

**KUSA/KTVD**  
**EEO PUBLIC FILE REPORT**  
**November 21, 2021 - November 20, 2022**

**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>
Sr. Broadcast Technology Engineer	1, 3-9, 12-13, 16-17, 19-24, 26-27	21
Local Sales Manager - 10978	1, 4-6, 14, 16, 19-22, 24-27	21
Reporter Multi Skilled Journalist-11381	1-2, 4-6, 10, 13, 16, 19-22, 24, 26-27	10
Marketing Producer-11524	1, 4-6, 10, 16, 19-22, 24-27	21
Photojournalist-11700	1, 4-6, 10, 16, 19-22, 26-27	21
Digital Video Producer -012252	1, 4-6, 10, 20-22, 24, 26-27	21
Integrated Account Executive	1, 3-6, 8-10, 12, 17-18, 20-27	21
Integrated Account Executive	1, 3-6, 8-10, 12, 17-18, 20-27	18
News Editor/Visual Producer - 012423	1, 4-6, 10, 16, 20-22, 24, 26-27	21
News Content Producer - 012422	1-2, 4-6, 10, 16, 20-22, 24, 26-27	21
News Editor/Visual Producer - 012435	1, 4-6, 10, 13, 20-22, 24, 26-27	13
Broadcast IT Technician-12609	1, 4-6, 10, 15, 20-22, 24, 26-27	21
Photojournalist/Visual Storyteller-12715	1, 4-6, 20-22, 24, 26-27	21
Photojournalist/Visual Storyteller-12715	1, 4-6, 20-22, 24, 26-27	21
Community PSA Producer-12717	1, 4-6, 10, 20-22, 24-27	10
News Editor/Visual Producer-12771	1, 4-6, 19-22, 24, 26-27	21
News Producer-12921	1, 4-6, 19-22, 24, 26-27	21
Producer: Next with Kyle Clark-13079	1, 4-6, 19-22, 24-27	21
Digital Account Manager-13154	1, 4-6, 10, 15, 19-22, 24, 26-27	10
Account Executive - 13348	1, 4, 10, 18, 21, 25	18
Producer-13390	4-6, 10, 13, 19-24, 26-27	21
Weekend Evenings News Producer-13535	1, 4-6, 11, 19-22, 24, 26-27	11

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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	9News.com , Colorado Url : 9News.com Career Service Manual Posting	N	0
2	Agency Referral	N	2
3	Broadbean Network 200 N LasSalle St Chicago, Illinois Phone : none Career Services Manual Posting	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	2
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
6	Colorado Media School (added 4/26/17) 404 S Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : <a href="mailto:dbyrd@beonair.com">dbyrd@beonair.com</a> Debbie Byrd	Y	0
7	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

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8	Employee Referral Denver, Colorado Employee Referral Manual Posting	N	0
9	Gannett.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-6000 Url : <a href="http://www.gannett.com/">http://www.gannett.com/</a> Corporate Office Manual Posting	N	0
10	Indeed 7501 North Capital of Texas Highway Austin, Texas HR HR Manual Posting	N	9
11	Indeed.com - Not Directly Contacted by SEU	N	1
12	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
13	Linked In	N	4
14	Linked In - Not Directly Contacted by SEU	N	1
15	LinkedIn / Word of Mouth	N	2
16	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : <a href="http://www.medialine.com">www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0

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17	MediaRecruiter 20456 E. Orchard Place Centennial, Colorado Phone : 303-400-5150 Url : MediaRecruiter.com Email : jim@mediarecruiter.com Fax : 1-303-400-5063 Career Service	N	0
18	Re-hire	N	2
19	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : rrcc.careerconnect@rrcc.edu Nancy Carlson	N	0
20	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
21	TEGNA.com 7950 Jones Branch Drive McClean, Virginia HR Broadcast Manual Posting	N	51
22	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
23	University of Colorado @ Boulder Career Services 133 UCB Boulder, Colorado Phone : (303) 492-6541 Christine Mahoney Manual Posting	N	0

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24	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
25	Walk In/Self-Referral	N	8
26	Women in Cable & Telecommunications (WICT) 2000 K St. NW Suite 350 Washington, District of Columbia 20006 Phone : 202.827.4792 Url : www.witc.org Fax : 1-202-450-5596 Edwin Hernández	N	0
27	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>82</b>

## KUSA/KTVD

## EEO PUBLIC FILE REPORT

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## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/9/2021	Participation in events or programs sponsored by educational institutions	KUSA Director of Marketing & Brand volunteered for Junior Achievement Day at Rock Canyon High School by joining their Career Speaker Series with one of their business classes. The goal was to showcase a marketing career in news/journalism to juniors and seniors in high school.	2	Director of Marketing & Brand Teacher - Business Class
2	1/10/2022	Establishment of training programs for station personnel	Annual Ethics Training. Training reviews our long-standing ethical business practices and decision-making, including speaking up and raising concerns.	170	All Station Staff
3	2/25/2022	Establishment of training programs for station personnel	TEGNA launched their Secure TEGNA Cybersecurity campaign to increase our awareness of cybersecurity threats that can compromise our data and networks. TEGNA launched their first of our Secure TEGNA quarterly training modules focused on phishing and email safety. This training includes real-life examples of how phishing works, how it's different from spam, and what you can do to defend against all forms of attacks—whether you are using your TEGNA email or your own personal email account.	170	All Station Staff
4	Ongoing Event	Provision of training to management	Director of Sales and the Director of Marketing & Branding participated in the Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Overall Topic was "Being a TEGNA Senior Leader", supported by training topics on The Role of the TEGNA Senior Leader * Emotional Intelligence * The Accountable TEGNA Leader *Developing TEGNA Talent.	2	Director of Marketing & Brand Director of Sales
5	6/15/2022	Provision of training to management	Members of the management team attended leadership development training. Overall Topic was "Strategic Visioning Activity", supported by training topics on Creating Your Vision for Change.	2	Director of Marketing & Brand Director of Sales

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6	6/24/2022	Establishment of training programs for station personnel	In June of 2022, second quarter Secure TEGNA cybersecurity training was launched. Employees across the company are required to complete this 15-minute online class designed to help ensure the security of our data and networks. The training provides information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes. Please do your part to safeguard yourself and our company.	170	All Station Staff

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7	7/11/2022	Establishment of a mentoring program	<p>This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.</p>	4	Newsroom Leaders

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8	Ongoing Event	Provision of training to management	Director of Sales and the Director of Marketing & Branding participated in the Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Leaders attended training on Collaborative Leadership, supported by topics: Leadership Vision Communication *Collaboration Through Influence and Political Savvy * Managing Conflict * Strategic Problem Solving.	2	Director of Marketing & Brand Director of Sales
9	Ongoing Event	Provision of training to management	Director of Sales and the Director of Marketing & Branding participated in the Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Leaders received On The Job Development training at KSDK (Director of Sales) and KPNX (Director of Marketing & Brand). The experience was designed to provide additional professional development and training for higher level roles like a General Manager.	2	Director of Marketing & Brand Director of Sales
10	Ongoing Event	Provision of training to management	Director of Sales and the Director of Marketing & Branding participated in the Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. Leaders received training on Strategic Problem-Solving by following instructor led instructions on a topic designed to achieve sustainable and scalable solutions in the problem-solving process.	2	Director of Marketing & Brand Director of Sales

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11	Ongoing Event	Provision of training to management	Director of Sales and the Director of Marketing & Branding participated in the Leadership in Action Program which is one of TEGNA's premier Leadership Development Program offerings designed to prepare our current and future Directors to be successful leaders. The class included "Leading Strategically" with classes including Strategic Problem-Solving Individual Presentations * Aligning for Change * Gaining Commitment * Implementing Change.	2	Director of Marketing & Brand Director of Sales
12	10/26/2022	Participation in Job Fairs	Jefferson County Public School sponsored the 10th Grade Career Expo. Four station leaders attended the fair to offer insight into jobs in the broadcast industry. They discussed their own career tracks into the industry as well.	9	Community PSA Producer Executive Director of Social Responsibility and Community Affairs Director of Marketing and Brand Director of Content
13	Ongoing Event	Establishment of a mentoring program	The Director of Marketing & Brand (KUSA) is continually mentoring the Director of Marketing - Market Development at WBIR, providing coaching and career guidance on how to expand the role. Also provided career development advice and coaching.	2	Director of Marketing & Brand Director of Marketing - Market Development
14	11/13/2022	Establishment of training programs for station personnel	Downstream partners conducted Emergenetics training (self assessment tool) with our managers to increase self awareness, team awareness, and improve collaboration and decision making. Topics included understanding of the different thinking modes (People, Conceptual, Structural, Analytical). Activities also included speaking with accountability partner and sharing of profiles.	20	All Station Managers

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15	11/20/2022	Establishment of training programs for station personnel	Downstream partners conducted Emergenetics training (self assessment tool) with our managers to increase self awareness, team awareness, and improve collaboration and decision making. Topics included advanced understanding of the different thinking modes (People, Conceptual, Structural, Analytical). Activities focused on better understanding how we are likely to be perceived by others and self-awareness around where we need to lean on others and how to leverage our power in building diverse teams and delivering sustainable solutions.	20	All Station Managers