

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 23, 2016 - November 22, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Account Executive	1, 4-7, 9, 11-15, 19-20, 22-23, 25-40	1
Integrated Account Executive	1, 4-7, 9, 11-15, 19-20, 22-23, 25-40	4
Marketing Manager	1, 4-7, 9, 11-15, 19-23, 25-26, 28-29, 31-40	4
Integrated Sales Manager	1, 4-7, 9, 12-16, 19-20, 22-23, 25-26, 28-29, 31-40	16
Integrated Sales Manager	1, 4-7, 9, 12-16, 19-20, 22-23, 25-26, 28-29, 31-40	15
Multi Skilled Journalist (MSJ)	1-7, 9-10, 13, 15, 19-20, 22-23, 25-27, 30-32, 34-35, 37-40	2
Multi Skilled Journalist (MSJ)	1-7, 9-10, 13, 15, 19-20, 22-23, 25-27, 30-32, 34-35, 37-40	15
Multi Skilled Journalist (MSJ)	1-7, 9-10, 13, 15, 19-20, 22-23, 25-27, 30-32, 34-35, 37-40	10
Digital Sales Manager	1, 3-7, 9-10, 13, 15, 19-20, 22-26, 31- 32, 34-35, 37-40	24
Weekend Evening Anchor	1-7, 9, 13, 15, 19-20, 22-23, 26, 31-32, 34-35, 37-40	2
Editor	1, 3-7, 9, 13, 15, 17, 19-23, 25-26, 31- 32, 34-35, 37-40	17
Editor	1, 3-7, 9, 13, 15, 17, 19-23, 25-26, 31- 32, 34-35, 37-40	21
Editor	1, 3-7, 9, 13, 15, 17, 19-23, 25-26, 31- 32, 34-35, 37-40	15
Account Coordinator	4, 15, 34	15
Account Coordinator	4, 15, 34	34
Sales Associate	1, 3-7, 9, 13, 15-16, 19-20, 22-23, 25- 26, 31-32, 34-35, 37-40	16
Assignment Editor	1, 3-8, 13, 15, 18-23, 25-26, 31-32, 34- 35, 37-40	18
Assignment Editor	1, 3-8, 13, 15, 18-23, 25-26, 31-32, 34- 35, 37-40	21
Multiskilled Journalist	2, 4-11, 13, 15, 20, 23, 25, 31-32, 35, 38-40	10
Multiskilled Journalist	2, 4-11, 13, 15, 20, 23, 25, 31-32, 35, 38-40	10
Multiskilled Journalist	2, 4-11, 13, 15, 20, 23, 25, 31-32, 35, 38-40	15
Broadcast Director	1, 3-9, 13, 15, 19-20, 22-23, 25-26, 31- 32, 34-35, 37-40	4

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Broadcast Director	1, 3-9, 13, 15, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	15
Producer	4-9, 13, 15, 20, 23, 25, 31-32, 35, 38-40	15
Copy Coordinator	1, 3-9, 13, 15, 17, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	17
Broadcast Operations Technician	4-9, 13, 15, 20, 23, 25, 31-32, 35, 38-40	15
Account Manager	1, 3-9, 13, 15, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	15
Sales Associate	1, 3-9, 13, 15, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	15
Sales Associate	1, 3-9, 13, 15, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	15
Integrated Sales Manager	1, 3-11, 13, 15, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	10
Solutions Engineer	1, 3-8, 13, 15-16, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	16
Photojournalist	1, 3-8, 13, 15, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	15
Lead Generation Specialist	1, 3-8, 13, 15-16, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	16
Weekend Evening Anchor	1, 3-8, 10, 13, 15, 17, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	10
Weekend Evening Anchor	1, 3-8, 10, 13, 15, 17, 19-20, 22-23, 25-26, 31-32, 34-35, 37-40	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	9News.com Colorado Url : 9News.com Career Service Manual Posting	N	1
2	Agency Referral	N	4
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	9
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
7	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Colorado Media School (added 4/26/17) 404 S Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	Y	0
9	Colorado State University - Pueblo 2200 Bonforte Blvd. Pueblo, Colorado Phone : (719) 549-2512 Email : michelle.gjerde@colostate-pueblo.edu Fax : 1-719-549-2289 Michelle Gjerde	N	0
10	Corporate Recruiter	N	12
11	Current Employee	N	4
12	Denver Indian Center 4407 Morrison Road Denver, Colorado Phone : (303) 936-2688 Email : eileen@denverindiancenter.org Eileen Masquat	N	0
13	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
14	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
15	Employee Referral Denver, Colorado Employee Referral Manual Posting	N	17
16	Employee Referral	N	4

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17	Former Employee	N	3
18	Former Employee Referral	N	1
19	Gannett.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-6000 Url : http://www.gannett.com/ Corporate Office Manual Posting	N	0
20	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0
21	Indeed.com	N	4
22	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
23	LARASA 1671 Yosemite St. Denver, Colorado Phone : (303) 377-9076 Email : mlchavez@aol.com Lorenzo Chavez	N	0
24	Linked In	N	1
25	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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26	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
27	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
28	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
29	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlgja.org Email : info@nlgja.org Career Service	N	0
30	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
31	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : nancy.Carlson@rrcc.edu Nancy Carlson	N	0

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32	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
33	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
34	TEGNA.com 7950 Jones Branch Drive McClean, Virginia HR Broadcast Manual Posting	N	4
35	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
36	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
37	University of Colorado @ Boulder Career Services 133 UCB Boulder, Colorado Phone : (303) 492-6541 Christine Mahoney Manual Posting	N	0

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38	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
39	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0
40	Women in Cable & Telecommunications (WICT) 14555 Avion Parkway, Suite 250 Chantilly, Virginia Phone : 703.234.9811 Url : www.witc.org Fax : 1-703-817-1595 Robin Burke Zahory	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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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	12/1/2016	Provision of training to management	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	1	Group HR Director
2	1/19/2017	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing all employees with the necessary tools and information for maintaining a workplace that is harassment free. Therefore all employees were required to participate in an on-line training course. Please allow approximately 30 to 45 minutes to complete the course. Everyone was given 60 days from January 19, 2017 to complete the course requirement.	198	All Station Staff
3	1/31/2017	Participation in events or programs sponsored by educational institutions	Spoke to the Colorado University-Boulder Journalism class about the industry and careers.	1	Anchor
4	2/1/2017	Participation in other activities designed by the station employment unit	One of our Multi Skilled Journalists spoke to the Westminster Police Citizen Academy to educate the group on the relationship between law enforcement and the media, and shared insight into landing a career in the broadcast industry.	1	Multi Skilled Journalist
5	5/18/2017	Provision of training to management	As part of a company-wide training initiative, all managers/supervisors were provided with face-to-face Harassment Prevention Training conducted in-person by TEGNA Labor Relations.	27	Station Executive Team Managers Supervisors
6	5/25/2017	Provision of training to management	Annual Sales Summit held in Phoenix, Arizona for Director of Sales and Sales Leadership throughout the company. The summit focused on leadership development, talent recruiting, and how to be transformation and successfully lead our group sales efforts.	2	Group HR Director Director of Sales

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7	6/5/2017	Establishment of training programs for station personnel	Promax - A three-day critical gathering where networks, station groups, syndicators and local broadcasters discuss, dialogue and debate the issues, trends and emerging business opportunities in driving success in local television.	1	Director of Marketing & Promotion
8	6/22/2017	Establishment of training programs for station personnel	Investigative Reports and Editors (IRE) Annual Conference held from June 22-June 25 in Phoenix, AZ. These national and regional conferences are packed with panels, workshops and round tables covering the latest developments in the field of investigating reporting. The conferences have become known for the practical tips and story ideas shared by prize-winning members in quick-hit sessions. Speakers will share strategies for locating documents and gaining public records, find the best stories and managing investigations.	1	EP, Investigative
9	6/27/2017	Provision of training to management	KUSA sent 3 employees to TEGNA's Content Summit in McLean, VA designed to give our management team new ways to examine content issues and get noticed, enhance the station brand, increase audience on all platforms and hire a diverse staff that is representative of the communities in which we serve.	3	Director of Marketing & Promotion News Director Digital Director
10	8/1/2017	Participation in scholarship programs	As a part of our commitment to grow the next generation of broadcast journalists, through the TEGNA foundation, 9NEWS partnered with Arrupe Jesuit High School and provided a grant and became a Corporate Work Partner. We have student with an interest in Journalism, work once a week in our News department.	2	Director of Innovative Content Group HR Director
11	8/9/2017	Participation in Job Fairs	The VP of News and a Corporate Recruiter attended the National Black Journalists (NABJ) career fair and annual conference in New Orleans, LA from August 9 - August 13. Interviewed and provided feedback on careers in Broadcast and Media.	2	VP, News Corporate Recruiter

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12	8/17/2017	Establishment of an intern program designed to assist members of the community	KUSA actively recruits students attending accredited colleges and universities. Our program offers the student/intern active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships are primarily news based. During the reporting period, hired and trained twelve interns for three month assignments.	3	Group HR Director Director, Innovative Content News Director
13	11/14/2017	Participation in Job Fairs	The VP of News and a Corporate Recruiter attended the Online News Association (ONA) career fair and annual conference in Washington DC from October 4 - October 8. Interviewed and provided feedback on careers in Broadcast and Media.	2	Corporate Recruiter VP of News