

EEO PUBLIC FILE REPORT
Reporting Period: December 1, 2024 - November 30, 2025

Stations Included in Report: KCDO-TV, KMGH-TV, KSBS-CD

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				24
C2	Internal Candidate / WorkLife				84
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			40
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	8
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		155
C130	Face-to-face Networking				6
C131	Agency/Search Firm				10
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		21
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C528	Access One - Colorado Workforce - Tom Muniz - 1200 Federal Blvd (tom.muniz@denvergov.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C529	Adams County Workforce & Business Center (Aurora) - Rebecca Post - 3155 North Chambers Road ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C530	Adams County Workforce and Business Center - - 4430 South Adams County Parkway, First Floor, Suite W5000 (bhendricks@adcogov.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C531	Adams County Workforce and Business Center - - 4430 South Adams County Parkway, First Floor, Suite W5000 (cfisk@adcogov.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C532	Adams County Workforce and Business Center (Aurora) - - 3538 Peoria Street # 511 (rpost@co.adams.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C533	Arapahoe County Employment First - Joseph M. Barela, Director - 5500 S. Quebec St, Suite 175 (jbarela@co.arapahoe.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C534	Arapahoe Douglas Works! Workforce Center - - 6974 South Lima Street (vcolumna@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C535	Arapahoe Douglas Works! Workforce Center - - 6974 South Lima Street (vcolumna@co.arapahoe.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C536	Arapahoe/Douglas Works - Castle Rock, CO 80109 - 4400 Castleton Ct., #198 (dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C537	Arapahoe/Douglas Works - Laura Taylor - 4400 Castleton Ct., #107 (dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C538	Bayaud Industries - Mary Page - 333 W Bayaud Ave (mary.page@bayaudindustries.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C539	Broomfield Workforce Center - - 100 Spader Way (workforcecenter@broomfield.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C540	Broomfield Workforce Center - Vanessa Oldham-Barton - 100 Spader Way (workforcecenter@broomfield.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C541	Clear Creek County Workforce Center - Idaho Springs, CO 80452 - 1531 Colorado Boulevard (nbelk@jeffco.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C542	Colorado APSE, CTAT/Denver Options, Inc. - Tyler Paris - 9900 East Iliff Avenue (tparis@denveroptions.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C543	Colorado Center for the Blind - Madelynn Marie Marshall - 2233 West Shepperd Ave. (mmarshall@cocenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C544	Colorado Christian University Lakewood, CO - Todd Thompson - 8787 W. Alameda Ave. (todd.thompson@insidehighered.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C545	COLORADO COMMISSION OF INDIAN AFFAIRS - Lieutenant Governor Garcia - 200 E. Colfax, Room 130 (ltgovernor.garcia@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C546	Denver Speer Workforce Center -- 1391 North Speer Boulevard, Suite 510 (kathy.ford@denvergov.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C547	Denver Speer Workforce Center -- 1391 North Speer Boulevard, Suite 510 (tony.anderson@denvergov.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C548	Denver Speer Workforce Center - Denver, CO 80204 - 1391 North Speer Boulevard, Suite 500 (Sarah.vanvooren@denvergov.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C549	Denver Stapleton Workforce Center -- 4685 Peoria Street, Suite 251 (anthony.medina@denvergov.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C550	Denver VA Medical Center -- 1055 Clermont Street (jeff.scott@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C551	Denver VA Medical Center -- 1055 Clermont Street (scott.jeff@comcast.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C552	Denver Workforce Center at Montbello -- 4685 Peoria Street (WorkforceDevelopment@denvergov.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C553	Division of Vocational Rehabilitation -- 1575 Sherman Street 4th Floor (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C554	Division of Vocational Rehabilitation -- 12510 E. Iliff Avenue Suite 303 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C555	Division of Vocational Rehabilitation -- 4875 Pearl East Circle Suite 301 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C556	Division of Vocational Rehabilitation -- 2211 West Evans Avenue (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C557	Division of Vocational Rehabilitation -- 3500 Illinois Street (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C558	Division of Vocational Rehabilitation -- 6000 Greenwood Plaza Blvd. Suite 105 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C559	Division of Vocational Rehabilitation - - 825 Delaware Avenue #306 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C560	Employment Services of Weld County - Longmont, CO 80501 - 4209 WCR 24 1/2 (jim.moore@wfbc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C561	Gilpin County Workforce Center - Black Hawk, CO 80422 - 2960 Dory Hill Rd., Suite 100 (nbelk@jeffco.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C562	Goodwill Industries of Denver - - 7190 Colorado Blvd 6th Floor (dscarpella@goodwilldenver.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C563	Goodwill Industries of Denver - - 14980 E. Alameda Parkway Suite 007 (vwhite@goodwilldenver.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C564	Jefferson County Employment First - Lynn Johnson, DHS Director - 900 Jefferson County Parkway (ljohnson@co.jefferson.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C565	Jefferson County Workforce Center- Serving the Tri-County Region - Golden, CO 80401 - 3500 Illinois St., Suite 1600 (jyoung@jeffco.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C566	Laradon - Dan Rieber - 5100 Lincoln St (dan.rieber@laradon.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C568	RMSER Senior Community Service Employment Program - - 3555 Pecos Street (RMSER@RMSER.Org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C569	Rocky Mountain SER - - 3555 Pecos Street (sandra@rmser.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C570	SHALOM Denver / Jewish Family Service of Colorado - Sara Leeper - 2498 West 2nd Avenue (sleeper@jewishfamilyservice.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C571	The Loveland Office of Larimer County Workforce Center - - 418 East 4th Street (lcwc@larimer.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C572	VET Service - Denver, CO - DVET Josh McDaniel - 633 17th Street Suite 700 (McDaniel.Joshua@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C573	VET Service - Denver, CO - VPA Shantel Rhoufiry - 633 17th Street Suite 700 (Rhoufiry.Shantel@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1690	Division of Vocational Rehabilitation - - 822 7th Street Suite 350 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	1
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2390	Illinios Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2403	Kentucy Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monste r.com <a href="https://www.military.co
m/">https://www.military.co m/	212-548-83 95	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C3140	HireEZ	2513 E. Charlston Road #200 Mountain View, CA 94043		408831122 3	2

EEO PUBLIC FILE REPORT						
Local Sources						
L2	Asian Chamber of Commerce	924 W. Colfax Ave., #104G Denver, CO 80204	John Wright www.asianchambercom merce.org/	303-629-01 02		
L3	Center for Work Education & Employment	1175 Osage St., Suite 300 Denver, CO 80204	Laurie Harvey www.cwee.org/	303.892.84 44		
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/	303.400.59 28		
L8	Goodwill Industries of Denver	6850 Federal Blvd. Denver, CO	Tim Welker www.goodwilldenver.or g/	303 650-7700		
L9	La Voz	4047 Tejon St, Denver, CO Denver, CO	Paulina Rivera www.lavozcolorado.com/	303-936-85 56		
L10	Mi Casa of Denver	360 Acoma St. Denver, CO 80223	Meredith Roach www.micasaresourcece nter.org/	303- 571-1881		
L11	NATAS - Heartland	1255 West Virginia Ave. Denver, CO 80227	Audrey Elling www.emmyawards.tv/	303-722-09 16		
L12	Society Broadcast Engineers (SBE)	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	John Boray www.sbe.org/	317-846-90 00		
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.co m/	480-779-47 98		
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.denverurbanleagu e.org/	303-377-27 90		
L17	GLBT of Colorado	1301 East Colfax Ave Denver, CO 80218 Denver, CO 80218	Ryann Peyton www/glbtcolorado.org/			
L19	Andrew Hudson	5130 South Hanover Way Englewood, CO 80203	Andrew Hudson http://andrewhudsonjob slist.com/	720-350-43 29		
L25	University of Colorado Denver	1201 Larimer Denver, CO 80203		303-556-22 79		
L26	Colorado State University	Ft Collins, CO 80523	Mallory Kisner mallory_kisner@csu.edu			
L29	Colorado Association of Black Journalists		Gloria Neal gloneal817@gmail.com			
L30	Colorado Media School	404 S. Upham Street Lakewood, CO 80226	Debbie Byrd dbyrd@beonair.com BeOnAir.com	303-479-49 08		
L31	Open Media Foundation	700 Kalamath Street Denver, CO 80204	Tony Shawcross careerengine@openmed iafoundation.org www.openmediafoundat ion.org	720-222-01 59		
L32	Denver Scholarship Foundation	789 Sherman Street Suite 610 Denver, CO 80203	Latia Henderson lhenderson@denverscho larship.org https://denverscholarshi p.org	303.640.65 64		
L33	Colorado Black Chamber of Commerce	Diverse Business Center 444 Sherman Street Denver, CO 80203	staff@coloradoblackcha mber.org https://www.coloradobla ckchamber.org/	303.831.07 46		
L34	Rocky Mountain Indian Chamber of Commerce	444 Sherman Street Suite DBC Denver, CO 80203		(303) 629-0102		
L35	Colorado Hispanic Chamber of Commerce	924 W Colfax Ave #301 Denver, CO 80204	https://www.hispaniccha mberdenver.com/	(303) 534-77		

EEO PUBLIC FILE REPORT

Total Number of Interviewees Referred: 353

EEO PUBLIC FILE REPORT
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]
Account Exec, Local [JR034245]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L13, L26, L29, L30, L31, L32, L33	Code Number: C97 Start Date: 2025-01-06
Account Exec, Local [JR034403]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C181, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2424, L10, L29, L30, L31, L32, L33, L34, L35	Code Number: C97 Start Date: 2025-01-06
Account Exec, Local [JR034583]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L31, L32, L33, L35	Code Number: C97 Start Date: 2025-05-05
Account Exec, Local [JR034857]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L31, L32, L33, L35	Code Number: C97 Start Date: 2025-08-04
Account Exec, Local [JR035154]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L31, L32, L33, L35	Code Number: C1 Start Date: 2025-08-04

EEO PUBLIC FILE REPORT
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]
Account Exec, Local [JR035357]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, C3140, L10, L13, L29, L30, L32, L33, L35	Code Number: C97 Start Date: 2025-10-27
Analyst, IT Ops [JR035555]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C1 Start Date: 2025-11-10
Anchor [JR034399]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-04-28
Editor II [JR035561]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L10, L13, L29, L30, L32, L33, L35	Code Number: C3 Start Date: 2025-11-10
Exec Producer [JR035262]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L29, L30, L32, L33, L34, L35	Code Number: C3 Start Date: 2025-09-08

EEO PUBLIC FILE REPORT

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]
Exec Producer [JR035300]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-08-04
Lead Broadcast Engineer [JR035658]	C1, C2, C3, C5, C69, C97, C134, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-11-24
Meteorologist [JR035150]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C97 Start Date: 2025-08-11
Multimedia Journalist [JR035026]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-06-23
Multimedia Journalist [JR035188]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C1 Start Date: 2025-09-22
Multimedia Journalist [JR035218]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35	Code Number: C97 Start Date: 2025-08-25
Multimedia Journalist [JR035316]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-10-13

EEO PUBLIC FILE REPORT
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 II [JR034325]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-01-20
Photographer II [JR034514]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L8, L13, L29, L30, L31, L33, L35	Code Number: C97 Start Date: 2025-02-24
Photographer II [JR034967]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C1 Start Date: 2025-06-02
Photographer II [JR035079]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35	Code Number: C97 Start Date: 2025-06-23
Prod, Specialty Programming [JR035195]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-06-23
Producer [JR034398]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C3 Start Date: 2025-06-09

EEO PUBLIC FILE REPORT
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]
Producer [JR035138]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C97 Start Date: 2025-07-14
Producer [JR035375]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-11-03
Sales Support Asst II [JR034671]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-02-28
Sales Support Asst II [JR034761]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C97 Start Date: 2025-05-19
Specialty MMJ [JR034596]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-04-06

EEO PUBLIC FILE REPORT
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]
Specialty Photographer [JR034100]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L29, L32, L33, L35	Code Number: C2 Start Date: 2024-12-30
Sr Mgr, Creative Services/Promotions [JR035183]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C134 Start Date: 2025-09-02
Sr Producer [JR035354]	C1, C2, C3, C5, C69, C97, C134, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-08-18
Sr Reporter [JR034463]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-02-03
Weekend Anchor, MMJ [JR035045]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L10, L13, L29, L30, L32, L33, L35	Code Number: C2 Start Date: 2025-07-21

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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.	On June 4, 2025, Vice President/General Manager from KMGH Denver ⁷ collaborated with Scripps Talent Acquisition to launch an Early Career Pilot Project with Metropolitan State University of Denver. This initiative included participation in recruiting events and job fairs targeting entry level sales and newsroom candidates, fulfilling part of our commitment for station personnel with substantial hiring responsibilities to engage in at least four job fairs annually.
	On October 24, 2025, the Assignment Desk Manager and Multimedia Journalist, participated in the College Broadcasters, Inc. National Student Media Career Fair in Denver. The event included a meet-and-greet and one-on-one interviews with student media professionals from across the U.S., providing opportunities to discuss open positions, career paths, and the station's workplace culture.
	On November 12, 2025, the Digital Director and Assistant News Director attended the Metro State University Job Fair and presented a presentation followed by a Q&A session with students, offering insights into careers in broadcasting, newsroom operations, and digital media. After the session, they collected the student's contact information for Scripps Talent Acquisition to follow up on potential opportunities.
	On April 10, 2025, an Assignment Manager and an Executive Producer with substantial hiring authority attended The Center on Colfax's Range LGBTQ+ Job Fair in Denver, Colorado. This event connected employers with LGBTQ+ job seekers and allies, supporting our commitment to diversity and inclusive recruitment.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	On June 24, 2025, the Director of Engineering for Scripps KMGH-TV Denver 7 hosted the SMPTE Rocky Mountain "SDI to ST2110 Migration - Oh So Easy!" event, highlighting their career in broadcast engineering. They shared experiences from leading major facility builds and technology upgrades, showing how this expertise shaped the successful Denver 7 migration.

EEO PUBLIC FILE REPORT**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>On November 21, 2025, The Senior News Director, Evening Anchor/Multimedia Journalist participated in the Charles Burrell K-8 Future Fair. This inaugural event brought together 30 community partners to speak with 4th-8th grade students about their careers. The team shared insights into broadcast journalism, newsroom operations, and multimedia reporting, engaging students in conversations about career paths in the industry. Students were highly engaged, asking questions and gaining an understanding of the skills and opportunities available in broadcasting.</p>
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	On January 22, 2025 A Director had the privilege of spending the day with 2 journalism classes at Castle View High School in Castle Rock. Instructor Frank Martin and the director critique vo's and sotvo's with the students which they produced and edited. The director spent time in the studio setting up a chroma key and adjusting some lighting.
	On May 3, 2025, KMGH sponsored a table at the Colorado Association of Black Journalists Gala and Awards Ceremony. This sponsorship contribution directly supported student scholarships for aspiring Black journalists, reinforcing our commitment to fostering diversity and providing educational opportunities within the broadcasting industry.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Reporter/Multimedia Journalist Upskilling: Scripps provides coursework to help news gatherers develop their skills in three unique ways: virtual trainings, email tips, and on-demand resources. Topics include conversation writing, time management, tips and tricks for basic shot compositions, natural sounds and active interviews, building relationships, and cultivating sources
	Educational Assistance Program: The E.W. Scripps Educational Assistance Program, enabling employees to pursue higher education in a degree program. Based on the calendar year, the program reimburses employees for tuition and books up to \$5,250 per year.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Career Management Program: The E.W. Scripps employees have access to The E.W. Scripps Career Management Program, which includes training to help develop professional skills. Employees can pursue career advancement through online training in station related subjects such as management and leadership, career growth planning, job interviewing, and a variety of special skill sets. The eLearning system is also used for FCC EEO trainings and other mandatory compliance programs.</p>
	<p>Google Certification Opportunities: Certifications in data analytics, digital marketing and e-commerce, IT support, project management, and UX design are available to all Scripps employees. Opportunities are based on licenses that open at various times throughout the year, enabling employees to earn certifications and fill license vacancies.</p>
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On April 29, 2025, a Digital Content Producer visited MSU Denver's Journalism class, sharing insights from their career as both a broadcast and digital producer at Denver7. They dedicated the majority of their time to advising students on internships, job applications, portfolio websites, reel editing, and resume building.
	On October 3, 2025, a Sr Reporter participated in a panel discussion at University of Missouri School of Journalism sharing insights on broadcasting/digital journalism careers, guidance on skill development, industry trends, and networking tips.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On 4/2/2025, LEAD Training will be conducted by the HR Business Partner for all People Managers at the station. This 60-minute presentation will feature interactive discussions on various topics, including setting performance expectations, accountability, employee recognition, distinguishing policy from performance issues, corrective actions, and documentation. There will be a strong emphasis on ensuring consistent communication from the outset of the employee lifecycle, starting with the interview process. Additionally, the training will highlight the importance of managers documenting issues and involving HR for guidance on compliance, accountability, and consistency.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>In response to the evolving nature of our company, Scripps implemented a new decision-making model to provide greater role clarity and streamline the decision-making process for all employees. This DARE model will help employees better understand their responsibilities and contribution to various decisions, leading to increased productivity and efficiency.</p>
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	On April 7, 2025, the Director of Digital and the Senior Community Relationships Manager from Denver7 participated in a successful event at the University of Colorado at Denver that provided valuable insights into communications. They shared their backgrounds and roles while highlighting key industry principles. The panel addressed numerous student questions, offering practical advice on exploring potential careers. Overall, it was a fantastic opportunity for aspiring professionals to connect and learn from their experiences.