

**KUSA/KTVD**  
**EEO PUBLIC FILE REPORT**  
**November 21, 2010 - November 20, 2011**

**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
Sales Manager	1-2, 4-5, 7-13, 15-38, 40-48	17
Digital Sales Manager	1-2, 4-5, 7-13, 15-38, 40-48	1
Backpack Journalist	1-2, 4-5, 7-13, 15-36, 38, 40-48	36
Sales Account Executive	1-2, 4-5, 7-13, 15-26, 28-38, 40-48	17
Sales Account Executive	1-2, 4-5, 7-13, 15-26, 28-38, 40-48	9
Sales Account Executive	1-2, 4-5, 7-13, 15-26, 28-38, 40-48	17
Sales Account Executive	1-2, 4-5, 7-13, 15-26, 28-38, 40-48	17
Sales Associate	1-2, 4-5, 7-13, 15-26, 28-38, 40-48	17
Sales Associate	1-2, 4-5, 7-13, 15-26, 28-38, 40-48	17
Copy and Continuity Coordinator/Sales Associate	1-2, 4-5, 7-13, 15-26, 28-30, 32-38, 40-48	17
Northern Bureau Reporter	1, 5, 7, 9-13, 15-23, 25-26, 28-30, 32-36, 40-43, 46-47	9
Media Business & Payroll Coordinator	1, 5, 7, 9-12, 15-23, 25-26, 28-30, 32-36, 40-43, 46-47	9
Multi-Media Journalist	1, 5, 7, 9-12, 15, 17-23, 25-26, 28-30, 32-36, 40-43, 46-47	17
Investigative Producer/Assignment Desk Editor	1, 5, 7, 9-12, 15, 17-23, 25-26, 28-30, 32-36, 40-43, 46-47	17
Multi-media Journalist/Assignment Desk Editor	1, 5, 7, 9-12, 14-23, 25-26, 28-30, 32-36, 40-43, 45-47	1
Multimedia Producer	1, 5, 7, 9-12, 14-23, 25-26, 28-30, 32-36, 40-43, 45-47	1
Metromix Marketing & Promotion Coordinator	1, 5, 7, 9-12, 14-23, 25-26, 28-30, 32-37, 40-43, 45-47	9
Digital Content Manager	1, 5, 7, 9-12, 14-23, 25-26, 28-30, 32-36, 40-43, 45-47	1
Web Content Producer	1, 5, 7, 9-12, 14-23, 25-26, 28-30, 32-36, 40-43, 45-47	17
Interactive Sales Specialist	1, 5, 7, 9-12, 14-23, 25-26, 28-30, 32-37, 40-43, 45-47	17
KTVD Enterprise Sales Manager	1, 3, 5-7, 9-12, 14-23, 25-26, 28-30, 32-37, 39-43, 45-47	1
Sales KTVD Account Executive	1, 3, 5-7, 9-12, 14-23, 25-26, 28-30, 32-37, 39-43, 45-47	17
Sales KTVD Account Executive	1, 3, 5-7, 9-12, 14-23, 25-26, 28-30, 32-37, 39-43, 45-47	17
Sales KTVD Account Executive	1, 3, 5-7, 9-12, 14-23, 25-26, 28-30, 32-37, 39-43, 45-47	17

**KUSA/KTVD**  
**EEO PUBLIC FILE REPORT**  
**November 21, 2010 - November 20, 2011**

**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
Sales KTVD Account Executive	1, 3, 5-7, 9-12, 14-23, 25-26, 28-30, 32-37, 39-43, 45-47	9
Sales KTVD Account Executive	1, 3, 5-7, 9-12, 14-23, 25-26, 28-30, 32-37, 39-43, 45-47	17
Sales KTVD Account Executive	1, 3, 5-7, 9-12, 14-23, 25-26, 28-30, 32-37, 39-43, 45-47	17
MMJ Producer	1, 5, 7, 9-12, 14-26, 28-30, 32-37, 40-47	1
Sports Multimedia Journalist	1, 5, 7, 9-12, 14-26, 28-30, 32-37, 40-47	1
Information Center IT Specialist	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	17
Vanguard Production Specialist	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	17
Photojournalist	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	17
Newscast Promotion Producer/Editor	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	9
Producer	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	1
Digital Sales Specialist	1, 5, 7, 9-12, 14-26, 28-30, 32-37, 40-47	1
Newscast Director	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	17
Sales Assistant	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	1
Political Reporter	1, 5, 7, 9-12, 14-22, 24, 26, 28-30, 32-37, 40-47	17
MMJ Producer	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	1
Sales Account Executive	1, 5, 7, 9-12, 14-24, 26, 28-30, 32-37, 40-47	17

**KUSA/KTVD****EEO PUBLIC FILE REPORT**

November 21, 2010 - November 20, 2011

**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 Phone : Email : Fax : Manual posting Career Service	N	62
2	American Sportscasters Association Inc. 225 Broadway New York, New York Phone : (212) 227-8080 Email : Fax : Manual posting Lou Schwartz	N	0
3	Andrew Hudson's Job Postings	N	0
4	Art Institute of Colorado 1200 Lincoln Denver, Colorado Phone : 303-837-0825 Email : Fax : Manual posting Nancy Rider	N	0
5	Be On Air 1310 Wadsworth, Ste. 1000 Lakewood, Colorado Phone : Email : placement.Denver@beonair.com Fax : William Homann	N	0
6	Broadcast and Cable	N	0
7	Broadcast Cable Financial Management Association (BCFM) 5500 Frontage Road #360 Northfield, Illinois Phone : Email : info@bcfm.com Fax : 1--- Career Service	N	0

**KUSA/KTVD****EEO PUBLIC FILE REPORT**

November 21, 2010 - November 20, 2011

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
8	Broadcasting and Cable Magazine Colorado Phone : (646) 746-6949 Email : yatsumi@reedbusiness.com Fax : 1-646-746-6954 Career Service	N	0
9	Career Builder North Carolina Phone : Email : Fax : Manual posting n/a n/a	N	80
10	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Fax : Roz Alston	N	0
11	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Fax : Andrea Culp	N	0
12	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
13	Colorado State University -Career Center - Ammons Hall 711 Oval Drive Fort Collins,, Colorado Phone : (970) 491-5707 Email : jobs@careermail.colostate.edu Fax : Diane Kull	N	1

## KUSA/KTVD

## EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

## 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
14	Denver Indian Center 4407 Morrison Road Denver, Colorado Phone : (303) 936-2688 Email : eileen@denverindiancenter.org Fax : 1--- Eileen Masquat	N	0
15	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
16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0
17	Employee Referral Colorado Phone : Email : Fax : Manual posting Career Service	N	81
18	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Phone : Email : slizik@602communications.com Fax : 1--- Career Services	N	0
19	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : carlose@hispaniclink.org Fax : 1--- Carlos Ericksen-Mendoza	N	0

**KUSA/KTVD****EEO PUBLIC FILE REPORT**

November 21, 2010 - November 20, 2011

**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>
20	journalismjobs.com Colorado Phone : 510-524-2007 Email : dan@journalismjobs.com Fax : Dan Rohn	N	0
21	LARASA 1671 Yosemite St. Denver, Colorado Phone : (303) 377-9076 Email : mlchavez@aol.com Fax : Lorenzo Chavez	N	0
22	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Email : medialine@medialine.com Fax : 1--- Mark Shilstone	N	0
23	MediaRecruiter 20456 E. Orchard Place Centennial, Colorado Phone : 303-400-5150 Email : jim@mediarecruiter.com Fax : 1-303-400-5063 Career Service	N	0
24	MiCasa Women's Resources Center 360 Acoma St. Denver, Colorado Phone : (303) 539-5634 Email : kridings@micasaresourcecenter.org Fax : 1--- Kate Ridings	N	0
25	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : admin@naffaa.org Fax : 1--- Mr. Jon Melegrito	N	0

## KUSA/KTVD

## EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

## 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
26	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
27	National Black Media Coalition 1738 Elton Rd. #314 Silver Spring, Maryland Phone : (301) 445-2600 Email : webmaster@nbmc.org Fax : 1-301-593-3604 Pluria W. Marshall	N	0
28	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Email : cwint@ncnw.org Fax : 1--- Cassandra Wint	N	0
29	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Email : info@nljja.org Fax : 1--- Career Service	N	0
30	National Press Photographers Association/NPPA - Region 6 3200 Croasdaile Drive #306 Durham, North Carolina Phone : 919-383-7246 Email : Fax : 1-919-383-7261 Career Service	N	0
31	Outside Referrals Colorado Phone : Email : Fax : Manual posting Career Service	N	0

**KUSA/KTVD****EEO PUBLIC FILE REPORT**

November 21, 2010 - November 20, 2011

**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>
32	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Email : Fax : 1-202-223-4007 Karen Gregory	N	0
33	Red Rocks Community College 13300 W. 6th Ave. Box 10 Lakewood, Colorado Phone : (303) 914-6389 Email : nancy.Carlson@rrcc.edu Fax : Nancy Carlson	N	0
34	Regis College 3333 Regis Blvd F-14 Denver , Colorado Phone : Email : jobs@regis.edu Fax : 1--- Karen Adducci	N	0
35	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Email : saja@columbia.edu Fax : 1--- Career Service	N	0
36	Talent Agency Referral Colorado Phone : Email : Fax : Manual posting Career Service	N	3
37	Television Bureau of Advertising 3 East 54th Street, 10th Floor New York, New York Phone : (212) 486-1111 Email : tiphany@tvb.org Fax : 1--- Tiphany Jones	N	0

**KUSA/KTVD****EEO PUBLIC FILE REPORT**

November 21, 2010 - November 20, 2011

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
38	TelevisionWeek Colorado Phone : (323) 370-2415 Email : echasko@crain.com Fax : 1-323-658-6174 Erick Chasko	N	0
39	TVB	N	0
40	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
41	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Email : rparker@upo.org Fax : 1--- Regina Parker	N	0
42	University of Colorado @ Boulder Career Services 133 UCB Boulder, Colorado Phone : (303) 492-6541 Email : Fax : Manual posting Colin Kruger	N	0
43	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Email : roseann.wagner@ucdenver.edu Fax : 1--- Roseann Wagner	N	0

**KUSA/KTVD****EEO PUBLIC FILE REPORT****November 21, 2010 - November 20, 2011****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>
44	University of Northern Colorado Career Services Campus Box 58 Greeley, Colorado Phone : (970) 351-2127 Email : Kristen.stangl@unco.edu Fax : 1--- Kristen Stangl	N	0
45	Urban League 5900 E. 39th Avenue Denver, Colorado Phone : (303) 388-5861 Email : rcowherd@denverurbanleague.org Fax : Rod Cowherd	N	0
46	Women in Cable & Telecommunications (WICT) 14555 Avion Parkway, Suite 250 Chantilly, Virginia Phone : 703.234.9811 Email : Fax : 1-703-817-1595 Robin Burke Zahory	N	0
47	Women in Communications 3337 Duke Street Alexandria, Virginia Phone : 410-647-5002 Email : Fax : 1-703-342-4311 Career Service	N	0
48	Women in Film and Video 1233 20th St. NW #401 Washington, District of Columbia Phone : Email : Fax : Manual posting Meghann Devine	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>227</b>

**KUSA/KTVD****EEO PUBLIC FILE REPORT****November 21, 2010 - November 20, 2011****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	11/30/2010	Participation in events or programs sponsored by educational institutions	Investigative Reporter spoke to about 30 journalism students at University of Colorado Denver regarding career opportunities in the broadcasting industry.	1	Investigative Reporter	0.25
2	12/1/2010	Provision of training to management	Senior Human Resources Manager conducted a Performance Management training session in which 30 managers attended. Topics included motivating and engaging employees.	30	Senior HR Manager	1.00
3	1/19/2011	Establishment of training programs for station personnel	Outward Bound Professionals Program was delivered to entire sales staff. The program focused on leadership, team building and communication.	25	Business Development Manager	1.00
4	1/25/2011	Participation in events or programs sponsored by educational institutions	Investigative Reporter spoke to 400 Arvada West high school students about broadcast media careers.	1	Investigative Reporter	0.25
5	2/7/2011	Participation in events or programs sponsored by educational institutions	Anchor participated in Ralston Valley Career Day activities and spoke to about 500 students in shifts about the future of journalism and careers in broadcasting.	1	Anchor	0.25
6	2/15/2011	Participation in events or programs sponsored by educational institutions	Leadership team presented to the Ohio Center of Broadcasting. Sixty students attended the session and topics included careers in broadcasting and internship opportunities.	4	President Director of Marketing Assistant News Director Director of Operations and Technology	0.25
7	2/24/2011	Participation in events or programs sponsored by educational institutions	Reporter spoke to 40 students at Montbello High School. Topics included the education needed for a career in broadcasting and the future goals of the industry.	1	Reporter	0.25
8	2/25/2011	Participation in events or programs sponsored by educational institutions	Reporter spoke to about a dozen students from University of Colorado Denver. Students learned about careers and the news process at KUSA.	1	Reporter	0.25
9	3/7/2011	Participation in events or programs sponsored by educational institutions	Assistant News Director hosted 5 visiting students from the University of Denver MBA program. Topics discussed during their visit to our facility were the mechanics and culture of the news business today and careers in Broadcasting.	1	Assistant News Director	0.25

## KUSA/KTVD

## EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	3/7/2011	Participation in events or programs sponsored by educational institutions	Assistant News Director facilitated "Shadow Day" at KUSA. High School students visited the TV station to learn about careers in media. Participants get an opportunity to attend an editorial meeting, view a live broadcast and get their questions answered directly from the Assistant News Director.	1	Assistant News Director	0.25
11	3/7/2011	Participation in events or programs sponsored by educational institutions	Multi-Media Journalist spoke to about 40 students from the University of Colorado. Students learned about careers in broadcasting.	1	Multi-Media Journalist	0.25
12	3/18/2011	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to 130 students at STEM Magnet Lab School. Topics included careers in Meteorology/Atmospheric Science as well as Broadcasting.	1	Meteorologist	0.25
13	3/24/2011	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to 80 students at Yale School of Expeditionary Learning. Topics included careers in Meteorology/Atmospheric Science as well as Broadcasting.	1	Meteorologist	0.25
14	4/7/2011	Participation in events or programs sponsored by educational institutions	Photographer spoke to over 200 students at a Leadville Colorado High School career fair; photographer manned a table and responded to general broadcast questions from the students.	1	Photographer	0.25
15	4/15/2011	Participation in events or programs sponsored by educational institutions	Assistant News Director spoke to approximately 50+ students at the Rangeview High School Career Fair. The topic was careers in media.	1	Assisant News Director	0.25
16	4/18/2011	Participation in events or programs sponsored by educational institutions	Vice President/Regional News Executive participated on the selection committee for the President's Leadership Class at The University of Colorado. Twelve people participated April 18-19 to select the student leaders who are making a huge impact in class and in campus organizations.	1	VP/Regional News Executive	0.25
17	4/27/2011	Participation in events sponsored by community groups	Meteorologist spoke to 900 attendees at the Estes Park Science Fair held at Estes Park Middle School on the topic of the "importance of science education" and Careers in Broadcast Meteorology.	1	Meteorologist	0.25

## KUSA/KTVD

## EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
18	5/2/2011	Establishment of training programs for station personnel	Account Executive participated in a 1/2 day Stealth Sales program entitled "Sales Coaching". It was provided on-site and coaching included the process of planning your sales day, prospecting, and the art of closing the sale.	1	Account Executive	1.00
19	6/1/2011	Participation in events or programs sponsored by educational institutions	Vice President/Regional News Executive spoke to the Women's Chamber of Commerce. The audience was about 70 people and the topic was the changing information industry.	1	VP/Regional News Executive	0.25
20	6/12/2011	Establishment of training programs for station personnel	Entire investigative team attended the Investigative Reporters and Editors (IRE) 2011 conference in Orlando, Florida. This national conference had panels, workshops and roundtables covering the latest developments in the field of investigative reporting. Participants learned practical tips and story ideas shared by prize-winning members in quick-hit sessions. Sessions range from hands-on computer training to panels on more traditional techniques.	4	Investigative Reporter Investigative Reporter Executive Producer Photojournalist	1.00
21	7/20/2011	Participation in events or programs sponsored by educational institutions	Executive Producer hosted a tour at 9News for a dozen students from various local high schools. The excursion was part of a camp sponsored by iNews Network, a Colorado non-profit news organization. The topic for the young adults was the future of journalism and careers in broadcasting.	1	Vap	0.25
22	10/5/2011	Participation in events or programs sponsored by educational institutions	Multi-Media Journalist spoke to about 30 students from the University of Denver. Students learned about careers in broadcasting.	1	Multi-Media Journalist	0.25
23	10/7/2011	Participation in scholarship programs	President and General Manager participated in a round table event at the Daniels Fund in Denver. There were about six other community leaders in attendance and the purpose of the event was to brainstorm ideas for the Daniels Fund concerning educating their scholarship recipients.	1	President & General Manager	1.00

## KUSA/KTVD

## EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
24	10/15/2011	Participation in events sponsored by community groups	Assistant News Director served as a Boy Scouts merit badge counselor for the Denver Area Council at the Centennial District "Merit Badge College" where he was a counselor for Journalism and Communications merit badges to 30+ scouts.	1	Assistant News Director	0.25
25	10/28/2011	Establishment of an intern program designed to assist members of the community	We offer internships 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, 14 students completed internships. They represented both local universities and out of state universities, including: CU Boulder, California Lutheran University, Colorado Christian University, University of Nebraska, University of Denver, Metropolitan State College, Colorado State University and CU Denver.	3	Selection Committee	1.00
26	10/31/2011	Establishment of training programs for station personnel	KTVD Program Manager was invited to participate in the Gannett Leadership Program. The program focused on leadership in the new business environment, innovation and strategic and results management.	1	KTVD Program Manager	1.00
27	11/2/2011	Establishment of a mentoring program	Executive Sports Producer facilitates the 9NEWS HotShots program where we mentor high school young adults in photojournalism and editing. Fifteen students and their parents participated in a class about the program and during the orientation speakers spoke about the broadcast industry and careers in broadcasting were discussed.	1	Executive Sports Producer	1.00
28	11/3/2011	Establishment of training programs for station personnel	Executive Producer attended a one-day training session at Mountain States Employers Council entitled "Supervision Core Competencies".	1	Executive Producer	1.00

**KUSA/KTVD****EEO PUBLIC FILE REPORT****November 21, 2010 - November 20, 2011****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
29	11/11/2011	Participation in events or programs sponsored by educational institutions	Reporter spoke to students at Career/College Day at Cherry Creek School District. Topics included the education needed for a career in broadcasting and the future goals of the industry.	1	Reporter	0.25
30	11/14/2011	Participation in scholarship programs	<p>As a part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, in 2011 we supported the Emma L. Bowen Foundation with a grant from the Gannett Foundation Media Fund in 2011. This grant is for the Emma Bowen Foundation for Minority Interests in Media for general support of media diversity initiatives including on-the-job training, mentoring, scholarships and work/study programs.</p> <p>The Emma L. Bowen Foundation was established by the media industry to increase access to permanent job opportunities for minority students.</p>	1	Team	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>15.00</b>