed on a daily basis.

REQUIREMENTS: Provide leadership, direction and guidance to co-workers. Be professional and positive. Be a team player willing to help and train others. Must maintain a flexible schedule which allows you to quickly respond to breaking news or disaster situations. Minimum of 3 years television producing experience required. Degree in broadcast journalism or related field preferred.
EOE M/F/D/V

Please send resumes to:
Carolyn Kane
VP, Content
FOX31 KDVR and KWGN The Deuce
100 E. Speer Blvd
Denver, CO 80203

When responding to this job ad, please mention you saw it listed at TVJobs.com

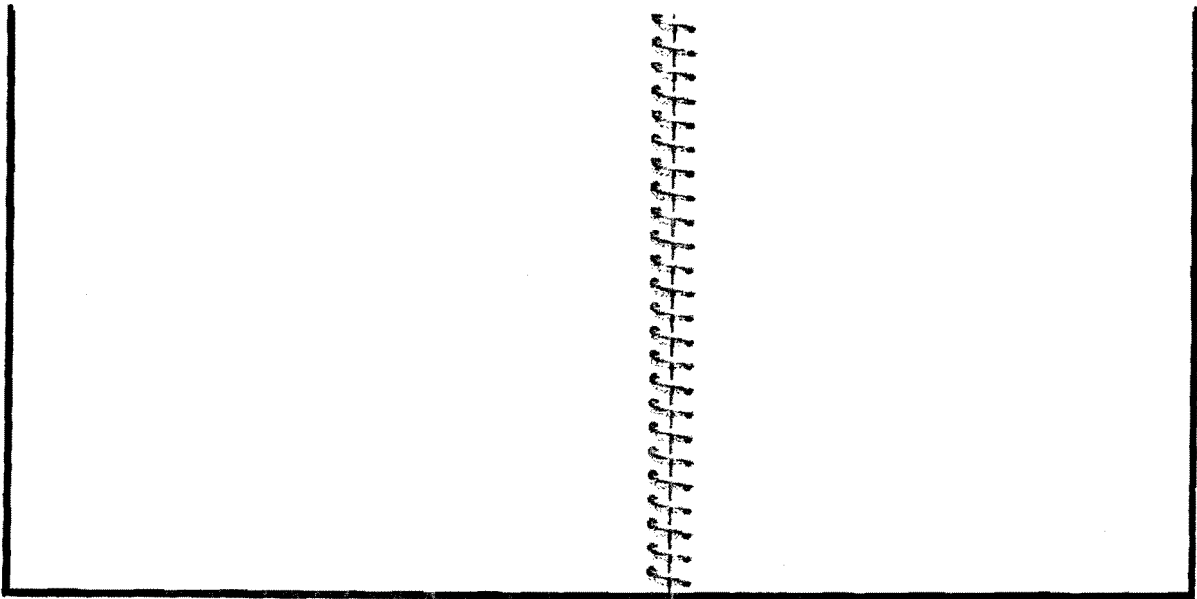
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 Send Resume

Annual E-Resumé subscription or DigitalTalent resumé required.

[[View other KDVR job listings](#)]

- Driver's License
- Insurance
- Good Driving Record
- Heavy Lifting
- Previous Applicants
- Local Apartment Rental
- Moving Expenses
- Union Position
- Union Contract Expires
- Confirmation Letter
- Rejection Letter
- Feedback
- Drug Screen
- Proof of Eligibility to work in U.S. Required
- Equal Opportunity Employment Yes
- EOE Data Form Yes



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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

VP 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.<<

TV Jobs COM

Broadcast Employment Services

FOX KDVR (FOX) Denver, Colorado

Position Anchor
Reference # TVJ#34113913
Type Television
Full / Part Full Time - Regular
Experience 5 Years
Posted 9/29/2009
Closes 10/15/2009
Time Left 0 Days
DMA #16
Found In News / Talent - Anchors



Anchor

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REQUIREMENTS: Major market anchoring and reporting experience. Five years in television news and at least three

Supplemental Information

- Salary Type
- Salary Range
- Starting Salary / Year
- Starting Salary / Hour
- Job Type Full Time - Regular
- Hours
- Workweek
- Scheduled on Holidays
- Start Date
- Probation Period
- Benefits
- Benefit Premium
- 401K Plan
- Vacation
- Paid Sick Leave
- Phone Calls
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Insurance

Good Driving Record

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter

Rejection Letter

Feedback

Drug Screen

Proof of Eligibility to work in U.S. Required

Equal Opportunity Employment Yes

EOE Data Form Yes