

KUSA/KTVD
EEO PUBLIC FILE REPORT
November 23, 2017 - November 22, 2018

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
Sports Multi-Skilled Journalist (MSJ)	1-6, 8, 11, 14, 17-18, 20, 22-27, 29-34	20
Digital Producer	1-8, 11, 14, 17-18, 22-34	28
Producer	3-8, 11, 14, 18, 20, 23-24, 26-27, 30, 32 -34	20
Copy Coordinator	1-8, 11, 14-15, 17-18, 22-34	28
Editor/Videographer	1-8, 11, 14, 13, 17-19, 22-27, 29-34	13
Producer/Photographer – Advertising& Promotions	1-7, 11, 14, 13, 17-19, 22-27, 29-34	19
Account Manager	1-8, 11, 14, 13, 17-18, 22-27, 29-34	13
Sales Associate	1-8, 11, 14, 17-18, 22-34	28
Executive Producer of Digital Content	1-8, 11, 14, 17-18, 22-27, 29-34	3
Integrated Account Executive	1-8, 11, 14, 17-18, 20, 22-27, 29-34	3
Integrated Account Executive	1-8, 11, 14, 17-18, 20, 22-27, 29-34	20
Producer	1-7, 11, 14, 17-18, 20, 22-34	20
Producer	1-7, 11, 14, 17-18, 20, 22-34	28
Copy Coordinator	1-7, 11, 14, 17-18, 22, 24-35	29
Copy Coordinator	1-7, 11, 14, 17-18, 22, 24-35	28
Sales Associate	1-7, 11, 14, 13, 17-18, 22, 24-35	13
Sales Associate	1-7, 11, 14, 13, 17-18, 22, 24-35	28
Multi-Skilled Journalist	1-7, 9, 11-12, 14, 13, 17-18, 22, 24-27, 29-35	29
Meteorologist	1-7, 11, 14, 17-18, 20, 22, 24-27, 29-35	20
Director of Community Relations	1-7, 11, 14, 13, 17-18, 22, 24-27, 29-35	13
Account Manager	1-7, 11, 14, 16-18, 22, 24-27, 29-35	16
Digital Sales Specialist	1-7, 11, 14, 17-18, 22, 24-27, 29-35	14
Integrated Account Executive	1-7, 9, 11, 14, 17-18, 22, 24-27, 29-35	14
Media Strategist	1-7, 11, 14, 17-18, 22, 24-27, 29-35	3
Producer	1-7, 11, 14, 17-18, 20, 22, 24-35	20
Producer	1-7, 11, 14, 17-18, 20, 22, 24-35	28
Integrated Account Executive	1-3, 7, 14, 17, 20, 22, 29, 31, 35	29
Integrated Account Executive	1-3, 7, 14, 17, 20, 22, 29, 31, 35	20
Digital Sales Manager	1-5, 7, 10-11, 14, 13, 18, 22, 25-27, 29- 30, 33-35	13
Local Sales Manager	1-5, 7, 11, 14, 17-18, 21-22, 24-27, 29- 33, 35	21

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MSJ/Anchor	1-5, 7, 11, 14, 17-18, 22, 24-35	28

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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	0
2	Broadbean Network 200 N LaSalle St Chicago, Illinois Phone : none Career Services Manual Posting	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	6
4	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
5	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
6	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
7	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

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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 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
9	Consultant Referral	N	2
10	Corporate Recruiter	N	2
11	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
12	E-mail Inquiry	N	1
13	Employee Referral	N	12
14	Employee Referral Denver, Colorado Employee Referral Manual Posting	N	8
15	Former Employee	N	1
16	Former Intern	N	1
17	Gannett.com 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-6000 Url : http://www.gannett.com/ Corporate Office Manual Posting	N	0
18	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
19	Indeed.com	N	2
20	Indeed.com - Not Directly Contacted by SEU	N	7

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21	Job posting on internet	N	3
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	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
25	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
26	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
27	Regis College 3333 Regis Blvd F-14 Denver , Colorado Url : www.regis.edu/careerservices Email : jobs@regis.edu Karen Adducci	N	0
28	Station Website	N	8

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29	TEGNA.com 7950 Jones Branch Drive McClean, Virginia HR Broadcast Manual Posting	N	12
30	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
31	University of Colorado @ Boulder Career Services 133 UCB Boulder, Colorado Phone : (303) 492-6541 Christine Mahoney Manual Posting	N	0
32	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
33	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : mhancock@denverurbanleague.org Rod Cowherd	N	0
34	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

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35	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			65

KUSA/KTVD**EEO PUBLIC FILE REPORT****November 23, 2017 - November 22, 2018****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2018	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides 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	1/8/2018	Establishment of a mentoring program	Internships - KUSA-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns 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 primarily support news and marketing, but can touch other departments as well. During the reporting period, KUSA hired and trained 3 intern(s) for three month assignments	3	News Content Director News Director HR Director
3	1/23/2018	Establishment of training programs for station personnel	January 23-24, 2018 or March 6-7, 2018 or May 15-16, 2018 Manager Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	2	Local Sales Manager HR Director

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4	1/26/2018	Establishment of training programs for station personnel	January 26 – February 2, 2018 Byte Back Challenge - TEGNA rolled curriculum to educate employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out 1/26/18 and completed on 2/2/18.	200	All Employees
5	4/17/2018	Establishment of training programs for station personnel	August 13-16, 2018 TEGNA Innovation Summit –Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	3	Promotions Manager Editor Multi-Skilled Journalist
6	5/8/2018	Establishment of training programs for station personnel	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	Director of Sales
7	6/6/2018	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.	2	Promotions Manager Director of Marketing

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8	6/14/2018	Establishment of training programs for station personnel	June 14-17, 2018 Investigative Reporters & Editors Conference - Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management related workshops.	3	Multi-Skilled Journalist EP, Investigative Photographer
9	6/17/2018	Establishment of training programs for station personnel	News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	4	News Director HR Director Digital Director Director of Innovation
10	6/26/2018	Participation in other activities designed by the station employment unit	KUSA partnered with a Regis Jesuit Community Partnership Initiative in which 30 seventh and eighth grade ELA Latino students toured the station and listened to station leadership speak to various employment opportunities in the broadcast industry. The students watched a newscast and engaged in career Q&A with on air talent.	4	Director of Marketing News Content Director Anchor Meteorologist

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11	8/8/2018	Establishment of training programs for station personnel	August 8-10, 2018 Brand Health Summit – Your brand health is the intersection of your brand mission and values with your customers voice and perceptions in each market. The Brand Health Summit brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Participants spent three days better understanding best practices during presentations and breakout groups. The final day of the summit included a real-time research project at the Mall of America, which included evaluating brand initiatives and interviewing customers and retailers.	2	Director Marketing Promotions Manager
12	8/13/2018	Establishment of training programs for station personnel	August 13-31, 2018 Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	105	All Content Staff
13	10/3/2018	Participation in events or programs sponsored by educational institutions	Photojournalist participated in a career day at Broomfield Middle School and spoke about careers in photojournalism. Topics included what type of training, schooling and skill set is necessary to obtain a position in and progress in the field of photojournalism.	1	Photojournalist

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14	10/11/2018	Establishment of training programs for station personnel	Ethics and Conflict of Interest training. TEGNA will always follow the law, behave ethically and avoid conflicts of interest. Correct ethical and legal conduct is particularly at the heart of the operation of a company engaged in communications with and on behalf of the public. This is especially important as TEGNA pursues a mission of providing trusted news and information and actively supporting the people and businesses in the communities we serve.	200	All Station Staff
15	10/17/2018	Establishment of training programs for station personnel	October 17-19, 2018 or December 12-14, 2017 or March 20-22, 2018 or June 12-14, 2018 or June 19-21, 2018 Seller Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	4	Account Executive Account Executive Account Executive Account Executive
16	10/22/2018	Participation in other activities designed by the station employment unit	Multi-skilled journalist toured 20 students from Golden High School, through the station and discussed challenges, trends and career opportunities within the broadcast and media industry.	1	Multi-Skilled Journalist