

**KDVR, KFCT, KWGN**  
**EEO PUBLIC FILE REPORT**  
**December 3, 2016 - December 2, 2017**

**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" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Anchor	1-9, 11-13, 15-17, 19-22, 24-31, 33-41, 43-51, 53-71, 73	24
Anchor	1-9, 11-13, 15-17, 19-22, 24-31, 33-41, 43-51, 53-71, 73	24
Newscast Producer	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-41, 43-51, 53-71, 73	24
Executive Producer	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-41, 43-51, 53-71, 73	24
Account Executive	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-51, 53-73	24
FT Traffic Manager	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-38, 40-48, 50-71, 73	35
FT Assignment Editor	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-34, 36-38, 40-51, 53-71, 73	61
FT Assignment Editor	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-34, 36-38, 40-51, 53-71, 73	32
FT Multi-Media Journalist	1-5, 7-9, 11-13, 15-17, 19-22, 25, 27-31, 33-34, 36-38, 40-51, 53-71, 73	2
Managing Editor	1, 3-9, 11-13, 15-17, 19-22, 24-25, 27-34, 36-38, 40-51, 53-71, 73	32
Photographer	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-34, 36-38, 40-51, 53-71, 73	24

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Photographer	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-34, 36-38, 40-51, 53-71, 73	32
Creative Services Marketing Director	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-38, 40-51, 53-71, 73	32
Manager, Assignments	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-48, 50-51, 53-71, 73	31
Chief Photographer	1, 3-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-51, 53-73	31
Weekend Meteorologist	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-51, 53-71, 73	24
Sales Assistant	1, 3-5, 7-9, 11-13, 15-17, 19-22, 25, 27-34, 36-38, 40-51, 53-71, 73	32
Local Sales Manager	1, 3-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-51, 53-71, 73	24
Associate Producer	1, 3-5, 7-9, 11-13, 15-17, 19-22, 25, 27-31, 33-34, 36-38, 40-71, 73	66
Reporter	1-5, 7-9, 11-13, 15-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-51, 53-73	24
Producer	1, 3-5, 7-8, 11-17, 19-23, 25, 27-34, 36-38, 40-41, 43-51, 53-71, 73	32
Photographer	1, 3-5, 7-8, 11-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-41, 43-51, 53-71, 73	24
Assignment Editor	1, 3-5, 7-8, 11-17, 19-22, 25, 27-31, 33-34, 36-38, 40-41, 43-71, 73	61
Producer	16, 24	24
Photographer	24, 32, 66	32
Photographer	24, 32, 66	32
Operations Technician	32	32
Account Executive	39, 65	39
Account Executive	18, 66	18
Planning Editor	1, 3-5, 7-8, 11-17, 19-22, 24-25, 27-34, 36-38, 40-41, 43-51, 53-71, 73	32
VP, News and Digital Content	1, 3-5, 7-8, 11-17, 19-22, 24-25, 27-31, 33-34, 36-41, 43-71, 73	52
Producer, Supervising	1, 32, 65	32
Asst, Admin	32	32
Graphic Designer	1, 3-5, 7-8, 11-17, 19-22, 25, 27-31, 33-34, 36-38, 40-41, 43-51, 53-73	72

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Director	1, 3-5, 7-8, 11-17, 19-22, 25-31, 33-34, 36-38, 40-41, 44-51, 53-71, 73	26
Asst, Traffic	1, 3-5, 7-8, 11-17, 19-22, 24-25, 27-34, 36-38, 40-41, 44-51, 53-71, 73	32
Photojournalist	1, 3-5, 7-8, 10-17, 19-22, 25, 27-31, 33-34, 36-38, 40-41, 44-51, 53-71, 73	10
Reporter	1-5, 7-8, 11-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-41, 44-51, 53-73	24
Digital Content Producer	1, 3-5, 7-8, 11-14, 16-17, 19-22, 25, 27-34, 36-38, 40-41, 44-51, 53-71, 73	32
Newscast Producer	1, 3-5, 7-8, 11-14, 16-17, 19-22, 24-25, 27-31, 33-34, 36-38, 40-41, 44-51, 53-71, 73	24

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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	6
2	Agency Referral	N	11
3	Alan Sanders Media Group 111 Eighth Ave New York, New York 10011 Alan Sanders Manual Posting	N	0
4	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	Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4773 Email : <a href="mailto:shoiland@aii.edu">shoiland@aii.edu</a> Fax : 1-303-824-4772 Shannon Hoiland	Y	0
7	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

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<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>
8	Bell Talent, Inc 114 S Irena Ave Redondo Beach, California 90277 Rober Bell Manual Posting	N	0
9	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Luke Scanlon Manual Posting	N	0
10	Career Fair	N	4
11	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
12	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
13	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
14	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Debbie Byrd Manual Posting	Y	0

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15	Colorado State University 711 Oval Drive Fort Collins, Colorado 80523 Phone : 970-491-5707 Email : career_employers@mail.colostate.edu Diane Kull	N	0
16	Community College of Aurora 16000 E. Centre Tech Pkwy. Aurora, Colorado 80011 Phone : 303-360-4952 Email : robert.burnett@ccaaurora.edu Robert Burnett	N	2
17	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
18	Corporate Recruiter	N	1
19	Craigslist.org North Carolina Url : <a href="http://craigslist.org">http://craigslist.org</a> Career Services Manual Posting	N	1
20	Denver Weekly 1937 Welton St. Denver, Colorado 80205 Phone : 303.292.5158 Fax : 1-303-292-5344 Career Services Manual Posting	N	0
21	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

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22	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Sherry Giron	N	0
23	E-mail Inquiry	N	8
24	Employee Referral	N	68
25	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	0
26	Former Employee	N	2
27	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
28	HD Reps 5005 Greensville Ave Suite 150 Dallas, Texas 75206 David Bordelon Manual Posting	N	0
29	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
30	If Management, Inc 810 7th Ave 11th Floor New York, New York 10019 Steve Herz Manual Posting	N	0

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31	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	33
32	Internal Transfer/Promotion	N	14
33	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
34	IRE (Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-2042 Amy Johnston Manual Posting	N	0
35	Job Board	N	3
36	journalismjobs.com Colorado Phone : 510-524-2007 Url : <a href="http://www.journalismjobs.com">www.journalismjobs.com</a> Email : <a href="mailto:dan@journalismjobs.com">dan@journalismjobs.com</a> Dan Rohn	N	0
37	Ken Fishkin & Associates 106 Union Wharf Boston, Massachusetts 02109 Ken Fishkin Manual Posting	N	0
38	Ken Lindner & Associates, Inc 2029 Century Park East Suite 1000 Los Angeles, California 90067 Ken Lindner Manual Posting	N	0
39	Linked In	N	3



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40	Media-Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 323-284-5589 Url : <a href="http://www.media-match.com/usa">www.media-match.com/usa</a> Tammy Romaniuk Manual Posting	N	1
41	Medialine.com Box 51909 Pacific Grove, California 93950 Phone : 800.237.8073 Url : <a href="http://medialine.com">http://medialine.com</a> Fax : 1-831-648-5204 Career Services Manual Posting	N	0
42	Metro State 1201 5th St. #9 Denver, Colorado 80204 Phone : 303-556-3664 Fax : 1-303-556-4035 Career Services	N	0
43	Mi Casa Resource Center 360 Acoma St Denver, Colorado 80223 Phone : 303-539-5648 Email : <a href="mailto:avolcker@micasaresourcecenter.org">avolcker@micasaresourcecenter.org</a> Fax : 1-303-595-0422 Ann Volcker	Y	0
44	motiongrapher.com 124 Rivington St Ground Floor New York, New York 10002 Justin Cone Manual Posting	N	0
45	N.S. BienStock, Inc 250 W 57th St Suite 333 New York, New York 10107 Rick Ramage Manual Posting	N	0
46	Napoli Managment 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Liz Hart Manual Posting	N	0

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47	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
48	NEWSED: Comm Development Corp. 901 W 10th Ave Denver, Colorado 80204 Phone : 303-534-8342 Url : <a href="http://www.newsed.org">http://www.newsed.org</a> Email : vbarela@newsed.org Fax : 1-303-534-7418 Veronica Barela	N	0
49	Northeast Women's Center 4821 E. 38th Ave. Denver, Colorado 80207 Phone : 303-355-3486 Email : newc4821@hotmail.com Hazel Whitsett	N	0
50	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
51	OTA Talent Colorado Phone : 719-388-9765 Jeff Marku Manual Posting	N	0
52	Other Source	N	8
53	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

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54	Red Rocks Community College 13300 W. 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6389 Email : nancy.carlson@rrcc.edu Nancy Carlson	N	0
55	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
56	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
57	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
58	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
59	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

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60	State of CO Division of Vocational Rehabilitation 2211 W Evans Ave, Bldg A Denver, Colorado 80223 Phone : (303) 866-3297 Email : Joy.Caine@state.co.us Fax : 1-303-866-3419 Joy Caine	N	0
61	Station Website KDVR 100 E Speer Blvd Denver, Colorado 80203 Mercedes Romero Manual Posting	N	10
62	Station Website KWGN 100 E Speer Blvd Denver, Colorado Mercedes Romero Manual Posting	N	0
63	The NWT Group 2110 Elmwood Bryant, Texas 77802 Nancy Shafran Manual Posting	N	0
64	The Pynter Institute 801 Third St. South St. Petersburg, Florida 33701 Phone : 727-553-4709 Jacqueline Davis Manual Posting	N	0
65	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	20
66	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	5

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67	TVandRadioJobs.com Internet Only Site North Carolina Url : <a href="http://tvandradiojobs.com">http://tvandradiojobs.com</a> Career Services Manual Posting	N	0
68	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	1
69	TVNewsCheck.com P.O. Box 565 Chathan, New Jersey 07928 Phone : 215-901-9495 Steve Toltz Manual Posting	N	0
70	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
71	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
72	Walk In/Self-Referral	N	6
73	Welldunne Talent 316 Cromwell Ave SW Albuquerque, New Mexico 87102 Phone : 602-288-9043 Kate Bacon Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>207</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	1/30/2017	Participation in Job Fairs	Participated in Virtual Job Fair through the Colorado Broadcasters Association (CBA). Dates: January 30-February 3, 2017.	1	Admin Assistant
2	3/6/2017	Establishment of an intern program designed to assist members of the community	Established an Intern program to assist members of the community and provide experience to young adults in the senior year of a journalistic degree.	3	News business manager Director of News Operations Human Resources Manager
3	3/6/2017	Participation in Job Fairs	Participated in a job fair	3	HR Manager News Operations Director News Business manager
4	3/31/2017	Participation in other activities designed by the station employment unit	Promoted EEO job opportunity listing on televised station.	1	Promotion Producer
5	5/8/2017	Participation in Job Fairs	Participated in Virtual Job Fair through Colorado Broadcasters Association (CBA). Dates: May 8-12, 2017.	1	HR Manager
6	9/13/2017	Provision of training to management	HR gave a presentation on harassment discrimination in the workplace.	19	General Manager Local Sales Manager Finance Manager Creative Services Marketing Directo
7	10/12/2017	Participation in Job Fairs	Colorado's Broadcasters Virtual Job Fair the week of Oct 16, 2017.	1	HR Manager