

ANNUAL PUBLIC FILE REPORT

December 1, 2010 – November 30, 2011

KDEN-TV, Telemundo Denver

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

Sales Account Manager (2)
Executive Producer/News Anchor (1)
Technical Director/Editor (1)
Video Journalist/Reporter (1)

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

(5) forms are attached

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

22

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?

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System - (internal recruiting)	0
NBCUNICAREERS.com	17
Yoh/Daily Hire/Contractor - current temp pool	1
Foundation for Minority Interest in Media, Inc	0
GE African American Forum	0
GE Hispanic Forum	0
GE National Asian Pacific American Forum	0
GE Womens Network	0
GE Veterans Network	0
Out@NBC- National GLBT Pride	0
National Lesbian & Gay Journalist Association	0
Talent Agent	0
Business or Employee Referral	4

Recruitment for Full-Time Vacancies

When KDEN-TV has job openings, the jobs are posted the Company's recruiting web site. Openings are always posted on www.nbcunicareers.com, and prior to January 29, 2011, they were also posted on www.gecareers.com. The newly launched station web site will also provide link directly to www.nbcunicareers.com as soon as it's completed.

KDEN-TV continues to air sixty-second Public Service Announcements (PSAs) on a weekly basis on "Community Calendars" providing information on area job fairs and businesses with job opportunities and seeking bilingual staff within the Denver region.

Additionally, KDEN-TV has run a job information advertisement in the Denver Post, which appeared on Saturday, October 29, 2011, along with a digital add on their web site which runs for an additional 30 days. The job ad invites all interested in employment with the station to visit www.nbcunicareers.com to search and apply for job availabilities.

Notification to Community Groups and Recruiting Organizations

Since the FCC's new EEO rules went into effect, the stations have developed a list of recruiting organizations, which they believe are suitable for reaching qualified candidates both within and beyond the Denver area. The current list at this time consists of 5 organizations.

- DeVry University in Denver
- Denver Office of Economic Development
- Hispanic Chamber of Commerce of Metro Denver

- Urban League of Metropolitan Denver
- Latinachamber.com

The stations will email or fax 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. All on-air announcements relay this information and invite organizations to send in requests for open job notices, as well as refer interested individuals to apply on-line at 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.

COMMUNITY INVOLVEMET 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.

- March 3rd, 2011 – Hispanic Chamber of Commerce of Metro Denver “Business Awards Luncheon” – KDEN Telemundo Alianza Partner.
- March 30th, 2011 – Denver Auto Show “Charity Preview Party” – KDEN Telemundo Media Sponsor.
- April 9th, 2011 – Denver Public Library “Latino Awards 2011” KDEN Telemundo Media Sponsor.
- April 8th, 2011 – Hispanic Chamber “Mayoral Debate at the Denver Post” KDEN Telemundo live streaming and coverage.
- April 11th, 2011 – Rocky Mountain Indian Chamber of Commerce “Biz Expo 2011” – KDEN Telemundo Media Sponsor.
- April 28th, 2011 – Denver Center for International Studies (DPS) “DCIS Foundation 25th Anniversary Fundraiser” – KDEN Telemundo Exclusive Media Sponsor
- May 15th, 2011 – Centro San Juan Diego “7th Annual Las Madrinas Tribute” – KDEN Telemundo Exclusive Media Sponsor
- June 1, 2011 – Mexico vs. New Zealand Tailgate Party at VQ Hotel – KDEN Telemundo
- June 9th – June 13th – Denver Public Library “Used Book Sale 2011” – KDEN Telemundo Media Sponsor.
- June 11th – 12th – Puerto Rican Festival - KDEN Telemundo Media Sponsor. Two-day outdoor festival

- KDEN Telemundo was present with an activation that included: a booth, table, spin-wheel and Telemundo premiums.
- June 18th – 19th – Iglesia de la Asuncion “Bazaar Asuncion” - Two-day outdoor festival
- KDEN Telemundo was present with an activation that included: a booth, table, spin-wheel and Telemundo premiums. KDEN Telemundo invited Nancy Leal to be the MC for the first day of the event.
- June 18 – 19 and 25 - 26 - Alianza de Futbol “Verizon Copa Alianza” and “Copita Alianza” – Two-weekend soccer tournament. KDEN Telemundo was present with an activation that included: a booth, table, and Telemundo premiums.
- July 8, 2011- “Better life Movie Premier” – KDEN Activation inside the theatre.
- KDEN and Wells Fargo will be giving away 100 tickets to the movie premier and premiums.
- July 10, 2011 – “Marvelous Mud Exhibit” at Denver Art Museum – KDEN Telemundo media sponsor. All staff welcomed visitors to the museum and handing each visitor an admission discount voucher. Staff also translated for visitors during the “Tonalá” pottery exhibit.
- July 17, 2011 - Colombian Independence Festival - KDEN Telemundo Media Sponsor. One-day outdoor festival. KDEN Telemundo was present with an activation that included: a booth, table, spin-wheel and Telemundo premiums.
- July 31, 2011 - Festival de Peru – KDEN Telemundo Media Sponsor. One-day outdoor festival
- KDEN Telemundo was present with an activation that included: a booth, table, spin-wheel and Telemundo premiums.
- August 14, 2011 - Back to School - KDEN organizes the event. Local personalities read to children. In this event KDEN gives away school supplies. We invite other sponsors to setup activations where they also give away school supplies.
- August 27, 2011 – Servicios La Raza “Friendraiser Cookout” – One-day outdoor festival. KDEN Telemundo Media Sponsor. La Raza organization raises funds for community projects.
- July 31, 2011 - Festival de Peru – KDEN Telemundo Media Sponsor. One-day outdoor festival. KDEN Telemundo was present with an activation that included: a booth, table, spin-wheel and Telemundo premiums.
- September 4, 2011 - Festival Centroamericano – KDEN Telemundo Media Sponsor. One-day outdoor festival KDEN Telemundo was present with an activation that included: a booth, table, spin-wheel and Telemundo premiums.
- September 11, 2011 – Chero Fest – New, first year event. One-day outdoor festival and fashion show. KDEN Telemundo Media Sponsor.
- September 10, 2011 - Power Hispanic Leadership, Education, and Diversity at Regis University — Andres Chaparro, Station Manager was a guest speaker at Regis University.
- October 3rd – October 9th American Diabetes Association “Binational Health Week” – KDEN Telemundo Media Sponsor.
- October 21st, 2011 – American Diabetes Association “ADA Walk” – KDEN Telemundo Exclusive Media Sponsor. KDEN Staff participated in the walk as well.

JOB FAIR PARTICIPATION

KDEN-TV regularly participates in community and minority job fairs and events. Representatives of KDEN-TV participated in a number of job fairs during the reporting period. Also, Human Resources management members from NBCU and Telemundo represented KDEN-TV at a number of job fairs in other regions.

- SHHRP Opportunity Fair -- March 17, 2011 – Nora Grisanti, Office Manager, KDEN-TV
- SHHRP Fall Opportunity Fair -- October 18, 2011 – Nora Grisanti, Office Manager
- National Association of Hispanic Journalists (NAHJ) conference -- June 15, 2011 - Ellen Gorringer, HR Director, WTVJ and Millie Quilles, HR Generalist, WNBC.
- National Association of Black Journalists (NABJ) Conference -- August 3-7, 2011 Enrique Caballero, Vice-President, Human Resources, NBC Local Media

TRAINING PROGRAM

A number of KDEN-TV employees were able to attend different training classes, seminars during this 12 months period. The different training opportunities are listed here:

- New Company benefits seminars – December, 2010
- Company-wide GE training via myLearning.com, which is an online portal for all employees. KDEN-TV employees participated in training for “Spirit and Letter” a course encompassing issues related to integrity, Solutions Program training, Compliance Standards and Environmental Health and Safety training.
- CPR and AED Heart Saver Training held for KDEN-TV employees on 8/22/2011.

There were no new skills training sessions necessary or provided to employees during this reporting period.

INTERNSHIP PROGRAM

As in previous years, KDEN-TV will had an internship program during the summer session of 2011, and we had 2 students participate. Students from local Universities / Colleges who are pursuing degrees within Communications, TV Industry, and or Sales/Marketing are encouraged to participate in KDEN-TV's Internship Program.

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV
 Job Title: Sales Account Manager
 Date Job Filled: 4/11/2011
 Recruitment Source
 That Referred
 Ultimate Hire: NBCUNICAREERS.COM
 Total # of interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
COS	N/A	N/A	N/A	N/A
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Executive Producer/News Anchor

Date Job Filled: 8/22/2011

Recruitment Source
That Referred
Ultimate Hire: NBCUNICAREERS.COM

Total # of interviewees: 4

** Hire was current Contractor/on air Contributor for KDEN

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
COS	N/A	N/A	N/A	N/A
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV

Job Title: Technical Director/Editor

Date Job Filled: 9/12/2011

Recruitment Source
That Referred
Ultimate Hire: Business contact referral

Total # of interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
COS	N/A	N/A	N/A	N/A
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A
Business contact referral				

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV
 Job Title: Video Journalist/Reporter
 Date Job Filled: 9/12/2011
 Recruitment Source That Referred Ultimate Hire: Employee Referral
 Total # of interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
COS	N/A	N/A	N/A	N/A
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A
Employee Referral		Maria Rozman		

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KDEN-TV
 Job Title: Sales Account Manager
 Date Job Filled: 9/19/2011
 Recruitment Source That Referred Ultimate Hire: Employee Referral
 Total # of interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
COS	N/A	N/A	N/A	N/A
NBCUNICAREERS.COM	N/A	N/A	N/A	N/A
Employee Referral		Maria Rozman		

**FCC FORM 396
EXHIBIT 2
EEO ANNUAL PUBLIC FILE REPORT FOR
Dec. 2010-Nov. 2011**

**EMPLOYMENT UNIT FOR
TELEMUNDO DENVER LICENSE LLC
STATION KDEN-TV
Aurora, Colorado
FACILITY ID NO. 38375**