

# ANNUAL PUBLIC FILE EEO REPORT

## December 1, 2020 – November 30, 2021

### KDEN-TV, Telemundo Denver

1. List all full-time job vacancies filled by any station covered by this report during the past year:

<u>Position</u>
Sports Anchor/Producer 57625BR
Web Editor 57932BR
Producer 58181BR
News Anchor 58304BR
APC Operator/Editor 58741BR
Producer 58918BR
Creative Services Manager 61289BR
Producer Associate 61586BR
Systems Engineer 61624BR

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form(s):

**Forms are at the end of the report, total of 9**

3. In total, how many interviewees did the station interview for all the full-time job vacancies identified in response to Question 1?

**Total interviewees: 31**

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station?

<b>Name of Recruitment Source</b>	<b>Total Number of Interviewees Referred During the Year</b>
Employee Referral	4
NBCUNICAREERS.com	7
Internal Hire/Current Employee/Current Contractor	11
Colorado Broadcaster's Association	0
Hispanic Chamber of Commerce of Metro Denver	0
Careerpage.org	0
University of Denver	0
Colorado Women's Chamber of Commerce	0
Denver Metro Chamber of Commerce	0
Former Employee	2
NAHJ (National Association of Hispanic Journalists)	0
Telemundo University Program	0
Society of Broadcast Engineers Chapter 48	0
LinkedIn	7

## **Recruitment for Full-Time Vacancies**

When KDEN-TV has job openings, the jobs are posted on the Company's recruiting web site. Openings are always posted on [www.nbcunicareers.com](http://www.nbcunicareers.com). The station web site, [www.telemundodenver.com](http://www.telemundodenver.com) also provides a link directly to [www.nbcunicareers.com](http://www.nbcunicareers.com).

The recruiting website is made available to KDEN – TV viewers through a 10-second public service announcement (used as a filler).

## **Notification to Community Groups and Recruiting Organizations**

The station has developed a list of recruiting organizations for reaching qualified candidates both within and beyond the Denver area. The current list currently consists of 7 organizations.

- **Colorado Broadcasters Association** (and the careerpage.org site)
- **Colorado Hispanic Chamber of Commerce (Denver Hispanic Chamber of Commerce)**
- **University of Denver**
- **Colorado Women's Chamber of Commerce**
- **Denver Metro Chamber of Commerce**
- **Society of Hispanic Human Resource Professionals**
- **Society of Broadcast Engineers**

The stations will email or post a copy of job openings to any recruiting source that requests the information and responds with an email address or fax number for such job information. On-air announcements refer interested individuals to apply on-line at [www.nbcunicareers.com](http://www.nbcunicareers.com).

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated, the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative, and a short summary of the nature and extent of the station's participation in each initiative.

**February 8-13, 2021** - CBA (Colorado Broadcasters Association) virtual job fair, Colorado – Participants: no attendees needed. KDEN Telemundo promoted the virtual job fair on-air to encourage job seeking viewers to participate online.

**May 3-7, 2021** – CBA (Colorado Broadcasters Association) virtual job fair, Colorado – Participants: no attendees needed. KDEN Telemundo promoted the virtual job fair on-air to encourage job seeking viewers to participate online.

**#NAHJ2021 International Training Conference and Career Fair** - (National Association of Hispanic Journalists). *July 15 to July 16, 2021*. Griselle Sierra, News Director attended virtually with Telemundo recruiting department (Wil Ocasio, Recruiter). Virtual career fair where Telemundo had a virtual booth to chat with career fair participants who are interested in a career in media.

**August 9-13, 2021** - CBA (Colorado Broadcasters Association) virtual job fair, Colorado – Participants: no attendees needed. KDEN Telemundo promoted the virtual job fair on-air to encourage job seeking viewers to participate online.

**November 1-5, 2021** - CBA (Colorado Broadcasters Association) virtual job fair, Colorado – Participants: no attendees needed. KDEN Telemundo promoted the virtual job fair on-air to encourage job seeking viewers to participate online.

## **COMMUNITY INVOLVEMENT AND EMPLOYMENT OUTREACH**

KDEN-TV continues to be deeply involved in its community of license and the surrounding area, which also extends KDEN-TV's outreach efforts. KDEN-TV has participated in the following community events.

- **December 4 and 11, 2020** – Using our Apoyando a Nuestra Comunidad (Supporting our community) platform, KDEN Telemundo partnered with the Denver Mayor's office to promote weekly food distribution events. The Denver Mayor's Office partners with local community organizations to set up drive-through, socially distanced events at different locations throughout the city to distribute food, diapers and baby formula to families who have been impacted by Covid-19. Free flu shots or free Covid-19 testing are also part of

some of the events. KDEN Telemundo has provided support to promote the changing locations via social media and on-air community calendar.

- **December 5, 2020** – Kenzi’s Causes Toy Drive - Partnered with community organization Kenzi’s Causes to support and promote their annual toy drive. Supported via on-air campaign due to Covid-19. The purpose of the event is to support underprivileged children and their families by providing toys and information on community resources.
- **January 22, 2021** - Comcast Laptop Giveaway – Tatiana Arguello, President and General Manager, Alejandro Olivares, Marketing Manager, attended event to equip several Boys & Girls Clubs of Metro Denver that are activated as “Lift Zone” locations with 100 laptops. The Boys & Girls Clubs that are active as Lift Zones are clubs that have free, robust Wi-Fi to help their members reliably connect to classes and complete schoolwork as they continue to support distance learning, providing students with a safe space to virtually connect. Comcast teamed up with Telemundo Denver to provide additional support to these clubs for the families they serve and help build digital equity in the community.
- **April 1 – 29, 2021** – Día del Niño Virtual Event Month – Month-long on-air campaign to invite viewers to visit Telemundo Denver’s community page throughout the month of April in celebration of children’s day. Telemundo Denver along with the Mexican Cultural Center held the month-long celebration, which takes place in lieu of the regular in-person celebrations held in previous years. The website provided visitors with educational information and activity ideas for the whole family to enjoy.
- **May 5, 2021** – Planifica tu Vacuna. Online campaign (on Telemundo website) to help community members plan for their COVID-19 vaccine. By visiting the link within the Telemundo Denver website, individuals could look up information, see the frequently asked questions section, search for eligibility status or find the nearest vaccination site. The campaign was also supported through social media post. The link will continue to be available on the Telemundo Denver website through the end of the year. The May 5<sup>th</sup> social media post supported efforts to encourage visits to the website as well as promote a vaccination clinic on that day.
- **August 14, 2021** – Packz 4 Kids - Kenzie’s Causes Backpack Drive - One-day event where backpacks were distributed to children in need as they prepared to go back to school. The backpacks were distributed at a “drive-through” socially distanced event. KDEN Telemundo partnered with community organization, Kenzi’s Causes, invited viewers to donate school supplies at a designated drop off location. Due to Covid-19, this year KDEN Telemundo supported the cause through an on-air and social media campaign and volunteering at the socially distanced event. Tatiana Arguello, President and General Manager attended the event to volunteer in distributing backpacks and supplies.

## **Other Engagements**

- **June 17, 2021** – Aspiring Leaders Program. Drew Wilson, National Sales Manager guest speaker at the Aspiring Leaders Program by the Hispanic Chamber Foundation. Culturally relevant leadership development training program designed for the advancement of Hispanic professionals by helping individuals tap into their innate skills to propel personal growth and seize opportunities in the private, public, and non-profit organizations, all influenced by their cultural values.

## **Internal Skills Enhancement Programs**

Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, Station employees participated in the following development courses:

In addition, online courses on a variety of topics are available to all employees. Courses include Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management. Several KDEN-TV employees were able to attend different training classes and seminars during this 12-month period. The different training opportunities are listed here:

- **NBCU/Telemundo Legal and Standards News Training** – *February 17 and 23, 2021*, Presenters: Lynn Carrillo, VP of Media Law and Ozzie Martinez, SVP of News, Digital and Standards. KDEN News Team gathered virtually to learn/review policies, procedures, and ethics in the newsroom.
- **NBCU Telemundo News Directors Virtual Offsite** – *April 7 – 8, 2021*. Griselle Sierra, News Director attended training. Virtual session where Anzio Williams and Ozzie Martinez talked about various topics such as: Criminal and Racial Justice Reporting Guidelines and News Standards.
- **APC Operators - skills training** – *April 14-16, 2021*. Special sessions created to support APC operators in their role by reviewing procedures and standards as well as supervised shadowing sessions to review skills learned. Eugene Negron, Chief Engineer, led the training. APC Operators Jose Delgado, Efren Barvosa and Josue Gonzalez attended the training.
- **Multimedia Journalists new system features review** – *April 8 – 14, 2021*. Special session created to support Multimedia Journalists in reviewing the revised station workflows on video calibration, workflows for video ingest, editing and playback. New features for prompter and intercom systems were also reviewed. The session was led by Jake Mankin,

Station Operations Manager. Attendees were Multimedia Journalists: Johan Castellanos (4/14), Stephanie Rodriguez (4/9), Jaqueline Lopez (4/13) and Sergio Ornelas (4/12) and Sports Anchor Mauricio Jaramillo-Mutis (4/8).

- **Debiasing the Hiring Process Lab** - *April 23, 2021*. Griselle Sierra, News Director. Tatiana Arguello (April 15, 2021). Virtual Training to provide key information about the hiring process. The lab is a continuation of the conversation on how to mitigate implicit bias, content covered by Professor Jerry Kang in the first *Meet the Moment*, which included information on: Defining explicit and implicit bias, How bias shows up in the hiring process and its impact, and How to deflate, debias and design the hiring process.
- **NBCU-Telemundo Internal Not @IRE Training** - *June 8-9, 2021*, Griselle Sierra, News Director, Sergio Ornelas, Multimedia Journalist. Virtual Training for News Directors covering various topics such as Documentary Style Storytelling, Investigations for OTT, Series for OTT and Animation Graphics.
- **Managing Newsroom Stress & Trauma** – *June 17, 2021*. Workshop/Session interactive session with AI and Rev. Sidney Tompkins at Poynter Institute to equip news team members with actionable ideas on how to identify and manage pressure and newsroom stress caused by the nature of the job. Session attended by majority of news team members as well as station management team members.
- **Multimedia Journalists (MMJs) Virtual Offsite** – *July 14, 2021*. Tony Martinez, Talent Coach, Ozzie Martinez, Sr. VP News & Digital Standards. Workshop where MMJs are trained on how to do creative shots, tell a story, technical knowledge, follow workflows, time management and best practices among other MMJ relevant topics.
- **Image Consulting for On-Air Talent** – *October 6-7, 2021*. Audrey Mansfield, Talent Consultant. Virtual one on one sessions for station on-air talent on best practices, professional image consultation. Tailored consultation on wardrobe, makeup, and image. Individual sessions attended by: Yesmani Gomez, News Anchor, Niurma Sanchez, Weather Anchor, Mauricio Jaramillo-Mutis, Sports Anchor, Silvana Effio, News Anchor, Sergio Ornelas, Jaqueline Lopez, Stephanie Rodriguez, and Johan Castellanos, Multimedia Journalists.
- **Talent Lab: Building an Inclusive Environment** – *July 29, 2021*. Tatiana Arguello, President and General Manager. Talent Lab virtual session led by DEI's leadership (Diversity, Equity, and Inclusion) to provide managers with the appropriate tools and techniques to build an inclusive environment as teams return to the office – in an in-person, hybrid, or remote capacity, define what an inclusive environment is and focus on a critical team practice – the team meeting. The lab included essential elements, tools, and tips to lead inclusive meetings via a case study showcasing the spaces and moments where leaders can foster inclusive behaviors before, during and after a team meeting.
- **NBCU-Telemundo News Director's Virtual Offsite Training for News Directors Fall 2021** – *October 20-21, 2021*. Griselle Sierra, News Director. Virtual training by Kevin

Keeshan, SVP News Content & Standards, Ozzie Martinez, Sr. Vice President News and Digital Standards, Manuel Martinez, President Telemundo Station Group, Therese Gamba, CMO and EVP Acquired Programming. Training to discuss best practices, OTT, LX, and news guidelines and standards.

- **Television Transmitter Training** – *November 3-5, 2021*, Columbia, Maryland. Luis Steven Melendez Navarro, Systems Engineer, Jose Otero, Manager of Technology (*July 14-15*), Eugene Negron, Chief Engineer (*April 21-22*). Two-day course with Glen Hurst in which an explanation of theoretical transmitter design is given, plus training on the use of schematic diagrams and manuals to support explanations of the thermotical details of the THx9 series transmitter. All this is complemented with a hands-on operation, maintenance, and fault-finding experience.
- **NBCU Global Security Awareness and Safety Training** – *September 29, 2021*. Virtual training. All station staff invited to participate – majority of staff attended. Henry Mendiola and Doc Velez from NBCU Global Security discussed company policy on use of social media and overall safety. Training provided examples, tools and information on using social media responsibly and keeping safety top of mind when posting or sharing content online. Also shared examples on the types of posts that can have a negative impact as well as positive.

NBCUniversal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring, and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, APA@NBCUniversal, BEN@NBCUniversal, OUT@NBCUniversal, the myAbilities Network (People with Disabilities), Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN), and Young Professionals Network, provide professional networking and skill development courses to employees.

- **Meet the Moment: Connect** – *January 26, 2021*, Virtual Session. Meet the Moment is an actionable Diversity, Equity, and Inclusion (DEI) initiative designed by the Talent Lab to challenge, inspire and unite us in ways that create lasting, meaningful change. CONNECT focuses on social identity and belonging. Committed to building a more diverse, equitable and inclusive workplace, the session included insights and action steps we can take to make progress towards this goal. Year-long learning experience with a conversation about identity on screen with *New Amsterdam* creator and showrunner David Schulner, casting director David Caparellotis and Grace Wu, EVP of Casting, NBCUniversal Entertainment Group followed by an exploration of social identity lead by Tricia Taylor from the NBCUniversal Talent Lab and multiple employees from across the company. Dr. Valerie Purdie Greenaway from Columbia University breaks down insider/outsider dynamics and the steps we can take to help all employees thrive at NBCUniversal.

- **Meet the Moment: Collaborate** – *April 27, 2021*, Virtual Session. Meet the Moment is an actionable Diversity, Equity, and Inclusion (DEI) initiative designed by the Talent Lab to challenge, inspire and unite us in ways that create lasting, meaningful change. COLLABORATE explores how we can break barriers and increase access through thoughtful examination of systems, processes, and practices. Examples highlighted where this work has started at NBCUniversal, the impact it is making and how all of us can help shape a more equitable and inclusive environment. Continuing a year-long learning experience while exploring the work that has already begun within NBCUniversal News Group, Entertainment Networks, and Early Careers division to break barriers and increase access. UCLA School of Law Professor Jerry Kang and Devon Carbado shared additional research and guidance on ways we can address bias and build a more inclusive environment through our own assessment and acts of inclusion.
  
- **Career Week** – *August 8 – 12, 2021*, Virtual Sessions made available to all team members throughout the week covering different topics from how to avoid burnout to driving career growth. Speakers included: Valari Staab, President NBCU Local with tips and advice on managing our own careers, Dr. Vora, Board-Certified Psychiatrist: How to Avoid Burnout, Antoinette Miller, Director of Diversity, Equity and Inclusion NBCU: Diversity & Inclusion, James Arroyave, Principal Recruiter NBCU on Resume & Interview Tips, Javier Ortiz, VP of HR Telemundo Stations on Navigating Difficult Conversations, Terence Morley, Sr. Director of Talent Development on Driving Career Growth, Anzio Williams, SVP of Diversity & Inclusion NBCU Local, Internal Mobility with Talent Acquisition NBCU Local, NBC News & MSNBC, Monica Williams, VP of Digital Products & Operations on Women & Leadership, David Crossen, SVP of HR on Covid & Work Life Balance.
  
- **Meet the Moment: Commit** – *October 5, 2021*, Virtual Session. Meet the Moment is an actionable Diversity, Equity, and Inclusion (DEI) Initiative designed by the Talent Lab to challenge, inspire and unite us in ways that create lasting meaningful change. Company-wide, year-long shared learning experience, COMMIT explored and explained the negative effects of micro behaviors and intentional acts of inclusion, as well as the positive effects of micro inclusions and micro validations. Attendees got to hear from Comcast NBCUniversal senior leaders about the company's ongoing focus on diversity, equity, and inclusion across the company, as well as from leading thought leaders on the importance of allyship in the workplace, inclusive leadership, and accountability.

In addition, online courses on a variety of topics are available to all employees. The courses offered include training in areas of Effective Coaching Skills, Providing Performance Feedback, Behavioral Styles at Work, Presentation Skills, Influencing Skills, Storytelling, Business Writing, Effective Meetings, Hiring the Right People, Project Management, Time Management, Microsoft Office training (Excel: Fundamentals, Intermediate, Excel & Power Point, Charting & Drawing, Functions Only, Advanced. PowerPoint: Fundamentals and Advanced.)



### EEO/Human Resources Training Program

KDEN on a yearly basis offers training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, these programs have included Annual Integrity Training and Comcast Corporation Code of Conduct, a course encompassing issues related to integrity, Solutions Program Training, Compliance Standards and Environmental Health and Safety training.

All Station employees, including management, are required to attend a course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation.

### Internship Program

N/A for 2020/2021

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Sports Anchor/Producer

**Date Job Filled:** 12/7/20

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	<a href="mailto:James.Arroyave@nbconi.com">James.Arroyave@nbconi.com</a>	No
Colorado Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No

## JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Web Editor

**Date Job Filled:** 1/4/2021

**Recruitment Source  
That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT CONTRACTOR

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	<a href="mailto:James.Arroyave@nbconi.com">James.Arroyave@nbconi.com</a>	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Producer

**Date Job Filled:** 2/8/21

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT CONTRACTOR

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	<a href="mailto:James.Arroyave@nbconi.com">James.Arroyave@nbconi.com</a>	No
Colorado Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** APC Operator/Editor

**Date Job Filled:** 3/8/21

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Wil Ocasio	<a href="mailto:Wil.Ocasio@nbcuni.com">Wil.Ocasio@nbcuni.com</a>	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Colorado Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Producer

**Date Job Filled:** 4/12/21

**Recruitment Source**

**That Referred**

**Ultimate Hire:** NBCUNICAREERS

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	<a href="mailto:James.Arroyave@nbconi.com">James.Arroyave@nbconi.com</a>	No
Colorado Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** News Anchor

**Date Job Filled:** 7/5/21

**Recruitment Source  
That Referred**

**Ultimate Hire:** FORMER EMPLOYEE (via nbcunicareers)

**Total # of interviewees:** 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers.com	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	<a href="mailto:James.Arroyave@nbcuni.com">James.Arroyave@nbcuni.com</a>	No
Colorado Broadcasters Association	<a href="http://www.Coloradobroadcasters.org">www.Coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Colorado Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Creative Services Manager

**Date Job Filled:** 9/6/21

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	<a href="mailto:James.Arroyave@nbconi.com">James.Arroyave@nbconi.com</a>	No
Colorado Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Denver Metro Chamber of Commerce	<a href="http://www.denverchamber.org">www.denverchamber.org</a>		303-534-8500	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		K. Scott, K. Blessman, L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No



# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Producer Associate

**Date Job Filled:** 9/13/21

**Recruitment Source**

**That Referred**

**Ultimate Hire:** NBCUNICAREERS

**Total # of interviewees:** 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers.com	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	James Arroyave	<a href="mailto:James.arroyave@nbcuni.com">James.arroyave@nbcuni.com</a>	No
Colorado Broadcasters Association	<a href="http://www.Coloradobroadcasters.org">www.Coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Colorado Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

**Station:** KDEN-TV

**Job Title:** Systems Engineer

**Date Job Filled:** 9/20/21

**Recruitment Source**

**That Referred**

**Ultimate Hire:** INTERNAL HIRE/CURRENT EMPLOYEE

**Total # of interviewees:** 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/Email	Has this Source Requested Notices?
NBCUnicareers.com	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Wil Ocasio	<a href="mailto:Wil.Ocasio@nbcni.com">Wil.Ocasio@nbcni.com</a>	No
Colorado Broadcasters Association	<a href="http://www.coloradobroadcasters.org">www.coloradobroadcasters.org</a>		720-536-5427	No
Careerpage.org	<a href="http://www.careerpage.org">www.careerpage.org</a>		505-881-4444	No
Colorado Hispanic Chamber of Commerce	<a href="http://www.hispanicchamberdenver.com">www.hispanicchamberdenver.com</a>		303-534-7783	No
University of Denver		Julia Nelson	<a href="mailto:Julia.Nelson@du.edu">Julia.Nelson@du.edu</a>	No
Colorado Women's Chamber of Commerce		L. Hanner	<a href="mailto:kscott@cwcc.org">kscott@cwcc.org</a> <a href="mailto:kblessman@cwcc.org">kblessman@cwcc.org</a> <a href="mailto:lhanner@cwcc.org">lhanner@cwcc.org</a>	No
Society of Hispanic Human Resource Professionals		LeRoy Romero	<a href="mailto:Leroy.romero@shhrp.net">Leroy.romero@shhrp.net</a>	No
Society of Broadcast Engineers		Amanda Hopp – Chapter 48	<a href="mailto:amandahopp@comcast.net">amandahopp@comcast.net</a>	No