

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 21, 2015 - November 22, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Specialist	1, 6, 8-11, 14, 16-18, 22-24, 27-28, 30, 32-33, 35-36, 39-41, 43-46, 49	22
Consumer Insights Specialist	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 30, 32-33, 35-36, 39-41, 43-47, 49	1
Lead Generator	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 30, 32-33, 35-36, 39-41, 43-46, 49	1
Photojournalist	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 30, 32-33, 35-36, 39-41, 43-46, 49	1
Editor	1, 3, 6, 8-11, 14, 16-18, 23-24, 26-28, 30, 32-33, 35-36, 39-41, 43-47, 49	1
Editor	1, 3, 6, 8-11, 14, 16-18, 23-24, 26-28, 30, 32-33, 35-36, 39-41, 43-47, 49	47
Integrated Account Executive	1, 6-11, 14, 16-18, 23-24, 27-28, 32-46, 49	18
Integrated Account Executive	1, 6-11, 14, 16-18, 23-24, 27-28, 32-46, 49	42
Integrated Account Executive	1, 6-11, 14, 16-18, 23-24, 27-28, 32-46, 49	7
Integrated Account Executive	1, 6-11, 14, 16-18, 23-24, 27-28, 32-46, 49	18
Integrated Account Executive	1, 6-11, 14, 16-18, 23-24, 27-28, 32-46, 49	38
Copy Coordinator	1, 6, 8-11, 14, 16-18, 23-24, 27-29, 32-33, 35-36, 39-41, 43-46, 49	1
Copy Coordinator	1, 6, 8-11, 14, 16-18, 23-24, 27-29, 32-33, 35-36, 39-41, 43-46, 49	29
Traffic Reporter	20	20
Producer	1-2, 5-6, 8-11, 13-19, 23-24, 27-28, 31-33, 35-36, 39-46, 48-49	13
Producer	1-2, 5-6, 8-11, 13-19, 23-24, 27-28, 31-33, 35-36, 39-46, 48-49	19
Producer	1-2, 5-6, 8-11, 13-19, 23-24, 27-28, 31-33, 35-36, 39-46, 48-49	1
Producer	1-2, 5-6, 8-11, 13-19, 23-24, 27-28, 31-33, 35-36, 39-46, 48-49	15
Producer	1-2, 5-6, 8-11, 13-19, 23-24, 27-28, 31-33, 35-36, 39-46, 48-49	31
Producer	1-2, 5-6, 8-11, 13-19, 23-24, 27-28, 31-33, 35-36, 39-46, 48-49	43
Producer	1-2, 5-6, 8-11, 13-19, 23-24, 27-28, 31-33, 35-36, 39-46, 48-49	31

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 21, 2015 - November 22, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1-2, 5-6, 8-11, 13-19, 23-24, 27-28, 31-33, 35-36, 39-46, 48-49	19
Social Media Star	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 32-41, 43-46, 49	38
Broadcast Operations Technician	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 32-33, 35-36, 39-41, 43-46, 49	1
Broadcast Operations Technician	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 32-33, 35-36, 39-41, 43-46, 49	18
Anchor/Reporter	1, 6, 8-12, 14, 16-18, 23-24, 27-28, 32-33, 35-36, 39-41, 43-46, 49	12
Administrative Assistant	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 32-33, 35-36, 39-41, 43-46, 48-49	6
Assignment Editor	1, 6, 8-11, 14, 16-18, 21, 23-24, 27-28, 32-37, 39-41, 43, 45-46, 48	6
Assignment Editor	1, 6, 8-11, 14, 16-18, 21, 23-24, 27-28, 32-37, 39-41, 43, 45-46, 48	21
Editor (Part-time)	1, 6, 8-11, 14, 16-18, 23-25, 27-28, 32-37, 39-41, 43-46, 48-49	6
Editor (Part-time)	1, 6, 8-11, 14, 16-18, 23-25, 27-28, 32-37, 39-41, 43-46, 48-49	25
Visual Journalist & Story Teller	1, 6, 8-11, 14, 16-19, 23-24, 27-28, 32-37, 39-41, 43-46, 48-49	19
Digital Sales Specialist	1, 4, 6, 25, 38, 42	38
Executive Assistant	1, 6, 8-11, 14, 16-19, 23-24, 27-28, 32-37, 39-41, 43-46, 48-50	50
Sales Associate	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 32-37, 39-41, 43-46, 48-49	18
Account Manager	1, 6, 8-11, 14, 16-18, 23-24, 27-28, 32-37, 39-41, 43-46, 48-49	18

KUSA/KTVD**EEO PUBLIC FILE REPORT**

November 21, 2015 - November 22, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	13
2	Agency Referral	N	1
3	Andrew Hudson's Jobs List 5130 South Hanover Way Englewood, Colorado 80111 Phone : 720-350-4329 Career Service Manual Posting	N	0
4	Broadbean Network 200 N LaSalle St Chicago, Illinois Phone : none Career Services Manual Posting	N	0
5	Call In	N	1
6	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	18
7	Career Fair	N	2
8	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
9	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0

KUSA/KTVD**EEO PUBLIC FILE REPORT****November 21, 2015 - November 22, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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
11	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
12	Corporate Recruiter	N	1
13	Current Intern	N	1
14	Denver Indian Center 4407 Morrison Road Denver, Colorado Phone : (303) 936-2688 Email : eileen@denverindiancenter.org Eileen Masquat	N	0
15	Did not indicate (Source Unknown)	N	5
16	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
17	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
18	Employee Referral Denver, Colorado Employee Referral Manual Posting	N	7

KUSA/KTVD**EEO PUBLIC FILE REPORT**

November 21, 2015 - November 22, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Employee Referral	N	5
20	Exigent Circumstances	N	1
21	Facebook post	N	1
22	Former Employee Referral	N	1
23	Gannett.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-6000 Url : http://www.gannett.com/ Corporate Office Manual Posting	N	0
24	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
25	Indeed.com	N	3
26	IRE 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-8969 Url : www.ire.org Tony Schick Manual Posting	N	0
27	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
28	LARASA 1671 Yosemite St. Denver, Colorado Phone : (303) 377-9076 Email : mlchavez@aol.com Lorenzo Chavez	N	0
29	Linked In	N	1

KUSA/KTVD**EEO PUBLIC FILE REPORT**

November 21, 2015 - November 22, 2016

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
30	LinkedIn 2029 Stierlin Court #200 Mountain View, California 94043 Career Service Manual Posting	N	0
31	LinkedIn / Word of Mouth	N	2
32	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
33	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
34	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
35	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bermail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

KUSA/KTVD**EEO PUBLIC FILE REPORT**

November 21, 2015 - November 22, 2016

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
36	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0
37	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
38	Other Source	N	3
39	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
40	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
41	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
42	TEGNA.com 7950 Jones Branch Drive McClean, Virginia HR Broadcast Manual Posting	N	2

KUSA/KTVD**EEO PUBLIC FILE REPORT**

November 21, 2015 - November 22, 2016

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
43	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	1
44	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
45	University of Colorado @ Boulder Career Services 133 UCB Boulder, Colorado Phone : (303) 492-6541 Christine Mahoney Manual Posting	N	0
46	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
47	Unknown Referral Source	N	2
48	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0

KUSA/KTVD**EEO PUBLIC FILE REPORT**

November 21, 2015 - November 22, 2016

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
49	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
50	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

KUSA/KTVD**EEO PUBLIC FILE REPORT****November 21, 2015 - November 22, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/3/2016	Participation in Job Fairs	Director of HR, Director of Sales and Director of Local Sales participated in an afternoon of speed interviewing through CMBAM (the College of Media and Advertising Managers organization) to interview upcoming and recent graduates with in interest in pursuing a career in media and broadcast. We interviewed 35 candidates.	3	Director of Sales Local Sales Manager Director of Human Resources
2	3/16/2016	Participation in other activities designed by the station employment unit	Station hosted (11) students from Regis Jesuit High School's Media Program that included a tour, watching a newscast, a roundtable with the station executive team, and a rotation through various departments with an overview and Q&A led by the department head. The purpose of the program was to provide exposure into the industry, make connections, discuss how to obtain an internship and best practices when searching for a position in the broadcast and media industry.	16	HR Director General Manager News Director Director of Marketing
3	3/29/2016	Participation in other activities designed by the station employment unit	VP Community Relations and members of the 9NEWS Leadership team met with community members in North Metro Denver and Fort Collin and discussed the station and recruiting initiatives. There were over 40 participants in attendance.	3	News Director VP Community Relations Assistant News Director
4	6/14/2016	Participation in events sponsored by community groups	The Promax BDS was held in Las Vegas, Nevada from June 14-June 16. The conference is exclusively for television station marketing and promotion professionals and focuses on the challenges and opportunities in the media and broadcasting industry. The content of the conference is devoted to providing best practice and innovation.	2	Director of Marketing and Promotions Producer
5	8/3/2016	Participation in Job Fairs	The VP of News attended the National Black Journalists (NABJ) & National Association of Hispanic Journalists (NAHJ) career fair and annual conference in Washington D.C. from August 3-August 7. Interviewed and provided feedback on careers in Broadcast and Media.	1	VP News

KUSA/KTVD**EEO PUBLIC FILE REPORT****November 21, 2015 - November 22, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	8/10/2016	Participation in Job Fairs	The VP of News attended the Asian American Journalists Association (AAJA) career fair and annual conference in Las Vegas, NV from August 10-August 13. Interviewed and provided feedback on careers in Broadcast and Media.	1	VP News
7	9/15/2016	Establishment of a mentoring program	On 9/15/16 0 9/17/16, our Digital Content Director attended the National Online News Association Conference in Denver. The TEGNA Foundation Grant to the ONA provides ongoing training and recognition to advance journalism in the digital space. ONA's mission is to inspire innovation and excellence among journalists to better serve the public.	7	Digital Content Manager News Director EP Investigative Reporter
8	9/18/2016	Participation in Job Fairs	The VP of News attended the Native American Journalists Association (NAJA) career fair and annual conference in New Orleans, LA from September 18-September20. Interviewed and provided feedback on careers in Broadcast and Media.	1	VP News
9	9/26/2016	Provision of training to management	KUSA sent (6) employees to TEGNA's Content Summit in McLean, VA designed to give our management team new ways to examine content issues and get noticed, increase audience on all platforms and hire a diverse staff that is representative of the communities we serve.	6	News Director Director of Marketing & Promotions Digital Content Manager Anchor/MSJ
10	10/3/2016	Provision of training to management	TEGNA Labor Relations provided Inclusive Leadership Training for HR Business Partners to Increase awareness around inclusion and how to leverage inclusion in the workplace	1	Group HR Director
11	10/22/2016	Hosting of Job Fair	9NEWS hosted the NATPE Career Day at the station. A panel of local industry leaders attended and 80 students joined for the chance to listen to the panel, participate in a mock interview, tour the station and speak to industry representatives about media and broadcast job opportunities	4	General Manager Human Resources Director Exec. Assistant Anchor/MSJ

KUSA/KTVD**EEO PUBLIC FILE REPORT****November 21, 2015 - November 22, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	11/22/2016	Participation in events or programs sponsored by educational institutions	KUSA was a part of the Media Sales Institutes recruiting panel. Our Director of Sales attended the event in Phoenix, AZ and watched the sales presentations given by the MSI's students and gave feedback and recruited high potential candidates.	1	Director of Sales