

EEO PUBLIC FILE REPORT

Reporting Period: December 1, 2015 - November 30, 2016

Station Included in Report: KMGH-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				67
C2	Internal Candidate / WorkLife				30
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			356
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	50
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C7	TweetMyJOBS.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C17	Craigslist(Boulder)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	5
C18	Craigslist(Denver)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	13
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C20	Craigslist(Colorado Springs)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	3
C25	NABEF-Broadcast Career Link	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2

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C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C40	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C41	National Press Photographers Association (NPPA.org)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	5
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	84
C51	Craigslist(Ft Collins / Greeley)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		4
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		8
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		69

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C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	24
C111	External/Candidate Referral				
C115	Media Line	P.O. Box 51909 Pacific Grove, CA 93950	www.medialine.com		
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				22
C131	Agency/Search Firm				26
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		19
C148	GrandJunctionCareers.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C149	CareerCast Diversity & Bilingual Network	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C150	CareerDenver.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C151	COCareer.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C152	MinorityProfessionalNetwork.com Basic (15 days)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

Local Sources

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L1	602communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell www.602communications.com	919 217-4438	2
L2	Asian Chamber of Commerce	924 W. Colfax Ave., #104G Denver, CO 80204	John Wright www.asianchambercommerce.org/	303-629-0102	
L3	Center for Work Education & Employment	1175 Osage St., Suite 300 Denver, CO 80204	Laurie Harvey www.cwee.org/	303.892.8444	
L4	Colorado's Women Chamber of Commerce	1860 Blake St., Suite 810 Denver, CO 80202	Carla Stewart www.cwcc.org/	303- 458-0220	
L5	Denver Black Pages	16748 E Smokey Hill Rd, #181 Centennial, CO 80015	Carla Ladd www.denverblackpages.com/	303.400.5928	
L6	Denver Urban League	700 E. 24th Avenue, Suite 8 Denver, CO 80205	Michael Hancock www.denverurbanleague.com/	303.377.2790	
L7	Dolan Media Mangement	3 N Court St. Fredrick, MD 21701	Tom Dolan www.smartrecruit.com/		
L8	Goodwill Industries of Denver	6850 Federal Blvd. Denver, CO	Tim Welker www.goodwilldenver.org/	303 650-7700	
L9	La Voz	4047 Tejon St, Denver, CO Denver, CO	Paulina Rivera www.lavozcolorado.com/	303-936-8556	
L10	Mi Casa of Denver	360 Acoma St. Denver, CO 80223	Meredith Roach www.micasaresourcecenter.org/	303- 571-1881	
L11	NATAS - Heartland	1255 West Virginia Ave. Denver, CO 80227	Audrey Elling www.emmyawards.tv/	303-722-0916	
L12	Society Broadcast Engineers (SBE)	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	John Boray www.sbe.org/	317-846-9000	
L13	South Asian Journalists Assoc (SAJA)		saja@columbia.edu www.saja.org/		
L14	TV & Radio Jobs	7010 E. Chauncey Ln., Ste 115 Phoenix, AZ 85054	www.tvandradiojobs.com/	480-779-4798	
L15	TV News Story Tellers	Indianapolis, IN	Matt Mrozinski www.tvnewsstorytellers.com/		
L16	Urban League of Metro Denver/Denver Urban League	5900 E 39th Ave. Denver, CO	Landri Taylor www.denverurbanleague.org/	303-377-2790	
L17	GLBT of Colorado	1301 East Colfax Ave Denver, CO 80218 Denver, CO 80218	Ryann Peyton www/glbtcOLORADO.org/		

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L18	Storytellers				
L19	Andrew Hudson	5130 South Hanover Way Englewood, CO 80203	Andrew Hudson http://andrewhudsonsjobslist.com/	720-350-4329	9
Total Number of Interviewees Referred:					809

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assoc Account Exec	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C115, C116, C130, C131, C132, C134, L3, L4, L8, L10, L16, L17	C130
Assoc Account Exec, TV	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134, L4, L6, L8, L10, L17	C130
Director III	C1, C2, C3, C5, C6, C8, C10, C11, C12, C18, C25, C39, C40, C49, C69, C95, C97, C100, L3, L4, L8, L10, L13, L16, L17	C49
Director III	C1, C2, C3, C5, C6, C8, C10, C11, C12, C18, C25, C39, C40, C49, C69, C95, C97, C100, L3, L4, L8, L10, L13, L16, L17	L0
Director III	C1, C2, C3, C5, C6, C10, C11, C12, C18, C20, C25, C39, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	C3
Evening Anchor, MMJ	C1, C2, C3, C5, C6, C8, C10, C13, C16, C18, C26, C38, C39, C40, C49, C91, C100, C115, C130, L3, L4, L8, L10, L13, L16, L17	C1
Exec Producer	C1, C2, C3, C6, C10, C11, C12, C13, C16, C18, C25, C26, C38, C39, C40, C49, C95, C97, C98, C131	C1
Exec Producer	C1, C2, C3, C5, C69, C95, C97, C98, C115, C130, C131, C132, C134, L3, L4, L8, L10, L13, L16, L17	C130
Lead, Community Relationships	C1, C2, C3, C5, C6, C8, C10, C11, C13, C16, C17, C18, C25, C26, C37, C38, C39, C40, C49, C91, C96, C97, C130, C131, L1, L3, L4, L8, L10, L13, L16, L17, L19	C130
Local Sales Manager	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C115, C116, C130, C132, L3, L4, L8, L10, L17	C130
Meteorologist, Weekend	C1, C2, C3, C130	C130
Morning Anchor, MMJ	C1, C2, C3	C1
Multimedia Journalist	C1, C2, C3, C5, C27, C44, C97, C100, C131	C131
Multimedia Journalist	C1, C2, C3, C5, C27, C44, C97, C100, C131	C44
Multimedia Journalist	C1, C2, C3, C5, C27, C44, C97, C100, C131	C131
Multimedia Journalist	C1, C2, C3, C5, C27, C44, C97, C100, C131	C131
Multimedia Journalist	C1, C2, C3, C5, C27, C44, C97, C100, C131	C2

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist	C1, C2, C3, C5, C6, C16, C18, C20, C25, C26, C27, C38, C39, C40, C41, C44, C49, C97, C100, C115, C130, C131, L3, L4, L8, L10, L13, L16, L17	C1
News Producer	C1, C2, C3, C5, C19, C26, C37, C49, C95, C97, C100, C131	C3
News Producer	C1, C2, C3, C5, C19, C26, C37, C49, C95, C97, C100, C131	C2
News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49	C1
News Producer	C1, C2, C3, C6, C8, C10, C16, C18, C25, C26, C38, C39, C40, C49, C95, C97, C98, C131, L3, L4, L8, L10, L13, L16, L17	C1
News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C98, C115, C130, C131, C132, C134, L3, L4, L8, L10, L13, L16, L17	C3
News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C98, C115, C130, C131, C132, C134, L3, L4, L8, L10, L13, L16, L17	C3
News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C98, C115, C130, C131, C132, C134, L3, L4, L8, L10, L13, L16, L17	C2
Photographer III	C1, C2, C3, C5, C6, C8, C10, C11, C16, C17, C18, C20, C25, C26, C37, C38, C39, C40, C41, C44, C49, C91, C95, C97, C100, C115, C130, L2, L3, L4, L6, L8, L10, L13, L14, L16, L17	C2
Photographer III	C1, C2, C3, C5, C6, C8, C10, C11, C16, C17, C18, C20, C25, C26, C37, C38, C39, C40, C41, C44, C49, C91, C95, C97, C100, C115, C130, L2, L3, L4, L6, L8, L10, L13, L14, L16, L17	C3
Photographer III	C1, C2, C3, C5, C6, C8, C10, C11, C16, C17, C18, C20, C25, C26, C37, C38, C39, C40, C41, C44, C49, C91, C95, C97, C100, C115, C130, L2, L3, L4, L6, L8, L10, L13, L14, L16, L17	C5
Photographer III	C1, C2, C3, C5, C6, C8, C10, C11, C16, C17, C18, C20, C25, C26, C37, C38, C39, C40, C41, C44, C49, C91, C95, C97, C100, C115, C130, L2, L3, L4, L6, L8, L10, L13, L14, L16, L17	C3
Photographer III	C1, C2, C3, C5, C6, C8, C10, C11, C16, C17, C18, C20, C25, C26, C37, C38, C39, C40, C41, C44, C49, C91, C95, C97, C100, C115, C130, L2, L3, L4, L6, L8, L10, L13, L14, L16, L17	C1
Photographer III	C1, C2, C3, C5, C6, C8, C10, C11, C16, C17, C18, C20, C25, C26, C37, C38, C39, C40, C41, C44, C49, C91, C95, C97, C100, C115, C130, L2, L3, L4, L6, L8, L10, L13, L14, L16, L17	C95
Photographer III	C1, C2, C3, C5, C6, C8, C10, C11, C16, C17, C18, C20, C25, C26, C37, C38, C39, C40, C41, C44, C49, C91, C95, C97, C100, C115, C130, L2, L3, L4, L6, L8, L10, L13, L14, L16, L17	C1

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C16, C18, C20, C25, C26, C38, C39, C40, C41, C69, C91, C95, C97, C100, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	C130
Photographer III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C16, C18, C20, C25, C26, C38, C39, C40, C41, C69, C91, C95, C97, C100, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	C3
Photographer III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C16, C18, C20, C25, C26, C38, C39, C40, C41, C69, C91, C95, C97, C100, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	C3
Producer, Creative Services	C1, C2, C3, C5, C6, C10, C11, C16, C17, C18, C25, C26, C38, C39, C40, C49, C95, C97, C111, C115, C131, L1, L3, L4, L8, L10, L13, L16, L17	C3
Producer, Creative Services	C1, C2, C3, C5, C6, C10, C11, C16, C17, C18, C25, C26, C38, C39, C40, C49, C95, C97, C111, C115, C131, L1, L3, L4, L8, L10, L13, L16, L17	C95
Producer, Creative Services	C1, C2, C3, C5, C6, C10, C11, C16, C17, C18, C25, C26, C38, C39, C40, C49, C95, C97, C111, C115, C131, L1, L3, L4, L8, L10, L13, L16, L17	C1
Producer, Creative Services	C1, C2, C3, C5, C9, C10, C12, C16, C18, C20, C25, C26, C38, C39, C40, C69, C115, C130, C131, C132, C134, L4, L6, L8, L10, L13, L17	C130
Reporter	C1, C2, C3, C5	C1
Reporter, Investigative	C1, C2, C3, C5, C6, C8, C10, C16, C18, C20, C25, C26, C38, C39, C40, C49, C100, C115, C131, L3, L4, L8, L10, L13, L16, L17	C1
Sales Assist III (TV)	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C115, C116, C130, C131, C132, C134, L3, L4, L8, L10, L13, L16, L17	C2
Show Host	C1, C2, C3, C5, C6, C8, C10, C11, C13, C16, C18, C19, C20, C25, C26, C37, C38, C44, C49, C91, C95, C97, C100, C131	C1
Specialist, Revenue Ops	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15	C1
Specialist, Social Media	C1, C2, C3, C5, C6, C7, C8, C10, C11, C16, C17, C18, C25, C26, C38, C39, C40, C49, C51, C91, C95, C97, C100, C111, C115, C130, C131, C132, L1, L3, L4, L8, L10, L13, L16, L17, L19	C130
Specialty MMJ	C1, C2, C3, C5, C69, C130, C131, C132, C134	C130
Sr Account Executive	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C69, C116	C1

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sr Assignment Editor	C1, C2, C3, C5, C6, C7, C9, C10, C11, C16, C18, C20, C25, C26, C37, C38, C39, C41, C69, C97, C100, C115, C130, C131, C132, C134, C148, C149, C150, C151, C152, L4, L6, L8, L10, L13, L17	C1
Sr Assignment Editor	C1, C2, C3, C5, C6, C7, C9, C10, C11, C16, C18, C20, C25, C26, C37, C38, C39, C41, C69, C97, C100, C115, C130, C131, C132, C134, C148, C149, C150, C151, C152, L4, L6, L8, L10, L13, L17	C1
Sr Mgr, Creative Services/Promotions	C1, C2, C3, C6, C8, C10, C11, C16, C17, C18, C25, C26, C38, C39, C40, C49, C97, C100, C115, L1, L3, L4, L6, L8, L10, L13, L16, L17	C1
Sr Producer, Creative Services	C1, C2, C3, C5, C6, C8, C10, C11, C16, C17, C18, C25, C26, C38, C39, C40, C49, C69, C97, L1, L3, L4, L8, L10, L13, L16, L17	C3
Sr Reporter	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	C1
Supv, Bureau Producer	C1, C2, C3, C95, C97	C3
Weekend Sports Anchor	C1, C2, C3, C5, C69, C130, C131, C132, C134	C1

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	<ul style="list-style-type: none"> • KMGH had 4 sales managers attend College Media Business& Advertising Managers annual job fair in Denver, CO in March, 2016.
	<ul style="list-style-type: none"> • Scripps centralized recruiters and several local station employees of KMGH attended the annual Investigative Reporters and Editors conference in New Orleans in June 2016 and recruited for several KMGH job openings at their job fair including a hire.
	<ul style="list-style-type: none"> • KMGH employee, director of digital, attended the annual Online News Association conference in Denver in September, 2016 and talked to prospective employees.
	<ul style="list-style-type: none"> • Four KMGH employees attended Investigative Reporters and Editors' Computer Assisted Reporting conference in Denver in March 2016 and recruited a new hire.
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 one for the summer of 2016.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<ul style="list-style-type: none"> • Jaclyn Allen, reporter, gave a speech at Isabella Bird Elementary School in Denver In May, 2015 on public speaking and broadcast journalism.
	<ul style="list-style-type: none"> • Matt Makens, meteorologist, spoke at Colorado State University about careers in meteorology in broadcasting on 11/13/15.
	Anne MacNamara, reporter, spoke at Denver Online High School in Denver at Career Day on 4/11/15.
	<ul style="list-style-type: none"> • In April, 2015 Jaclyn Allen, reporter, spoke to a group of girls at the Ladies Lunch program about careers in journalism at Doull Elementary School.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	In 2016 KMGH people managers took two classes: EEO & Lawful Hiring and A Manager's Guide to Diversity, Inclusion, and Accommodation.