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I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive, Sales	RS 1, 3-4, 9-13, 15-19, 23, 25-26, 31-32, 34, 36-42, 44, 47-49, 51-52, 57, 59-61	9
Account Executive, Sales	RS 1, 3-4, 9-13, 15-19, 23, 25-26, 31-32, 34, 36-42, 44, 47-49, 51-52, 57, 59-61	9
Account Executive, Sales	RS 1-4, 9, 57	2
General Assignment Reporter	RS 1, 3-4, 9, 53, 57	53
KTVD Sales Manager	RS 1, 3-4, 9, 23, 57	9
Local Sales Manager	RS 1, 3-4, 9, 23, 57	9
Metromix Marketing/Promo Coord.	RS 1, 3-4, 9-13, 15-19, 23, 25-26, 31-32, 34, 36-42, 44, 47-49, 51-52, 57, 59-61	9
Metromix Producer	RS 1, 3-4, 9, 23, 57	9
Multimedia Journalist	RS 1, 3-4, 9-13, 15-19, 23, 25-26, 31-32, 34, 36-42, 44, 47-49, 51-52, 57, 59-61	9
Multimedia Reporter/Producer	RS 1, 3-4, 10, 12, 14-16, 19-35, 37, 40, 42-46, 48, 50-65	1
Multimedia Producer/Reporter	RS 1, 3-4, 10, 12, 14-16, 19-35, 37, 40, 42-46, 48, 50-65	53
Producer	RS 1, 3-4, 10-13, 15-19, 23, 25-26, 31-32, 34, 36-42, 44, 47-49, 51-52, 57, 59-61	1
Producer	RS 1, 3-4, 10-13, 15-19, 23, 25-26, 31-32, 34, 36-42, 44, 47-49, 51-52, 57, 59-61	1

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy? Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	9News.com	N	20
2	9News Employee Referral	N	18
3	9news.careercenter.net	N	
4	9News Employee Announcement Board	N	9
5	American Sportscasters Association Inc. Attn: Lou Schwartz 225 Broadway New York, NY 10007 (212) 227-8080 LSchwa8198@aol.com	N	
6	Art Institute of Colorado Attn: Shandra Botello 1200 Lincoln Denver, CO 80203 303-824-4701 sbotello@aii.edu	N	
7	Asian American Journalists Association Attn: Albert Lee 1182 Market Street Suite 320 San Francisco, CA 94102 Phone: 415 346-2051 Fax: 415 346-6343 post@aaja.org	N	
8	Broadcasting and Cable Magazine yatsumi@reedbusiness.com (646) 746-6949 fax (646) 746-6954	N	
9	careerbuilder.com	N	45
10	Colorado Black Chamber of Commerce Attn: Roz Alston 1448 Pennsylvania St. Denver, CO 80203 (303) 831-0720 info@coloradoblackchamber.org	N	

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11	Commission for People with Disabilities Attn: Linda Keenan 201 W. Colfax Ave., Dept. 1102 Denver, CO 80202 (720) 913-8480	N	
12	Colorado College Career Center Attn: Andrea Culp 14 East Cache La Poudre St. Colorado Springs, CO 80903 (719) 389-6893 careercenter@coloradocollege.edu	N	
13	Colorado Division of Vocational Rehabilitation Attn: Rob Buzogany 2211 W. Evans Ave. Denver, CO 80223 (303) 866-2500	N	
14	Colorado Non-Profit Organization 455 Sherman Street - Suite 207 Denver, CO 80203 Tel: (303) 894-0298 • Toll Free: (800) 333-6554 • Fax: (303) 894-0161 http://www.coloradononprofits.org/		
15	Colorado State University -Career Center - Ammons Hall Attn: Diane Kull 711 Oval Drive Fort Collins, CO 80523-8008 (970) 491-5707 jobs@careermail.colostate.edu	N	
16	Colorado State University - Pueblo Attn: Michelle Gjerde 2200 Bonforte Blvd. Pueblo, CO 81001 michelle.gjerde@colostate-pueblo.edu (719) 549-2512 fax (719) 549-2289	N	
17	Colorado Women's Chamber of Commerce Attn: Nancy Adsit 1860 Blake St. # 810 Denver, CO 80202 (303) 458-0220	N	
18	Cross Community Coalition Attn: Lorraine Granado 2501 E. 48th Avenue Denver, CO 80216 (303) 292-3203	N	

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19	<p>Denver Indian Center Attn: Dina Yazzie 4407 Morrison Road Denver, CO 80219 (303) 936-2688 dina@denverindiancenter.org</p>	N	
20	<p>Division of Workforce Development Attn: Sherry Giron 201 W. Colfax Ave. Denver, CO 80202 (720) 913-1648 fax (720) 913-1652 jobs.unit@ci.denver.co.us</p>	N	
21	<p>Executive Women International Attn: Tina Montoya (303) 871-1417 www.ewi-denver.org</p>	N	
22	<p>The Foundation Center 79 Fifth Avenue/16th Street New York, NY 10003-3076 Tel: (212) 620-4230 or (800) 424-9836 Fax: (212) 807-3677 http://foundationcenter.org/</p>	N	
23	<p>Gannett Opportunity Knocking</p>	N	1
24	<p>GuideStar 4801 Courthouse Street Suite 220 Williamsburg, VA 23188 (757) 229-4631 customerservice@guidestar.org</p>		
25	<p>Hispanic Chamber of Commerce 924 W. Colfax, Ste. 201 Denver, CO 80204 (303)534-7783 mgarcia@dhcc.com</p>	N	
26	<p>Hispanic Link News Service Attn: Carlos Ericksen-Mendoza 1420 N. St. N.W. Washington, D.C. 20005 (202) 234-0280 carloset@hispaniclink.org</p>	N	

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27	Investigative Reporters and Editors, Inc. Pia Christensen - Web & Publications Coord. 138 Neff Annex Missouri School of Journalism Columbia, MO 65211 573-884-2175 www.ire.org	N	
28	Job Bank USA Beyond.com, Inc 1060 First Ave, Suite 100 King of Prussia, PA 19406 866-694-5627	N	
29	www.journalismjobs.com Attn: Dan Rohn Tel. 510-524-2007 dan@journalismjobs.com	N	
30	La Voz Nueva classifieds@lavozeolorado.com 303-936-8556 2885 W 3rd Ave. Denver, CO 80219	N	
31	LARASA Attn: Lorenzo Chavez 1671 Yosemite St. Denver, CO 80220 (303) 377-9076 mlchavez@aol.com	N	
32	Leadership Institute (The) Attn: Billy Parker Steve P.J. Wood Bldg. 1101 North Highland St. Arlington, VA 22201 (703) 247-2000 bparker@lmail.us	N	
33	Lost Remote Attn: Steve Safran jobs@lostremote.com www.lostremote.com		
34	MediaLine Attn: Mark Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com mark@medialine.com	N	

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35	MediaRecruiter.com 20456 E. Orchard Place Centennial, CO 80016 303-400-5150 - office 303-400-5063 - fax jim@mediarecruiter.com	N	
36	MiCasa Women's Resources Center Attn: Jobs 360 Acoma St. Denver, CO 80223-1167 (303) 539-5597 Fax 303-595-0422	N	
37	NATAS Heartland Chapter Attn: Audra Elling 2140 S. Ivanhoe St., Ste. G3 Denver, CO 80222-5748 303-722-0916 office@emmyawards.tv	N	
38	National Association of Black Journalists Attn: Warren Paul 8701-A Delphi Road Delphi, MD 20783-1716 (301) 445-7100 x108	N	
39	National Association of Broadcasters 1771 N Street, NW Washington, D.C. 20036 www.nab.org 202-429-5300 Fax: 202-429-4199	N	
40	National Association of Hispanic Journalists Attn: Leticia Salazar 1000 National Press Building 529 14th St., NW Washington, D.C. 20045-2001 (202) 662-7145 jobbank@nahj.org	N	
41	National Hispanic Media Coalition Attn: Alex Nogales 55 S. Grand Ave. Pasadena, CA 91105 (626)792-6462	N	

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42	National Lesbian and Gay Journalists Attn: Michael Tune 1420 K Street, NW Suite 910 Washington, DC 20005 (202) 588-9888 x11 mtune@nlgja.org	N	
43	National Press Photographers Association Roger Hamer WOWT - JIB Chairman rlhamer@hotmail.com (402) 346-6666 x7273 (402) 233-7888 (fax)	N	
44	Native American Journalists Association Attn: Kim Baca – Executive Director 555 Dakota St. Al Neuharth Media Center Vermillion, SD 57069 (605) 677-5282 info@naja.com	N	
45	Non -9News Employee Referral	N	5
46	Nonprofit Career Network P.O. Box 241 Haddam, CT 06438-0241 860.345.3255 [In CT] Toll Free: 888.844.4870 http://www.nonprofitcareer.com	N	
47	Northeast Women’s Center Ms. Hazel Whitsett 4821 East 38th Ave. Denver, CO 80207 (303) 355-8436	N	
48	Ohio Center for Broadcasting Attn: William Homann 1310 Wadsworth, Ste. 1000 Lakewood, CO 80214 placement.Denver@beonair.com	N	
49	Organization of Chinese Americans 1322 18th St. ., N.W. Washington, D.C. 20036 (202) 223-5500	N	

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50	Radio-Television News Directors Association Attn: Nicole Newsome - Awards & Product Mgr. 1600 K Street, NW, Suite 700 Washington, DC 20006-2838 (202) 467-5208--direct line (800) 80-RTNDA--toll free Website: www.rtnda.org	N	
51	Red Rocks Community College Attn: Nancy Carlson 13300 W. 6th Ave. Box 10 Lakewood, CO 80228-1255 (303) 914-6389 nancy.Carlson@rrcc.edu	N	
52	Regis University Attn: Karen Metzger 3333 Regis Blvd. F-12 Denver, CO 80221 www.regis.edu/careerservices jobs@regis.edu	N	
53	Talent Agency Referral	N	10
54	Television Week Attn: Erick Chasko (323) 370-2415 fax (323) 658-6174 echasko@crain.com	N	
55	Traffic Directors Guide of America Larry Keene, Chief Executive Officer larrykeene@earthlink.net 26000 Avenida Aeropuerto #114 San Juan Capistrano CA 92675 949-429-7063 voicemail tdga@earthlink.net	N	
56	TVSpy.com Attn: Steebo Varghese-Sales & Marketing Associate 212-242-8688 www.tvspy.com svarghese@tvspy.com	N	
57	Tvjobs.com Attn: Mark C. Holliday Broadcast Employment Services, P.O. Box 4116 Oceanside, CA 92052 760-754-8177 fax 760-754-2115 admin@tvjobs.com	N	

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58	University of Colorado @ Boulder Career Services Attn: Colin Kruger 133 UCB Boulder, CO 80309-0133 (303) 492-6541 (303) 492-5723 fax www.myinterfase.com/cuboulder/employer	N	
59	University of Colorado @ Denver Career Services Center Attn: Roseann Wagner Tivoli Student Union, Ste 260 PO Box 173364 Campus Box 138 Denver, CO 80217 303-556-3998 (303) 556-4728 fax roseann.wagner@cudenver.edu	N	
60	University of Denver Career Center Attn: Jenna Wilson 2050 E. Evans Ave., Ste. 30 Denver, CO 80208 (303) 871-2150 career.du.edu	N	
61	University of Northern Colorado Career Services Attn: Kristen Stangl Campus Box 58 Greeley, CO 80639 (970) 351-2140 kristen.stangl@unco.edu	N	
62	Unsolicited - Phone Call, Resume or Application	N	
63	Urban League Attn: Rod Cowherd 5900 E. 39th Avenue Denver, CO 80207 (303) 388-5861 rcowherd@denverurbanleague.org	N	
64	Women in Cable & Telecommunications (WICT) Attn: Robin Burke Zahory 14555 Avion Parkway, Suite 250 Chantilly, VA 20151 703.234.9811 fax: 703.817.1595 www.wict.org	N	

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65	Women in Film and Video Attn: Meghann Devine 1233 20th St. NW Ste. 401 Washington, D.C. 20036 wifv@hers.com	N	
	TOTAL INTERVIEWEES OVER 12-MONTH PERIOD		108

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment. (#5)	<p>We offer one-semester student internships, for credit, in News, Weather, Sports, Promotions, Community Relations, Metromix and Sales. Interns gain first-hand experience in a professional broadcast organization and develop the skills needed to obtain employment in the broadcast industry. Selection is based on an application, coursework, experience and references. During the reporting period, 25 students served as interns. They represented both local universities and out of state universities, including: University of Colorado, University of Colorado @ Denver, University of Denver, University of Northern Colorado, Metropolitan State University, and Colorado State University, Regis, Wartburg University, and Brigham Young University.</p> <p>We offer a year long paid internship in partnership with the University of Colorado. Selection is based on an application, coursework, experience and references. This internship is a learning opportunity for a student member of a group that is under-represented in television newsrooms. This internship offers a similar experience to the unpaid internship program, but provides a mentoring component. Participants gain a broader experience in how the station operates.</p>
2	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions. (#8)	<p><u>May</u></p> <p>Avid Administrators – Chief Editor attended extensive 5 day Avid Administrators program. As a result of his training he is now the Avid administrator for the entire newsroom.</p> <p><u>July</u></p> <p>Strategies to Attract and Retain Customers II (STAR II) – 2 day training was given to all Account Executives, Sales Managers and other</p>

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	<p>operating committee members. This sales training included innovative ways to include clients and customers in the process of their advertising campaign and develops a sales presentation that includes individualized information from the client's industry. From this, sales-developed STAR teams utilize talent from all departments to create mini ad agencies to assist sales in customer-focus selling.</p> <p><u>October</u></p> <p>Executive Producer attended a day long training where she learned techniques for identifying news talent for current and future openings.</p>
<p>3 Participate in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. (#10)</p>	<p>VP/News Director serves annually on the CU Journalism Advisory board where they discuss the curriculum and the direction of the Journalism School. The board is comprised of working journalists and some retired advertising experts.</p> <p>Multimedia Journalist spoke at an Oct 2009 Colorado State University broadcast journalism classes where he discussed his job duties and encouraged the students to carry strong ethical guidelines.</p> <p>Assistant News Director spoke with 100 students at Laredo Middle School for their career day in May 2009.</p> <p>Assistant News Director spoke with 20 students enrolled in the Introduction to Mass Communications program at the Community College of Denver regarding careers in broadcast in April 2009.</p> <p>Photojournalist spoke at Cresthill Middle School's career day to 120 students in April 2009.</p> <p>Photojournalist spoke on Nov. 5th to 75 students. They learned about careers in broadcasting and the ever changing business they are looking at getting into as they graduate from Mesa State College.</p>

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4	Host at least one job fair. (#2)	Summer 2009 – Station sponsored a virtual Governor’s Summer Teen Job Hunt which included news stories, phone outreach, and internet resources. The Summer Job Hunt assisted over 15,000 high school students with summer job opportunities.
5	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. (#14)	In October 2009 a training session on policies and practices to ensure equal opportunity and discrimination prevention was conducted by our Corporate VP of HR. Fifteen management level personnel participated including the General Manager, Operating Committee members and News Managers.
6	Establish a mentoring program for station personnel. (#9)	KUSA staff participated in the Gannett Mentoring Program (GMP). The GMP is designed to develop employees and managers in the company by pairing partners from different locations. The goals of this program are to offer personal development, opportunities to explore challenging issues and establish networking relationships. During this reporting period two KUSA managers participated in the GMP.
7	Other Station Efforts – Encourage individuals to join the broadcast journalism industry (#16)	The KUSA Community Relations Department conducts weekly tours of the station to inform the community of our operations and to offer students the opportunity to learn more about jobs in broadcast journalism. In 2009, we hosted over 60 tours with approximately 20 participants in each group. Groups came from local schools and organizations such as: CU Boulder School of Journalism, South High School, Senior Centers and the Red Hat Clubs. VP Community Relations Director serves as chair of the Diversity Committee for the Gannett Leadership and Diversity Council