

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

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 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Account Executive, Sales	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Accountant	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	3
Assignment Editor	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	49
Assistant, Sales	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Associate, Sales	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Backpack Journalist (BPJ), Sports	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	20
Director of Operations and Technology	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	20
General Sales Manager	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	20
Meteorologist	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Network Systems Administrator	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Operations Technician	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	2
Operations Technician	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	3
Operations Technician	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	2
Operations Technician, Temporary	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	2
Operations Technician, Temporary	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	2
Producer	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	2

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

Producer	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	3
Producer	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	3
Producer	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Producer	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	2
Producer	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	20
Producer, Colorado and Company	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	2
Reporter, General Assignment	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Reporter, General Assignment	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Reporter, Investigative	RS 1-5, 7, 9-23, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Traffic Coordinator, Senior	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	1
Traffic Manager	RS 1-5, 7, 9-22, 26-28, 30-32, 34-36, 38-42, 44-46, 49-55	2

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

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	94
2	9News Employee Referral	N	32
3	9News Employee Announcement Board (Self Referral)	N	18
4	Alliance of Professional Women Attn: Karen Rosen 10371 Severance Dr. Parker, CO 80134 (303) 368-4747 execdir@apwcolorado.org	N	0
5	American Sportscasters Association Inc. Attn: Lou Schwartz 225 Broadway New York, NY 10007 (212) 227-8080 LSchwa8198@aol.com	N	0
6	Art Institute of Colorado Attn: Nancy Rider, Career Services Ctr. 1200 Lincoln Denver, CO 80203 303-837-0825 ridern@aii.edu	N	0
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@aja.org	N	0
8	Broadcasting and Cable Magazine yatsumi@reedbusiness.com (646) 746-6949	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

	fax (646) 746-6954		
9	Colorado Black Chamber of Commerce Attn: Roz Alston 1448 Pennsylvania St. Denver, CO 80203 (303) 831-0720 info@coloradoblackchamber.org	N	0
10	Colorado Coalition for Persons with Disabilities Attn: Linda Keenan 303 W. Colfax Ave., #150 Denver, CO 80204 (720) 913-8480	N	0
11	Colorado College Career Center Attn: Andrea Culp 14 East Cache La Poudre St. Colorado Springs, CO 80903 (719) 389-6893 careercenter@coloradocollege.edu	N	0
12	Colorado Division of Vocational Rehabilitation Attn: Rob Buzogany 2211 W. Evans Ave. Denver, CO 80223 (303) 866-2500	N	0
13	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	0
14	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	0
15	Colorado Women's Chamber of Commerce Attn: Allison Langler 2150 W. 29th Ave., Ste. 325 Denver, CO 80211	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

	(303) 458-0220		
16	Cross Community Coalition Attn: Lorraine Granado 2332 E. 46th Avenue Denver, CO 80216 (303) 292-3203	N	0
17	Denver Indian Center Attn: Dina Yazzie 4407 Morrison Road Denver, CO 80219 (303) 936-2688 dina@denverindiancenter.org	N	0
18	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	N	0
19	Executive Women International Attn: Tina Montoya (303) 871-1417 www.ewi-denver.org	N	0
20	Gannett Opportunity Knocking	N	11
21	Hispanic Chamber of Commerce Attn: Phil Rodriguez 924 W. Colfax, Ste. 201 Denver, CO 80204 (303) 534-7783	N	0
22	Hispanic Link News Service Attn: Carlos Ericksen-Mendoza 1420 N. St. N.W. Washington, D.C. 20005 (202) 234-0280 carloese@hispaniclink.org	N	0
23	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	1

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

24	<p>www.journalismjobs.com Attn: Dan Rohn Tel. 510-524-2007 dan@journalismjobs.com</p>	N	0
25	<p>La Voz Nueva classifieds@lavozcolorado.com 303-936-8556 2885 W 3rd Ave. Denver, CO 80219</p>	N	0
26	<p>LARASA Attn: Lorenzo Chavez 1671 Yosemite St. Denver, CO 80220 (303) 377-9076 mlchavez@aol.com</p>	N	0
27	<p>Leadership Institute (The) Attn: Billy Parker Steve P.J. Wood Bldg. 1101 North Highland St. Arlington, VA 22201 (703) 247-2000 bparker@limal.us</p>	N	0
28	<p>MediaLine Attn: Mark Shilstone P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com mark@medialine.com</p>	N	0
29	<p>MediaRecruiter.com 20456 E. Orchard Place Centennial, CO 80016 303-400-5150 - office 303-400-5063 - fax jim@mediarecruiter.com</p>	N	0
30	<p>MiCasa Women's Resources Center Attn: Teri Redl 360 Acoma St. Denver, CO 80223-1167 (303) 539-5597 tredl@micasa.org</p>	N	0
	<p>NATAS Heartland Chapter Attn: Audra Elling</p>		

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

31	1255 W. Virginia Ave. Denver, CO 80223 303-722-0916	N	0
32	National Association of Black Journalists Attn: Warren Paul 8701-A Delphi Road Delphi, MD 20783-1716 (301) 445-7100 x108	N	1
33	National Association of Broadcasters 1771 N Street, NW Washington, D.C. 20036 www.nab.org 202-429-5300 Fax: 202-429-4199	N	0
34	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	0
35	National Hispanic Media Coalition Attn: Alex Nogales 2514 S. Grand Ave. Los Angeles, CA 90007 (213) 746-6988	N	0
36	National Lesbian and Gay Journalists Attn: Jason Clement 1420 K Street, NW Suite 910 Washington, DC 20005 (202) 588-9888 jlclement@nlgja.org	N	0
37	National Press Photographers Association Roger Hamer WOWT - JIB Chairman rlhamer@hotmail.com (402) 346-6666 x7273 (402) 233-7888 (fax)	N	0
38	Native American Journalists Association Attn: Ron Walters – Executive Director 555 Dakota St. Al Neuharth Media Center Vermillion, SD 57069	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

	(605) 677-5282 ron@naja.com		
39	Outside Referrals (Vendors and Advertisers)	N	5
40	Northeast Women's Center Ms. Hazel Whitsett 4821 East 38th Ave. Denver, CO 80207 (303) 355-8436	N	0
41	Ohio Center for Broadcasting Attn: William Homann 1310 Wadsworth, Ste. 1000 Lakewood, CO 80214 placement.Denver@beonair.com	N	0
42	Organization of Chinese Americans 1001 Connecticut Ave., N.W. Suite 707 Washington, D.C. 20036 (202) 223-5500	N	0
43	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	0
44	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	0
45	Regis College Attn: Jeremy Lee 3333 Regis Blvd. F-12 Denver, CO 80221 www.regis.edu/careerservices jobs@regis.edu	N	0
46	Talent Agency Referral	N	8
47	TelevisionWeek Attn: Erick Chasko (323) 370-2415	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

	fax (323) 658-6174 echasko@crain.com		
48	TVSpy.com Attn: Steebo Varghese-Sales & Marketing Associate 212-242-8688 www.tvspy.com svarghese@tvspy.com	N	0
49	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	5
50	University of Colorado @ Boulder Career Services Attn: Colin Kruger 133 UCB Boulder, CO 80309-0133 (303) 492-6541 (303) 492-5723 fax hirecu@colorado.edu	N	0
51	University of Colorado @ Denver Career Services Center Attn: Alfonso Valdez Tivoli Student Union, Ste 260 PO Box 173364 Campus Box 138 Denver, CO 80217 (303) 556-2250 (303) 556-4728 fax alfonso.valdez@cudenver.edu	N	0
52	University of Denver Career Center Attn: Jenna Wilson 2050 E. Evans Ave., Ste. 30 Denver, CO 80208 (303) 871-2150 career.du.edu	N	0
53	University of Northern Colorado Career Services Attn: Matt Leland Campus Box 58 Greeley, CO 80639 (970) 351-2127 matt.leland@unco.edu	N	0
54	Unsolicited - Phone Call, Resume or Application	N	0
55	Urban League Attn: Rod Cowherd 5900 E. 39th Avenue Denver, CO 80207	N	0

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

	(303) 388-5861 rcowherd@denverurbanleague.org		
56	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.witc.org	N	0
57	Women in Film and Video Attn: Meghann Devine 1233 20th St. NW Ste. 401 Washington, D.C. 20036 wifv@hers.com	N	0
	TOTAL INTERVIEWEES OVER 12-MONTH PERIOD		175

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<p>We offer one-semester student internships, for credit, in News, Weather, Sports, Promotions, Community Relations 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, 20 students served as interns. They represented both local universities and out of state universities, including: University of Colorado, University of Denver, University of Northern Colorado, Metropolitan State University, and Colorado State University.</p> <p>We offer a paid internship in partnership with the University of Colorado. Selection is based on an application, coursework, experience and references. 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. During the reporting period, one student, a minority, was awarded the paid internship.</p>
2	Staff Training Programs -Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	<p>The KUSA/KTVD “<i>Management Certificate Program</i>” is a 12-month management-training program that focuses on the fundamentals of successful leadership. During the reporting period, 7 managers participated in the program, beginning in the Summer of 2006. Participants received a pre-program 180-degree (i.e., manager, peer and employee) evaluation, set goals related to this evaluation of their leadership skills, and concluded with a post-program 180-degree evaluation of their goal attainment and progress.</p>

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

We offer a broad range of training programs to help its staff improve job skills and qualify for higher-level positions. During the reporting period, these programs included the following areas:

January

Web Writing (50 Participants)

February

Sales Development Training (One Participant)

March

Winning in Weather (Four Participants)

April

Backpack Journalist Skills Training (One Participant)

Winning in News (One Participant)

Avid (Six Participants)

Ethics in Journalism (20 Participants)

National Association of Broadcasters (One Participant)

Sales Seminar (One Participant)

May

Copy Editing Seminar (One Participant)

Circle of Latina Leadership – (One Participant)

On-Line Computer Software Training (20 Participants)

Mentoring Training (20 Participants)

Sales Training (30 Participants)

Lightwave Training (Five Participants)

June

Communication (One Participant)

Investigative Reporting Training (Two Participants)

July

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

		<p>Computer Skills Training (One Participant) Women in Photojournalism – (Two Participants) NABJ Training and Conference (One Participant). AAJA Training and Conference (Two Participants)</p> <p><u>August</u></p> <p>Computer Assisted Reporting Seminar (One Participant) Where to Get Stories (Three Participants)</p> <p><u>September</u></p> <p>Sales Training (30 Participants)</p> <p>October</p> <p>3D Graphics Training (3 Participants) Sales Training (One Participant) Creativity (20 Participants)</p> <p><u>November</u></p> <p>Weather (One Participant) Computer (One Participant)</p> <p><u>December</u></p> <p>Web Fundamentals and Design Training (One Participant) Producer/Writing Training (One Participant)</p>
3	EEO Training Programs	<p>Human Resources conduct training sessions on recruitment, hiring, performance management, discrimination issues and employment law. During the reporting period, 29 managers participated in these various training sessions, which were held March, June and September.</p> <p>September 2007 held Veterans Round Table event. Ten participants discussed and learned about current Veteran issues including employment issues.</p>
4	Participation in Programs Relating to Careers in	<p>VP/News Director serves on the CU Journalism Advisory board.</p>

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

<p>Broadcasting</p>	<p>Hosted five Colorado Leadership Challenge groups totaling over 30 students during 2007; these students learned about leadership skills necessary for our industry.</p> <p>VP/News Director spoke to 20 Colorado State University Journalism students about careers in Journalism.</p> <p>VP/News Director spoke to 30 University of Colorado Journalism students about careers in Journalism.</p> <p>President/GM and Human Resources Manager participated in the Colorado Broadcasters Association (CBA) Diversity Outreach for Broadcasters conference call. We reviewed the CBA survey of EEO outreach and discussed best practices and how the CAB can work with local stations to improve outreach.</p>
<p>5 Job Fairs and Career Days</p>	<p>April 2007 – Human Resources Manager and Sports Producer/Photojournalist spoke to over 100 students at the John F. Kennedy High School Career day.</p> <p>June 2007 – Human Resources Manager spoke to over 50 participants about careers in broadcasting at the Native American Journalist Association conference.</p> <p>June 2007 – VP/Director Community Relations spoke to over 100 participants about careers in broadcasting at the National Hispanic Journalist Association conference.</p> <p>August 2007 – VP/News Director spoke to over 100 participants about careers in broadcasting at the Black Journalist Association Conference.</p>

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

<p>6</p>	<p>Recruitment Outreach to Diverse Populations - Organizations who we contact regarding upper-level job openings whose membership includes substantial participation of women and minorities.</p>	<p>KUSA/KTVD advertises all upper-level category openings with organizations and websites that focus on minorities and women. They include: Colorado Black Chamber of Commerce, Asian American Journalist Association, Colorado Women’s Chamber of Commerce, Denver Indian Center, Executive Women International, Hispanic Chamber of Commerce, Larasa, MiCasa Women’s Resources Center, National Association of Black Journalists, National Association of Hispanic Journalists, National Hispanic Media Coalition, Native American Journalists Association, Northeast Women’s Center, Organization of Chinese Americans, Women in Cable and Telecommunications, Women in Film and Video For a complete list of organizations that focus on women and minorities please see our Master Recruitment Source List (MRSL).</p>
<p>7</p>	<p>Scholarship Programs – Participate in scholarship programs designed to assist students interested in pursuing careers in broadcasting.</p>	<p>As part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, KUSA/KTVD supports the Emma Bowen Foundation as part of our commitment to grow the next generation of broadcasters and our commitment to creating a diverse workforce. The Emma L. Bowen Foundation was established by the media industry to increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for a partner company during summers and school breaks from the end of their junior year in high school until they graduate from college. During that five-year period, students learn many aspects of corporate operations and develop company-specific skills. Corporations guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation to help pay for college tuition and expenses. Mentoring from selected staff</p>

KUSA/KTVD
EEO PUBLIC FILE REPORT
11/21/06 – 11/20/07

		in the sponsoring company is also a key element of the program.
8	Other Station Efforts – Encourage individuals to join the broadcast journalism industry.	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 2006, we hosted over 150 tours with approximately 20 participants in each group. Groups came from local schools and organizations such as: Monarch High School, Leadership Challenge, Front Range Community College, Cherry Creek High School, Broadcast Professionals, Montebello High School, Ohio Center for Broadcasting, University of Northern Colorado, Brady Exploration School, Arapahoe Community College, CU Journalism School, and Teikyo Loretto Heights University.