

**KDVR, KFCT, KWGN**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - December 1, 2018**

**Statement of EEO Policy**

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

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

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

## I. VACANCY LIST

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	19, 21, 26, 65	19
Reporter	1-13, 15-19, 21-26, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 72-73	2
Reporter	1, 3-18, 21, 23-26, 30-31, 33-35, 37-41, 43, 45, 47, 49, 52-54, 56-58, 60-70, 73	14
FT Master Control Operator	1, 3-7, 9-13, 15-19, 21, 23-26, 30-31, 33-35, 37-41, 43, 45, 47, 49, 52-54, 56-58, 60-70, 73	65
Account Executive	1, 3-13, 15-19, 21-26, 30-31, 33-35, 37-41, 43-45, 47, 49-58, 60-70, 73-74	19
Account Executive	1, 3-13, 15-19, 21-26, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	19
Producer	1, 3-13, 15-26, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	19
Producer	1, 3-13, 15-26, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	20
Producer, Executive	1, 3-13, 15-19, 21-26, 30-31, 33-41, 43-45, 47, 49, 51-58, 60-70, 73-74	36
Graphic Designer	1, 3-13, 15-18, 21-26, 30-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	65
Account Executive-1	1, 3-13, 15-19, 21-26, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	19
Assignment Editor	1, 3-13, 15-18, 21-26, 30-31, 33-41, 43-45, 47, 49, 51-58, 60-70, 73-74	36

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Reporter, Sports	1, 3-13, 15-19, 21-27, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-71, 73-74	19
Photographer	1, 3-13, 15-18, 20-26, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	20
Producer	1, 3-13, 15-19, 21-26, 29-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	29
Topical Producer	1, 3-13, 15-18, 21-26, 28-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	29
Creative Services Marketing Director	1, 3-13, 15-18, 21-26, 28, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-58, 60-70, 73-74	65
Photojournalist	1, 3-13, 15-18, 21-26, 30-31, 33-35, 37-41, 43-45, 47, 49, 51-70, 73-74	59
Account Executive	5, 8, 10-12, 17-18, 22, 26, 29, 33, 42-44, 46, 48, 51-52, 55, 58, 64-65, 70, 74	29
Account Executive-2	5, 8, 10-12, 16-19, 22, 26, 33, 42-46, 48, 51-52, 54-55, 57-58, 60-61, 64-65, 70, 74	19
Photojournalist	5, 8, 10-12, 17-19, 22, 26, 33, 42-46, 48, 51-52, 55, 64-65, 70-71, 74	71
Account Executive	5, 8, 10-12, 17-19, 21-22, 26, 33, 42-46, 48, 51-52, 55, 58, 64-65, 74	19

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : <a href="http://602communications.com">http://602communications.com</a> Sandy Lizik Manual Posting	N	0
2	Agency Referral	N	1
3	Alan Sanders Media Group 111 Eighth Ave New York, New York 10011 Alan Sanders Manual Posting	N	0
4	Andrew Hudson 5130 S Hanover Way Englewood, Colorado 80111 Phone : 720-350-4329 Andrew Hudson Manual Posting	N	0
5	Arapahoe Community College 5900 S Santa Fe Drive Littleton, Colorado 80120 Phone : 303-797-4222 Email : <a href="mailto:careers@arapahoe.edu">careers@arapahoe.edu</a> Career Services	N	0
6	B-Roll.net 1623 D St. NE Washington, District of Columbia 20002 Phone : 202-486-8842 Url : <a href="http://www.b-roll.net">www.b-roll.net</a> Kevin Johnson Manual Posting	N	0
7	Bell Talent, Inc 114 S Irena Ave Redondo Beach, California 90277 Rober Bell Manual Posting	N	0

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8	Center for People with Disabilities 1675 Range St. Boulder, Colorado 80301 Phone : 303-442-8662 Url : <a href="http://cpwd-ilc.org">http://cpwd-ilc.org</a> Fax : 1-303-442-0502 Career Services	N	0
9	Colorado Broadcasters Assoc 333 West Hampden Ave Suite 400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : <a href="http://coloradobroadcasters.org">http://coloradobroadcasters.org</a> Justin Sasso Manual Posting	N	0
10	Colorado College 14 E. Cache La Poudre St Colorado Springs, Colorado 80903 Phone : 719-389-6893 Email : <a href="mailto:careercenter@coloradocollege.edu">careercenter@coloradocollege.edu</a> Fax : 1-719-389-6804 Geoff Falin	N	0
11	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Debbie Byrd Manual Posting	Y	0
12	Community College of Aurora 16000 E. Centre Tech Pkwy. Aurora, Colorado 80011 Phone : 303-360-4952 Email : <a href="mailto:robert.burnett@ccaaurora.edu">robert.burnett@ccaaurora.edu</a> Robert Burnett	N	0
13	Connecting Colorado 201 W Colfax, Department 1005 Denver, Colorado 80202 Phone : (720) 913-1648 Url : <a href="http://connectingcolorado.org">http://connectingcolorado.org</a> Steve Martinez Manual Posting	N	0
14	Corporate Recruiter	N	1

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15	Craigslist.org North Carolina Url : <a href="http://craigslist.org">http://craigslist.org</a> Career Services Manual Posting	N	0
16	Denver Weekly 1937 Welton St. Denver, Colorado 80205 Phone : 303.292.5158 Fax : 1-303-292-5344 Career Services Manual Posting	N	0
17	Discovery Job Network, Inc. 8035 S. Quebec Centennial, Colorado 80012 Phone : 303-220-3384 Email : <a href="mailto:djn2@stthomasmore.org">djn2@stthomasmore.org</a> Fax : 1-303-220-3385 Liz Stelloh	Y	0
18	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : <a href="mailto:jobs.unit@ci.denver.co.us">jobs.unit@ci.denver.co.us</a> Fax : 1-720-913-1652 Sherry Giron	N	0
19	Employee Referral	N	21
20	Employee Referrals Colorado 80203 Phone : 303-595-3131 Career Services	N	3
21	EntertainmentCareers.net 914 S. Barrington Los Angeles, California 90049 Phone : 310-442-0200 Url : <a href="http://entertainmentcareers.net">http://entertainmentcareers.net</a> Brad Hall Manual Posting	N	2

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22	Gay, Lesbian, Bisexual, Transgender Ctr of Colo PO Box 9798 Denver, Colorado 80209 Phone : 303-733-7742 Url : <a href="http://coloradoglb.org">http://coloradoglb.org</a> Fax : 1-303-282-9399 Rahn Anderson	N	0
23	HD Reps 5005 Greensville Ave Suite 150 Dallas, Texas 75206 David Bordelon Manual Posting	N	0
24	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, Colorado 80204 Phone : (303)534-7783 Url : <a href="http://dhcc.com">http://dhcc.com</a> Monica Rodruquez Manual Posting	N	0
25	If Management, Inc 810 7th Ave 11th Floor New York, New York 10019 Steve Herz Manual Posting	N	0
26	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	11
27	Indeed.com	N	4
28	Internal Candidate	N	4
29	Internal Transfer/Promotion	N	3
30	Internships 100 E Speer Blvd Denver, Colorado 80203 Url : <a href="http://www.kdvr.com">www.kdvr.com</a> Internships Internships Manual Posting	N	0

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31	IRE (Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-2042 Amy Johnston Manual Posting	N	0
32	Job Board	N	1
33	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
34	Ken Fishkin & Associates 106 Union Wharf Boston, Massachusetts 02109 Ken Fishkin Manual Posting	N	0
35	Ken Lindner & Associates, Inc 2029 Century Park East Suite 1000 Los Angeles, California 90067 Ken Lindner Manual Posting	N	0
36	Linked In	N	3
37	Media-Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 323-284-5589 Url : www.media-match.com/usa Tammy Romaniuk Manual Posting	N	0
38	Medialine.com Box 51909 Pacific Grove, California 93950 Phone : 800.237.8073 Url : http://medialine.com Career Services Manual Posting	N	0

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39	motiongrapher.com 124 Rivington St Ground Floor New York, New York 10002 Justin Cone Manual Posting	N	0
40	N.S. BienStock, Inc 250 W 57th St Suite 333 New York, New York 10107 Rick Ramage Manual Posting	N	0
41	Napoli Managment 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Liz Hart Manual Posting	N	0
42	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	N	0
43	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
44	NEWSED: Comm Development Corp. 901 W 10th Ave Denver, Colorado 80204 Phone : 303-534-8342 Url : http://www.newsed.org Email : vbarela@newsed.org Fax : 1-303-534-7418 Veronica Barela	N	0
45	Northeast Women's Center 4821 E. 38th Ave. Denver, Colorado 80207 Phone : 303-355-3486 Email : newc4821@hotmail.com Hazel Whitsett	N	0



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46	Ohio Center for Broadcasting, Co. Campus 5800 W. Alameda Ave. Suite A Denver, Colorado 80226 Phone : 303-937-7070 Fax : 1-303-975-0386 Dan Smith	N	0
47	Ohio Center of Broadcasting 404 S Upham Lakewood, Colorado 80226 Phone : 303-937-7070 Url : <a href="http://www.beonair.com">http://www.beonair.com</a> Fax : 1-303-975-0386 Mark Lillie Manual Posting	N	0
48	Only the Strong FOundation Denver Denver, Colorado Email : <a href="mailto:marcus@onlythestrong.foundation">marcus@onlythestrong.foundation</a> Marcus Jackson	Y	0
49	OTA Talent Colorado Phone : 719-388-9765 Jeff Marku Manual Posting	N	0
50	Other Source	N	1
51	Paralyzed Veterans of America - Mountain State Chap 12200 E Iliff Ave 107 Aurora, Colorado 80014 Phone : 303-597-0038 Email : <a href="mailto:info@mscpva.org">info@mscpva.org</a> Fax : 1-303-597-0039 James W. Sack	N	0
52	Red Rocks Community College 13300 W. 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6389 Email : <a href="mailto:nancy.carlson@rrcc.edu">nancy.carlson@rrcc.edu</a> Nancy Carlson	N	0

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53	Regis University 3333 Regis Blvd. Denver, Colorado 80221 Url : <a href="http://www.ecampusrecruiter.com">http://www.ecampusrecruiter.com</a> Karen Adducci Manual Posting	N	0
54	Rick Gevers & Associates P O Box 577 Zionsville, Indiana 46077-0577 Phone : 317-769-7900 Url : <a href="http://rickgevers.com">rickgevers.com</a> Fax : 1-317-769-7910 Rick Gevers Manual Posting	N	0
55	Seniors! Inc. 5840 E. Evans Denver, Colorado 80222 Phone : 303-300-6900 Url : <a href="http://seniorsinc.org">http://seniorsinc.org</a> Fax : 1-303-300-6950 Bill Hammer	N	0
56	Society for News Design (SND) 424 E Central Blvd Orlando, Florida 35801 Phone : 407-420-7748 Url : <a href="http://www.office.snd.org">www.office.snd.org</a> Web source Web Source Manual Posting	N	0
57	Spots 'N' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Emily McKay Manual Posting	N	0
58	State of CO Division of Vocational Rehabilitation 2211 W Evans Ave, Bldg A Denver, Colorado 80223 Phone : (303) 866-3297 Email : <a href="mailto:Joy.Caine@state.co.us">Joy.Caine@state.co.us</a> Fax : 1-303-866-3419 Joy Caine	N	0
59	Station Website	N	1

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60	Station Website KDVR 100 E Speer Blvd Denver, Colorado 80203 Mercedes Romero Manual Posting	N	2
61	Station Website KWGN 100 E Speer Blvd Denver, Colorado Mercedes Romero Manual Posting	N	0
62	The NWT Group 2110 Elmwood Bryant, Texas 77802 Nancy Shafran Manual Posting	N	0
63	The Pynter Institute 801 Third St. South St. Petersburg, Florida 33701 Phone : 727-553-4709 Jacqueline Davis Manual Posting	N	0
64	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	5
65	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	45
66	TVandRadioJobs.com Internet Only Site North Carolina Url : <a href="http://tvandradiojobs.com">http://tvandradiojobs.com</a> Career Services Manual Posting	N	0

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67	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com/postjobs">http://tvjobs.com/postjobs</a> Career Services Manual Posting	N	3
68	TVNewsCheck.com P.O. Box 565 Chathan, New Jersey 07928 Phone : 215-901-9495 Steve Toltz Manual Posting	N	0
69	Univ of Colorado - Boulder 1505 University Ave Boulder, Colorado 80302 Phone : 303.492.4123 Url : <a href="http://colorado.edu/careerservices/employers">http://colorado.edu/careerservices/employers</a> Michael Deragisch Manual Posting	N	0
70	Urban League of Metro Denver 2015 York St. Denver, Colorado 80205 Phone : 303-377-2790 Url : <a href="http://denverurbanleague.org">http://denverurbanleague.org</a> Email : <a href="mailto:info@denverurbanleague.org">info@denverurbanleague.org</a> Fax : 1-303-377-2794 Landri Taylor	N	0
71	Walk In	N	3
72	Walk In/Self-Referral	N	1
73	Welldunne Talent 316 Cromwell Ave SW Albuquerque, New Mexico 87102 Phone : 602-288-9043 Kate Bacon Manual Posting	N	0

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74	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>115</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/22/2018	Participation in Job Fairs	Colorado Broadcasters Association annual virtual job fair.	2	Human Resources Manager Human Resources Coordinator
2	3/10/2018	Participation in Job Fairs	Participated in Colorado Broadcasters Job Fair.	10	HR Manager Executive Assistant
3	3/28/2018	Establishment of an intern program designed to assist members of the community	Summer Intern program for three college seniors in news, graphic design, or production and /or technician.	2	News Business Manager Operations manager
4	6/13/2018	Provision of training to management	Harassment and Discrimination training including discrimination in hiring practices and EEO employment practices.	25	HR Manager Director of Sales Director of News Operations Assistant News Director
5	7/18/2018	Participation in Job Fairs	NAHJ: Tribune Media participated in the National Association of Hispanic Journalists Conference Career Fair in Miami, FL from July 18-July 20. Regional HR Director and HR Manager spoke to potential candidates about job opportunities.	2	Regional HR Director HR Manager
6	8/2/2018	Participation in Job Fairs	National Association for Black Journalists.	3	Talent Aquisition Sr Director Regional HR Director SVP News
7	8/5/2018	Participation in Job Fairs	Virtual Job fair with the Colorado Broadcasters Association.	3	Operations News Manager Human Resources manager Promotions manager
8	9/20/2018	Provision of training to personnel of unaffiliated non-profit organizations	Station tour to students as Colorado Media School.	2	HR Manager Community Initiatives manager Community Coordinator