

## **Non-Job Specific Outreach Initiatives**

12/1/13-11/30/14

### **1. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

KMGH has a formal internship program in place for college juniors, seniors or graduate students. KMGH pays all interns and hired 4 between 1/1/14 – 11/30/14.

### **2. Participation in at least four job fairs by station personnel who have substantial responsibility for hiring decisions.**

+ KMGH's director of sales attended College Media Business & Advertising Managers annual job fair in Austin, TX in March, 2014. She recruited and hired two students at this job fair who started working for KMGH in June and July of 2014.

+ Scripps centralized recruiters and local station employees including the news director of KMGH attended the annual Investigative Reporters and Editors conference in San Francisco in June and recruited for several KMGH job openings at their job fair.

+ Scripps centralized recruiters and local station employees attended the annual Asian American Journalist Association conference in Washington DC in August to recruit for several KMGH job openings at their job fair.

+ Scripps centralized recruiters and local station employees attended the annual National Association of Hispanic Journalists conference job fair in San Antonio in August, 2014 to recruit for several KMGH job openings.

+ Scripps centralized recruiters attended the annual National Association of Black Journalists in July/August in Boston to recruit for several KMGH openings at their job fair.

### **3. Participation in at least four events (in two years time) or programs sponsored by educational institutions relating to career opportunities in broadcasting.**

• On March 17, 2013, a senior KMGH reporter took part in a career fair at the University of Colorado.

• On April 10, 2013, KMGH's chief meteorologist spoke to 600 students at Cottonwood Creek Elementary School in Englewood, CO about meteorology and careers in meteorology.

• On 9/20/13, KMGH's news director was a panelist at the University of Denver's Forum on Using Social Media in the workplace.

- On June 3, 2013 one of KMGH's multimedia journalists spoke at two fourth grade classes at Homestead Elementary in Centennial , CO, about his work as a multimedia journalist at KMGH and how news reporting and its technology has changed during his career as part of the school's "Outrageous Occupations" program.

#### **4. Establish a training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.**

From October 6-10, two KMGH employees travelled to Cincinnati for training and development with key members of the corporate office. The focus on was developing leadership skills and a plan to progress in their individual career.

In June, 2014 one KMGH employee attended a Scripps Multi-Media Journalist training in West Palm Beach. In August, 2014 two more KMGH employees attended Multi-Media Journalist training in San Diego. The purpose of the training is to improve skills in story-telling, writing and shooting news stories to encourage viewer interest.