

Public File
EEO (Equal Employment Opportunity) Report
Local TV LLC Denver

Stations: KDVR – TV / KFCT
KWGN - TV
Date: December 1, 2009

JOB TITLE	# of people interviewed	Recruitment Source that Referred the Hiree	Recruitment Source Used to Fill Vacancy
Local Sales Assistant (KWGN)	6	Recommendation	4,5,6, Job Line, internal posting
Vice President of Content	3	www.craigslist.com	1, 2, 3, 4, 5, all Local TV LLC Affiliated Stations, Job Line, Internal posting
Account Executive (4) (3 KWGN)	12	www.kdvr.com Referrals	4, 5, 6, 7,8,9,10,11,12,13,14, 15,16,17,18,19,20, 21,22,25,Job Line, Internal posting
National Sales Manager	5	Rep. Firm Millennium referral	4,5, Job Line, internal posting
Operations Technician (3) (2 KWGN)	5	Kdvr.com 2thedeuce.com	2,3,4,5, Job Line, internal posting
National Sales Assistant (KWGN)	2	Referral	4,5,6,22, Job Line, internal posting
Producer (2)	9	Employee Referral	2,3,4,5, all Local TV LLC Affiliated Stations, Job Line, internal posting
Anchor	4	Referral	2,3,4,5, Job Line

Total positions filled: 14

	Organization	Contact	Address	Web	Telephone
1.	Craigslist.org	N/A internet based job	N/A internet based job posting	www.craigslist.com	N/A
2.	TVandRadioJobs.com	N/A internet based job posting	N/A internet based job posting	www.Tvandradiojobs.com	N/A
3.	TVJobs.com	Mark C. Holloway	PO Box 4116 Oceanside, CA 92052	jobs@tvjobs.com	1-800-374-0119
4.	www.kdvr.com	In house	100 E Speer Blvd Denver, CO 80203	In House	303-595-3131
5.	www.2thedeuce.com	In House	100 E Speer Blvd Denver, CO 80203	In House	303-595-3131
6.	Alliance of Professional Women	Rosanne Bryant	PO Box 480384 Denver, CO 80248	www.Apwcolorado.org	303-368-4747
7.	Asian Chamber of Commerce	John Wright	924 W Colfax Denver, CO 80204	www.Asianchambercommerce.org	303-595-9727
8.	Asian Pacific Development Center	Angela Cho	1544 Elmira St Aurora, CO 80010	www.Apdc.org	303-365-2959
9.	Center for People with Disabilities	Julie Aired	1675 Range St Boulder, CO 80301	www.Cpwd-ilc.org	303-442-8662
10.	Colorado Black Chamber of Commerce	Roz Alston	1448 Pennsylvania St Denver, CO 80203	www.Coloradoblackchamber.org	303-831-0720
11.	Discovery Job Network, Inc	Karen Leddy	8035 S Quebec Centennial, CO 80112		303-220-3384
12.	Gay, Lesbian, Bisexual, Transgender Center of Colorado	Jessie Genther	PO Box 9798 Denver, CO 80209	www.Coloradogbt.org	303-333-7742
13.	Hispanic Chamber of Commerce	Phil Rodriguez	924 W Colfax Denver, CO 80204	www.Dhcc.com	303-534-7783
14.	Mayor's Office of Workforce Development	Paula Gomez Farrell	1391 N Speer Blvd Ste 500 Denver, CO 80204	Jobs.unit@mowd.org	720-865-5608
15.	Mi Casa Resource Center	Teri Redl	360 Acoma St Denver, CO 80223	info@micasadenver.org	303-573-1302
16.	NEWSSED: Comm Development Corp	Veronica Berela	1029 Santa Fe Dr Denver, CO 80204	www.newsed.org	303-534-8342
17.	Northeast Women's Center	Rebecca Bernstein	4821 E 38 th Ave Denver, CO 80207		303-355-3486
18.	Paralyzed Veterans of America-Mountain State Chapter	Recruiter	1101 Syracuse St Denver, CO 80220	www.msdpva.org	800-833-9400
19.	Rocky Mountain Indian Chamber of Commerce	Anselma Michell	PO Box 40749 Denver, CO 80204	info@rmicc.org	303-629-0102
20.	Seniors! Inc	Bill Hammer	5840 E Evans Denver, CO 80222	www.Seniorsinc.org	303-300-6900
21.	Servicios de la Raza	Maria Gomez	4058 Tejon Denver, CO 80211	serviciosdelaraza@lycos.com	303-458-5851
22.	Urban League of Metro Denver	Kenny Jones	5900 E 39 th Ave Denver, CO 80207	info@denverurbanleague.org	303-388-5861
23.	Vietnam Veterans Outreach Center	Recruiter	2326 Canyon Blvd Boulder, CO 80302		303-440-7306
24.	Front Range Community College	Recruiter	3645 W 112 th Ave Rm B1315 Westminster, CO 80031	www.Frontrange.edu/connect	303-404-5163
25.	Spots N' Dots	Patrick Kelley	600 W Peachtree St NW Ste 350 Atlanta, GA 30308	patrick@spotsndots.com	607-729-7295

26.	Millennium	Craig Broitman	125 W. 55 th St New York, NY 10019	212-315-0956
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Local TV LLC Affiliated Stations

Source	Address	Contact Person	Telephone #
WREG-TV	803 Channel 3 Drive Memphis, TN 38103	Ron Walter, President & GM	901-543-2103
KFOR-TV / KAUT-TV	444 E. Britton Rd Oklahoma city, OK 73114	Jim Boyer, President & GM	405-478-6201
KFSM-TV	318 North 13 th St Fort Smith, AR 72901	Van Comer, President & GM	479-785-5080
WHNT-TV	200 Holmes Ave Huntsville, AL 35801	Stan Pylant, President & GM	256-536-6868
WTKR-TV	720 Boush St Norfolk, VA 23510	Jeff Hoffman, President & GM	757-446-1343
WQAD-TV	3003 Park 16 th St Moline, IL 61265	Larry Rosmilso, President & GM	309-736-3201
WNEP-TV	16 Montage Mountain Rd Moosic, PA 61265	Chuck Morgan, VP & GM	570-207-2497
WHO-TV	1801 Grand Ave Des Moines, IA 50309	Dale Woods, President & GM	515-242-3701
WJW-TV	5800 S Marginal Rd. Cleveland, OH 44103	Greg Easterly, VP & GM	216-432-4200
KTVI 21-TV / KPLR-TV	2250 Ball Drive St. Louis, MO 63146	Spenser Koch, VP & GM	314-213-7410
WDAF 31-TV	3030 Summit St, Signal Hill, Kansas City, MO 64108	Cheryl McDonald, VP & GM	816-932-9130
WITI 6-TV	9001 N Green Bay Rd. Milwaukee, WI 53209- 1297	Chuck Steinmetz, VP & GM	414-586-2200
KSTU 13-TV	5020 W. Amelia Earnhart Dr. Salt Lake City, UT 84116	Tim Ermish, VP & GM	801-536-1308
WTVR-TV	3301 W Broad St. Richmond, V 23230	Peter Maroney, VP & GM	804-254-3617
WGHP 8-TV	2005 Francis St. High Point, NC 27263	Karen Adams – VP & GM	336-821-1192

None of the listed sources were entitled to notification of open positions

List of the total number of interviewees referred by each recruitment source:

Source	Total Number Interviewed
KDVR.com / 2thedeuce.com	21
*Millennium (Rep Firm)	1

Craigslist.com	1
Internal	3
Recommendations	4
Employee Referral	3
TVjobs.com	2
Referral	10
Rep	1

Station Outreach Initiatives

Undergraduate Internship: The FOX31 KDVR Internship program provides opportunities to individuals enrolled in accredited colleges and universities to receive academic credit for work at KDVR. The program is structured to give students the opportunity to receive instructions and training from broadcasting professionals in an authentic work situation. Interns have the opportunity to participate in the daily operations of various departments and develop skills that will be useful in their job search following graduation. Internships are available in News, Sports, Sales, Marketing, and Promotions/Publicity.

Listed below are the local colleges and universities from which we recruit:

University of Colorado – Boulder
University of Colorado – Denver
Colorado State University
University of Denver
Ohio Center for Broadcasting
Metro State College

Paid Internship: The Emma Bowen Scholarship is a work/study program for minority youth in the media industry. It is a paid internship during the summer for a youth that is attending a college of his/her choice.

Job Fair: November 5th KDVR participated in the 2009 Arapahoe Community College Job Fair. We had a booth to recruit, promote, and hand out materials to job seekers.

Events or programs sponsored by educational organizations: KDVR participates in stations and studio tours throughout the year for students from various local schools and clubs. The Chief Meteorologist, Morning Meteorologist, and Weekend Meteorologist are guest speakers at local schools throughout the year.

Training or mentoring programs for station personnel: KDVR personnel participate in multiple programs throughout the year.

Newly hired Account Executives participate in research/Scarborough, Nielsen Training. It is conducted by the Director of Research and Development.

Master Control Operators, Operation Technicians, and Maintenance Engineers cross train within different areas of engineering: TOC, Chyron, Teleprompter, Floor Direction, Audio, Maintenance, ENG/SNG, Robotics, Editing, Transmitter, Avid, DVC pro, troubleshooting, etc.

Traffic personnel cross train within the traffic department: copy, contracts, data entry, etc.

The station's meteorologist obtains certification from the American Meteorological Services and National Weather Services.

Cross training and continuing education is provided on helicopter safety. It is instructed by the Helicopter Reporter, Photojournalist, and the News Operations Manager.

We had training for our conversion to Wide Orbit for Sales, Traffic and Finance:

12/15/08 – 12/19/08

12/22/08 – 12/24/08

12/29/08 – 12/31/08

1/5/09 – 1/9/09

Total employees trained: 38

Training was conducted by Tom Pitkethly and Gavin Vejchar

Wide Orbit training is on going for traffic, finance, and sales.