

**KDVR, KFCT, KWGN**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2014 - November 30, 2015**

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KDVR, KFCT, KWGN, Denver, Colorado.

KDVR, KFCT, KWGN, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 303-566-7664.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

**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
Promotions Writer/Producer	1, 3-4, 6-8, 12-17, 20-21, 23, 25, 27, 30-31, 33-37, 39, 44-45, 47, 49-50, 53-54, 57-60, 64-65, 67-68, 70-76, 78-81	23
Meteorologist	2, 4, 6, 8, 12-16, 20-21, 25, 27, 30-31, 33-37, 39, 44-45, 47, 49-51, 53-54, 57-60, 64-65, 68-69, 71-74, 76, 78-81	69
News Producer	4, 6-8, 12-17, 20-21, 24-25, 27, 30-31, 33-39, 44-45, 47, 49-50, 53-54, 57-60, 64-65, 67-68, 71-76, 78-81	58
VP, News and Digital Content	4, 6-8, 12-17, 19-21, 23, 25, 27, 30-31, 33-39, 44-45, 47, 49-50, 53-54, 57-60, 64-65, 67-68, 71-76, 78-81	23
Sales Account Executive	4-8, 12-17, 20-21, 25, 27, 30-31, 33-39, 44-45, 47, 49-50, 53-54, 57-60, 64, 67-68, 71-76, 78-81	58
Anchor	2, 4, 6-8, 11-17, 20-21, 25, 31, 33-38, 40, 45, 47, 49-50, 53-54, 57-59, 61, 64-65, 67-68, 71-76, 78-81	2
Anchor	2, 4, 6-8, 11-17, 20-21, 25, 31, 33-38, 40, 45, 47, 49-50, 53-54, 57-59, 61, 64-65, 67-68, 71-76, 78-81	2
Photojournalist	4, 6-9, 11-17, 19-21, 23, 25, 31, 33-37, 40, 44-45, 47, 49-50, 53-54, 57-59, 61, 64-65, 67-68, 71-76, 78-81	23

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Photojournalist	4, 6-9, 11-17, 19-21, 23, 25, 31, 33-37, 40, 44-45, 47, 49-50, 53-54, 57-59, 61, 64-65, 67-68, 71-76, 78-81	19
Reporter	4, 6-8, 11-17, 19-21, 25, 33-35, 37-40, 44-45, 47, 49-50, 53-54, 57-59, 61, 64-65, 67-68, 71-76, 78-81	19
Account Executive	4-8, 10, 12-17, 20-21, 23, 25-27, 29, 33-35, 37, 39-40, 45, 47, 50, 53-54, 57-59, 61, 64-65, 67-68, 71-76, 78-81	26
Digital Content Manager	4, 6-9, 11-17, 19-21, 23, 25, 33-35, 37, 40, 44-45, 47, 49-50, 53-54, 57-59, 61, 64-65, 67-68, 71-76, 78-81	23
Executive Producer	4, 6-8, 11-17, 19-21, 24-25, 27, 33-35, 37-38, 40, 43-45, 47, 50-54, 57-59, 61, 64-68, 71-76, 78-81	65
Photojournalist	4, 6-8, 11-17, 19-21, 24-25, 27, 33-35, 40, 44-45, 47, 49-50, 53-54, 57-59, 61, 64-65, 67-68, 71-76, 78-81	33
Reporter	4, 6-8, 11-17, 19-20, 22, 25, 33-35, 37-40, 44-45, 47, 49-50, 53, 57-59, 61, 64-65, 67-68, 71-76, 78-81	19
Multi Media Journalist	2, 4, 6-8, 11-17, 19-20, 22, 25, 27, 33-35, 37-40, 44-45, 47, 49-50, 53, 57-59, 61, 65, 67-68, 71-76, 78-81	19
Photojournalist MMJ	4, 6-8, 11-17, 19-20, 22-23, 25, 33-35, 37-40, 44-45, 47, 49-50, 53, 57-59, 61, 65, 67-68, 71-76, 78-81	58
Account Executive	4-8, 10-12, 14-17, 20, 22-23, 25, 27, 29, 33-35, 37, 39-40, 44-45, 47, 49-50, 53, 55, 57-59, 61, 65, 67-68, 71-76, 78-81	58
Producer	2, 4, 6-8, 11-12, 14-17, 20, 22-23, 25, 33-35, 37-40, 44-45, 47, 49-50, 53, 57-59, 61, 63, 65, 67-68, 71-76, 78-81	58
Morning Producer	4, 6-8, 11-12, 14-17, 19-20, 22-23, 25, 33-35, 37-40, 44-45, 47, 49-50, 53, 58-59, 61, 65, 67-68, 71-76, 78-81	23
Account Executive	2, 4, 6-8, 11-12, 14-17, 20, 22-23, 25, 29, 33-35, 37, 39-40, 44-45, 47, 49-50, 53, 57-59, 61, 65, 67-68, 71-76, 78-81	2
Anchor	2, 4, 6-8, 11-12, 14-17, 20, 22, 32-35, 37-40, 44-45, 47, 49-50, 53, 57-59, 61, 65, 68, 71-76, 78-81	2

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Assistant	4, 6-8, 11-12, 14-17, 20, 22, 25, 27, 33-35, 37, 39-40, 44-45, 47, 49-50, 53, 55, 57-59, 61, 65, 67-68, 71-81	58
Multi-Media Journalist	2, 4, 6-8, 11-12, 15-17, 19-20, 22, 25, 27, 33-35, 39-40, 44-45, 47, 49-50, 53, 55, 57-59, 61, 65, 68, 71-76, 78-81	2
Promotions Producer	1, 7-8, 11-12, 14-17, 19-20, 22-23, 25, 27, 33-35, 37, 39-40, 44-45, 47, 49-50, 53, 57-59, 61, 65, 67-68, 71-76, 78-81	23
Executive Producer	4, 6-8, 11-12, 14-17, 19-20, 22-23, 25, 28, 33-35, 37-40, 44-45, 47, 49-51, 57-59, 61, 63, 65, 67-68, 71-76, 78-81	23
Producer	4, 6-8, 11-12, 14-17, 19-20, 22-23, 25, 27, 31, 33-35, 37, 39-40, 44-45, 47, 49-50, 57-59, 61, 65, 67-68, 71-76, 78-81	23
Photojournalist	6-8, 12, 14-15, 17, 19-20, 22-23, 25, 33-35, 37, 39-40, 44-45, 47, 49-50, 57-59, 61, 65, 67-68, 71-76, 78-81	58
Meteorologist	2, 4, 6-8, 10, 14-17, 20, 22-23, 25, 29, 33-35, 37-38, 40-42, 44-45, 47, 50, 53, 57-59, 62, 64-66, 68, 71-76, 78, 80-81	2
Promotions Producer	4, 6-8, 10, 12, 14-18, 20, 22-23, 25, 29, 33-35, 37, 39-40, 42, 44-45, 47, 50, 53, 57-59, 62-63, 65, 67-68, 71-74, 76, 78, 80-81	23
Account Executive	4, 6-8, 10, 12, 14-17, 20, 22-23, 25, 29, 31, 37, 39-42, 44-47, 49-50, 53, 55, 57-59, 62-63, 65, 67-68	58
National Sales Manager	5-8, 10, 12, 14-17, 20, 22, 26, 29, 37, 40, 42, 44-45, 47, 49-50, 53, 56, 58-59, 62-63, 65, 67-68	63
Assignment Editor	7-8, 10, 12, 14-16, 20, 22-23, 25, 37-40, 42, 44-45, 47-50, 53, 57-59, 62-63, 65, 68, 77	23
Sales Assistant	6-7, 10, 12, 14-17, 20, 25, 27, 29, 37, 40, 42, 44-45, 47, 49, 53, 57-59, 62-68, 77	77

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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 Reporting Period
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : <a href="http://602communications.com">http://602communications.com</a> Sandy Lizik Manual Posting	N	0
2	Agency Referral	N	16
3	Alan Sanders Media Group 111 Eighth Ave New York, New York 10011 Alan Sanders Manual Posting	N	0
4	Alliance of Professional Women 10371 Severance Dr. Parker, Colorado Phone : 303.368.4747 Url : <a href="http://apwcolorado.org">http://apwcolorado.org</a> Email : <a href="mailto:execdir@apwcolorado.org">execdir@apwcolorado.org</a> Fax : 1-303-750-1711 Karen Rosen	N	0
5	Andrew Hudson 5130 S Hanover Way Englewood, Colorado 80111 Phone : 720-350-4329 Andrew Hudson Manual Posting	N	8
6	Arapahoe Community College 5900 S Santa Fe Drive Littleton, Colorado 80120 Phone : 303-797-4222 Email : <a href="mailto:careers@arapahoe.edu">careers@arapahoe.edu</a> Career Services	N	0
7	Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4773 Email : <a href="mailto:shoiland@aii.edu">shoiland@aii.edu</a> Fax : 1-303-824-4772 Shannon Hoiland	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	Asian Pacific Development Center 1544 Elmira St. Aurora, Colorado 80010 Phone : 303.365.2959 x104 Url : <a href="http://apdc.org">http://apdc.org</a> Fax : 1-303-344-4599 Coleen Higashide	N	0
9	B-Roll.net 1623 D St. NE Washington, District of Columbia 20002 Phone : 202-486-8842 Url : <a href="http://www.b-roll.net">www.b-roll.net</a> Kevin Johnson Manual Posting	N	0
10	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Luke Scanlon Manual Posting	N	3
11	Career Builders 200 N LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Career Services Manual Posting	N	0
12	Center for People with Disabilities 1675 Range St. Boulder, Colorado 80301 Phone : 303-442-8662 Url : <a href="http://cpwd-ilc.org">http://cpwd-ilc.org</a> Fax : 1-303-442-0502 Career Services	N	0
13	Colorado Black Chamber of Commerce 410 17th Street Denver, Colorado 80202 Phone : 303-831-0720 Url : <a href="http://coloradoblackchamber.org">http://coloradoblackchamber.org</a> Fax : 1-303-755-7363 Carrie Warren	N	0

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14	Colorado Broadcasters Assoc 333 West Hampden Ave Suite 400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : <a href="http://coloradobroadcasters.org">http://coloradobroadcasters.org</a> Justin Sasso Manual Posting	N	0
15	Colorado College 14 E. Cache La Poudre St Colorado Springs, Colorado 80903 Phone : 719-389-6893 Email : <a href="mailto:careercenter@coloradocollege.edu">careercenter@coloradocollege.edu</a> Fax : 1-719-389-6804 Geoff Falin	N	0
16	Colorado State University 711 Oval Drive Fort Collins, Colorado 80523 Phone : 970-491-5707 Email : <a href="mailto:career_employers@mail.colostate.edu">career_employers@mail.colostate.edu</a> Diane Kull	N	2
17	Community College of Aurora 16000 E. Centre Tech Pkwy. Aurora, Colorado 80011 Phone : 303-360-4952 Email : <a href="mailto:robert.burnett@ccaaurora.edu">robert.burnett@ccaaurora.edu</a> Robert Burnett	N	0
18	Connecting Colorado 201 W Colfax, Department 1005 Denver, Colorado 80202 Phone : (720) 913-1648 Url : <a href="http://connectingcolorado.org">http://connectingcolorado.org</a> Steve Martinez Manual Posting	N	0
19	Current Employee	N	23
20	Discovery Job Network, Inc. 8035 S. Quebec Centennial, Colorado 80012 Phone : 303-220-3384 Email : <a href="mailto:djn2@stthomasmore.org">djn2@stthomasmore.org</a> Fax : 1-303-220-3385 Liz Stelloh	Y	0

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21	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
22	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
23	Employee Referral	N	53
24	Employee Referrals Colorado 80203 Phone : 303-595-3131 Career Services	N	4
25	EntertainmentCareers.net 914 S. Barrington Los Angeles, California 90049 Phone : 310-442-0200 Url : <a href="http://entertainmentcareers.net">http://entertainmentcareers.net</a> Brad Hall Manual Posting	N	0
26	Former Employee	N	2
27	Gay, Lesbian, Bisexual, Transgender Ctr of Colo PO Box 9798 Denver, Colorado 80209 Phone : 303-733-7742 Url : <a href="http://coloradoglb.org">http://coloradoglb.org</a> Fax : 1-303-282-9399 Rahn Anderson	N	0
28	If Management, Inc 810 7th Ave 11th Floor New York, New York 10019 Steve Herz Manual Posting	N	0

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29	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	6
30	Inroads 6200 S Quebec St Suite 330 Greenwood Village, Colorado 80111 Phone : 303-967-7328 Url : <a href="http://www.inroads.org">http://www.inroads.org</a> Fax : 1-303-967-7114 Donna Cotton	N	0
31	Internships 100 E Speer Blvd Denver, Colorado 80203 Url : <a href="http://www.kdvr.com">www.kdvr.com</a> Internships Internships Manual Posting	N	0
32	journalismjobs.com Colorado Phone : 510-524-2007 Url : <a href="http://www.journalismjobs.com">www.journalismjobs.com</a> Email : <a href="mailto:dan@journalismjobs.com">dan@journalismjobs.com</a> Dan Rohn	N	0
33	KFOR 444 E Britton Rd Oklahoma City, Oklahoma 73114 Phone : 405-424-4444 Url : <a href="http://www.kfor.com">www.kfor.com</a> Email : <a href="mailto:jobs@kfor.com">jobs@kfor.com</a> Alecia Metscher	N	1
34	KFSM 318 North 13th St Fort Smith, Arkansas 72901 Phone : 479-783-3131 Url : <a href="http://www.kfsm.com">www.kfsm.com</a> Email : <a href="mailto:eileen.mazurkiewicz@kfsm.com">eileen.mazurkiewicz@kfsm.com</a> Eileen Mazurkiewicz	N	0



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35	KSTU 5020 W Amelia Earhart Dr. Salt Lake City, Utah 84116 Phone : 801-532-1300 Url : www.fox13now.com Email : janet.gray@fox13now.com Janet Gray	N	0
36	KTVI-TV 2250 Ball Drive St. Louis, Missouri 63146 Phone : 314-213-7419 Url : www.ktvi.com Email : vincent.strauss@tvstl.com Vincent Strauss	N	0
37	Media-Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 323-284-5589 Url : www.media-match.com/usa Tammy Romaniuk Manual Posting	N	0
38	Medialine.com Box 51909 Pacific Grove, California 93950 Phone : 800.237.8073 Url : http://medialine.com Fax : 1-831-648-5204 Career Services Manual Posting	N	0
39	Metro State 1201 5th St. #9 Denver, Colorado 80204 Phone : 303-556-3664 Fax : 1-303-556-4035 Career Services	N	0
40	Mi Casa Resource Center 360 Acoma St Denver, Colorado 80223 Phone : 303-539-5648 Email : avolcker@micasaresourcecenter.org Fax : 1-303-595-0422 Ann Volcker	Y	0

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41	motionographer.com 124 Rivington St Ground Floor New York, New York 10002 Justin Cone Manual Posting	N	0
42	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
43	National Urban League 120 Wall St New York, New York 10005 Phone : 212-558-5300 Url : <a href="http://www.nul.org/">http://www.nul.org/</a> Fax : 1-212-344-5332 Ursula Higgins	N	0
44	NEWSSED: Comm Development Corp. 901 W 10th Ave Denver, Colorado 80204 Phone : 303-534-8342 Url : <a href="http://www.newsed.org">http://www.newsed.org</a> Email : vbarela@newsed.org Fax : 1-303-534-7418 Veronica Barela	N	0
45	Northeast Women's Center 4821 E. 38th Ave. Denver, Colorado 80207 Phone : 303-355-3486 Email : newc4821@hotmail.com Hazel Whitsett	N	0
46	OTA Talent Colorado Phone : 719-388-9765 Jeff Marku Manual Posting	N	0

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47	Paralyzed Veterans of America - Mountain State Chap 12200 E Iliff Ave 107 Aurora, Colorado 80014 Phone : 303-597-0038 Email : info@mscpva.org Fax : 1-303-597-0039 James W. Sack	N	0
48	Previous Applicant	N	2
49	Red Rocks Community College 13300 W. 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6389 Email : nancy.carlson@rrcc.edu Nancy Carlson	N	0
50	Regis University 3333 Regis Blvd. Denver, Colorado 80221 Url : <a href="http://www.ecampusrecruiter.com">http://www.ecampusrecruiter.com</a> Karen Adducci Manual Posting	N	2
51	Rick Gevers & Associates P O Box 577 Zionsville, Indiana 46077-0577 Phone : 317-769-7900 Url : rickgevers.com Fax : 1-317-769-7910 Rick Gevers Manual Posting	N	2
52	Rocky Mountain Indian Chamber of Commerce 924 W. Colfax Ave. Denver, Colorado 80204 Phone : 303-629-0102 Url : <a href="http://rmicc.org">http://rmicc.org</a> Fax : 1-800-626-3357 Career Services	N	0
53	Seniors! Inc. 5840 E. Evans Denver, Colorado 80222 Phone : 303-300-6900 Url : <a href="http://seniorsinc.org">http://seniorsinc.org</a> Fax : 1-303-300-6950 Bill Hammer	N	0

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54	Servicios de la Raza 4058 Tejon Denver, Colorado 80211 Phone : 303-458-5851 Url : <a href="http://serviosdelaraza.tripod.com">http://serviosdelaraza.tripod.com</a> Fax : 1-303-455-1332 Maria Gomez	N	0
55	Society for News Design (SND) 424 E Central Blvd Orlando, Florida 35801 Phone : 407-420-7748 Url : <a href="http://www.office.snd.org">www.office.snd.org</a> Web source Web Source Manual Posting	N	0
56	Spots 'N' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Emily McKay Manual Posting	N	0
57	State of CO Division of Vocational Rehabilitation 2211 W Evans Ave, Bldg A Denver, Colorado 80223 Phone : 303-866-3202 Fax : 1-303-866-3419 Cathy Kohl	N	0
58	Station Website KDVR 100 E Speer Blvd Denver, Colorado 80203 Mercedes Romero Manual Posting	N	78
59	Station Website KWGN 100 E Speer Blvd Denver, Colorado Mercedes Romero Manual Posting	N	0
60	The Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4881 Email : <a href="mailto:kechter-wright@aii.edu">kechter-wright@aii.edu</a> Kate Wright	N	0

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61	TribLink 435 N. Michigan Ave Chicago, Illinois 60611 Tribune Group Tribune Group Manual Posting	N	4
62	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	0
63	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	9
64	TVandRadioJobs.com Internet Only Site North Carolina Url : <a href="http://tvandradiojobs.com">http://tvandradiojobs.com</a> Career Services Manual Posting	N	0
65	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com/postjobs">http://tvjobs.com/postjobs</a> Career Services Manual Posting	N	1
66	TVNewsCheck.com P.O. Box 565 Chathan, New Jersey 07928 Phone : 215-901-9495 Steve Toltz Manual Posting	N	0

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67	Univ of Colorado - Boulder 1505 University Ave Boulder, Colorado 80302 Phone : 303.492.4123 Url : <a href="http://colorado.edu/careerservices/employers">http://colorado.edu/careerservices/employers</a> Michael Deragisch Manual Posting	N	0
68	Urban League of Metro Denver 2015 York St. Denver, Colorado 80205 Phone : 303-377-2790 Url : <a href="http://denverurbanleague.org">http://denverurbanleague.org</a> Email : <a href="mailto:info@denverurbanleague.org">info@denverurbanleague.org</a> Fax : 1-303-377-2794 Landri Taylor	N	0
69	Walk In/Self-Referral	N	2
70	Welldunne Talent 316 Cromwell Ave SW Albuquerque, New Mexico 87102 Phone : 602-288-9043 Kate Bacon Manual Posting	N	0
71	WGHP 2005 Francis St High Point, North Carolina 27263 Phone : 336-821-1204 Url : <a href="http://www.wreg.com">www.wreg.com</a> Email : <a href="mailto:twilkins@tribunemedia.com">twilkins@tribunemedia.com</a> T'Kia Wilkins	N	0
72	WHNT 200 holmes Ave Huntsville, Alabama 35801 Phone : 256-535-2150 Email : <a href="mailto:nonda.sloan@whnt.com">nonda.sloan@whnt.com</a> Nonda Sloan	N	0
73	WHO 1801 Grand Ave Des Moines , Iowa 50309 Phone : 515-242-3500 Url : <a href="http://www.whotv.com">www.whotv.com</a> Email : <a href="mailto:mary.phares@whotv.com">mary.phares@whotv.com</a> Mary Phares	N	0

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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 Reporting Period
74	WITI 9001 N Green Bay Rd Milwaukee, Wisconsin 53209 Phone : 414-586-2206 Url : www.fox6now.com Email : julie.bednarek@fox6now.com Julie Bednarek	N	0
75	WJW 5800 S Marginal Rd Cleveland, Ohio 44108 Phone : 216-431-8888 Url : www.fox8.com Email : cheryl.thorne@localtvllc.com Cheryl Thorne	N	0
76	WNEP 16 Montage Mountain Rd Moosic, Pennsylvania 18507 Phone : 570-346-7474 Url : www.wnep.com Email : debbie.cholko@wnep.com Debbie Cholko	N	0
77	Word of Mouth Referral	N	3
78	WQAD 3003 Park 16th St Moline, Illinois 61265 Phone : 309-764-8888 Url : www.wgad.com Email : molly.mayfield@wqad.com Molly Mayfield	N	0
79	WREG.com 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-543-2153 Url : www.wreg.com Email : peggy.fryer@wreg.com Fax : 1-901-543-2350 Peggy Fryer	N	0

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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 Reporting Period
80	WTKR/WGNT 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1000 Email : pamela.hall@wtkr.com Pamela Hall	N	0
81	WTVR 3301 W Broad St Richmond, Virginia 23230 Phone : 804-254-3683 Url : www.wtvr.com Email : bmuoio@wtvr.com Fax : 1-804-355-7624 Betty Muoio	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>221</b>



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**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>
1	1/1/2015	Participation in events sponsored by community groups	Throughout the year our Meteorologist host tours within out stations to Boy Scouts, High Schools, and other educational institutes. The tours include a walk through of the station, watch a live newscast and learn about the broadcast business and how to get in the business and Q&A.	4	Meteorologist Meteorologist Meteorologist News Business Manager
2	1/26/2015	Establishment of an intern program designed to assist members of the community	We participated in internship program with Colorado Media School CSU CU DU  6 students participated in our internship program in the news department.  Students had an opportunity to perform duties in the fast-paced environment of a news gathering operation	1	News Business Manager
3	2/24/2015	Participation in Job Fairs	We participated in the CU Spring Career Fair	3	Human Resources Manager News Business Manager News Operations Director
4	3/18/2015	Participation in Job Fairs	Denver Career Fair	2	New Business Manager News Operations Director
5	5/1/2015	Establishment of an intern program designed to assist members of the community	Participated in an internship program with: University of Albany CU University of Oregon UNC  6 students participated in our internship program in the news department.  Students had an opportunity to perform duties in the fast-paced environment of a news gathering operation	1	News Business Manager

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	<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>
6	8/6/2015	Participation in Job Fairs	Tribune Media participated in the National Association of Black Journalists National Conference Career fair in Minneapolis, MN from August 6th-August 7th.	7	HR Manager Director, News Projects VP, Operations Corporate Recruiter
7	8/13/2015	Participation in Job Fairs	Tribune Media participated in the Asian American Journalist Association National Conference Career fair in San Francisco, CA from August 12th-August 13th.	7	HR Manager Director, News Projects VP, Operations HR Manager
8	8/26/2015	Participation in events sponsored by community groups	Participated in an outreach to prepare individuals that are returning to the workforce or entering the workforce by educating them how to write a resume and interviewing readiness.	1	Human Resources Manager
9	10/14/2015	Provision of training to management	We participated in an EEO rules webinar provided by the Colorado Broadcaster Association Speaker: David Oxenford	2	Human Resources Manager Programming Manager
10	10/28/2015	Participation in events or programs sponsored by educational institutions	Denver Public School 8th grade career fair	1	Executive Producer