

**EEO PUBLIC FILE REPORT**

**Reporting Period:** December 1, 2017 - November 30, 2018

**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
<b>Common Sources</b>					
C1	Employee Referral				44
C2	Internal Candidate / WorkLife				41
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			104
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	

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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	
C18	Craigslist(Denver)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
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	
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	1
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	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	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		1
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1

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C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		3
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		75
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	4
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				34
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		35
C154	Well Dunne		Kate Bacon kate@welldunnetalent.com http://www.welldunnetalent.com/	602-288-9043	
C164	Glassdoor.com (via scraping)		www.glassdoor.com		1
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
<b>Local Sources</b>					
L1	602communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell www.602communications.com	919 217-4438	1
L2	Asian Chamber of Commerce	924 W. Colfax Ave., #104G Denver, CO 80204	John Wright www.asianchambercommerce.org/	303-629-0102	

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L3	Center for Work Education & Employment	1175 Osage St., Suite 300 Denver, CO 80204	Laurie Harvey <a href="http://www.cwee.org/">www.cwee.org/</a>	303.892.8444	
L4	Colorado's Women Chamber of Commerce	1860 Blake St., Suite 810 Denver, CO 80202	Carla Stewart <a href="http://www.cwcc.org/">www.cwcc.org/</a>	303- 458-0220	
L5	Denver Black Pages	16748 E Smokey Hill Rd, #181 Centennial, CO 80015	Carla Ladd <a href="http://www.denverblackpages.com/">www.denverblackpages.com/</a>	303.400.5928	
L6					
L7	Dolan Media Mangement	3 N Court St. Fredrick, MD 21701	Tom Dolan <a href="http://www.smartrecruit.com/">www.smartrecruit.com/</a>		
L8	Goodwill Industries of Denver	6850 Federal Blvd. Denver, CO	Tim Welker <a href="http://www.goodwilldenver.org/">www.goodwilldenver.org/</a>	303 650-7700	
L9	La Voz	4047 Tejon St, Denver, CO Denver, CO	Paulina Rivera <a href="http://www.lavozcolorado.com/">www.lavozcolorado.com/</a>	303-936-8556	
L10	Mi Casa of Denver	360 Acoma St. Denver, CO 80223	Meredith Roach <a href="http://www.micasaresourcecenter.org/">www.micasaresourcecenter.org/</a>	303- 571-1881	
L11	NATAS - Heartland	1255 West Virginia Ave. Denver, CO 80227	Audrey Elling <a href="http://www.emmyawards.tv/">www.emmyawards.tv/</a>	303-722-0916	
L12	Society Broadcast Engineers (SBE)	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	John Boray <a href="http://www.sbe.org/">www.sbe.org/</a>	317-846-9000	
L13	South Asian Journalists Assoc (SAJA)		saja@columbia.edu <a href="http://www.saja.org/">www.saja.org/</a>		
L14	TV & Radio Jobs	7010 E. Chauncey Ln., Ste 115 Phoenix, AZ 85054	<a href="http://www.tvandradiojobs.com/">www.tvandradiojobs.com/</a>	480-779-4798	
L15	TV News Story Tellers	Indianapolis, IN	Matt Mrozinski <a href="http://www.tvnewsstorytellers.com/">www.tvnewsstorytellers.com/</a>		
L16	Urban League of Metro Denver/Denver Urban League	5900 E 39th Ave. Denver, CO	Landri Taylor <a href="http://www.denverurbanleague.org/">www.denverurbanleague.org/</a>	303-377-2790	
L17	GLBT of Colorado	1301 East Colfax Ave Denver, CO 80218 Denver, CO 80218	Ryann Peyton <a href="http://www.glbtcolorado.org/">www.glbtcolorado.org/</a>		
L18					
L19	Andrew Hudson	5130 South Hanover Way Englewood, CO 80203	Andrew Hudson <a href="http://andrewhudsonsjobslist.com/">http://andrewhudsonsjobslist.com/</a>	720-350-4329	1
L20					

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L21					
L22					
L23					
L24					
L25	University of Colorado Denver	1201 Larimer Denver, CO 80203		303-556-2279	
L26	Colorado State University	Ft Collins, CO 80523	Mallory Kisner mallory_kisner@csu.edu		
L27					
L28					
L29	Colorado Association of Black Journalists		Gloria Neal gloneal817@gmail.com		

**Total Number of Interviewees Referred: 356**

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Integrated [13569]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-01-01
Account Exec, Integrated [13569]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-01-03
Account Exec, Integrated [13569]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-01-29
Account Exec, Integrated [13868]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-04-09
Account Exec, Integrated [14287]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Account Exec, Integrated [14351]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165	Code Number: C1 Start Date: 2018-07-09
Account Exec, Integrated [14616]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167	Code Number: C1 Start Date: 2018-10-08
Assoc Account Exec, TV [13658]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-01-02
Assoc Account Exec, TV [14296]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-06-25
Asst News Director [14753]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, C167	Code Number: C1 Start Date: 2018-10-01
Brand Manager [13664]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-01-22
Commercial Producer [13801]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-02-12
Commercial Producer [14069]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-02-26

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<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Digital Content Producer [14134]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-06-04
Digital Content Producer [14319]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-06-04
Digital Sales Support Assoc [14184]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C116, C130, C131, C132, C134, C165	Code Number: C2 Start Date: 2018-07-02
Dir, Creative Services [13060]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C115, C130, C131, C132, C134, C154, L1, L4, L6, L8, L10, L16, L17, L19	Code Number: C2 Start Date: 2017-12-04
Dir, Engineering [13453]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, L2, L4, L8, L10, L16, L17, L25, L26, L27	Code Number: C5 Start Date: 2018-03-15
Dir, HR Business Partner [13553]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C91, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-12-11
Editor II [14040]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-03-19
Editor III [13954]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-03-26
Evening Anchor, MMJ [13840]	C1, C2, C3, C5, C37, C69, C97, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-02-26
Exec Producer [14759]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-10-08
Mgr, Assignment [14424]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-08-27
Mgr, Enterprise Content [14543]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165	Code Number: C130 Start Date: 2018-09-24
Multimedia Journalist [13533]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C16, C18, C26, C38, C39, C41, C69, C97, C130, C131, C132, C134, L2, L4, L6, L8, L10, L13, L16, L17, L26, L27	Code Number: C3 Start Date: 2017-12-06

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Photographer II [13659]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-04-25
Photographer II [13659]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Photographer II [13806]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-03-12
Producer [13496]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C164, L2, L4, L6, L8, L10, L13, L16, L17, L25, L26, L27	Code Number: C5 Start Date: 2017-12-29
Producer [13496]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C164, L2, L4, L6, L8, L10, L13, L16, L17, L25, L26, L27	Code Number: C2 Start Date: 2018-01-15
Producer [13854]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-04-09
Producer [14224]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-06-04
Producer [14350]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165	Code Number: C1 Start Date: 2018-06-25
Producer [14350]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165	Code Number: C5 Start Date: 2018-07-09
Producer [14820]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167	Code Number: C3 Start Date: 2018-09-24
Producer, Creative Services [14018]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-06-18
Regional Digital Strategist [14328]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165	Code Number: C97 Start Date: 2018-07-09
Sales Support Asst II [14499]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165	Code Number: C2 Start Date: 2018-07-16



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<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Show Director [14911]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167	Code Number: C97 Start Date: 2018-10-25
Specialty Photographer [14050]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-09-04
Specialty Producer [14388]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165	Code Number: C130 Start Date: 2018-07-09
Sr Dir, Sales [14479]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165	Code Number: C2 Start Date: 2018-09-04
Sr Graphic Artist [13911]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-02-12
Sr Mgr, Community Relationships [13691]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-03-19
Supv, Bureau Producer [13766]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-04-23
Supv, Bureau Producer [13767]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-03-05
Weekend Anchor, MMJ [13541]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-10-01

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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.	Colorado Broadcasters Association Career Fair on March 10, 2018; Kelly Rissler, HRBP
	National Association of Black Journalists Conference on August 1-3, 2018; Kumasi Aaron, National Correspondent
	Metro State University Denver Job Fair on September 7, 2018; Brian Joyce, Dir Sales, and Jennifer Veenendaal, Local Sales Manager
	International Collegiate Sales Competition on Nov 7-10; Brian Joyce, Dir Sales, and James Suren, Sales Account Exec and a successful hire from the ICSC.
Hosting at least one job fair.	Hosted an Introduction/Job Fair at Denver7 for 10 individuals from the Overture Disability Program on August 30, 2018; Kelly Rissler, HRBP
	Hosted an Intern Job Fair on May 23, 2018 for 4 students from Stratton High School; Kelly Rissler, HRBP
Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	Co-sponsored a Brown Bag & Learn session with CBS4-TV Denver for members of the local chapter of National Association of Hispanic Journalists on Wednesday, May 23, 2018. Deblina Danborn, KMGH Digital Director, led a presentation on Media Skills.
	Partnered with Gomez Howard Group to host an event for the Emma Bowen Foundation who's mission is to place students of color into paid internships. The on-campus event was held at Auraria on September 21, 2018 as part of the Aurario Higher Education Diversity Summit with MSU, CCD and UCD.
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.	Participated in The Denver Press Club event "Is TV News the Next Casualty?" on May 31, 2018. News Director, Holly Gauntt, joined the panel discussion on challenges and successes of local TV journalism.
	The HRBP attended the Career Success Center at Front Range Community College; met with two career counselors and students during their class breaks to discuss opportunities in media.
	Two Anchor/Reporters, a father & daughter team at KMGH, attended Career Day at Mitchell Elementary to speak to a group of students about careers in journalism, and how they work together in the newsroom.
	The KMGH Weather Team visited 15 local schools to give presentations to students about jobs in meteorology.

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Established a partnership with Colorado Media School for internships and carrers after graduation; Kelly Rissler, HRBP, presented the Denver7 Internship Program for the afternoon and evening classes - 45 students attended - invited 4 students to interview at the station on Friday, November, 9, 2018.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>Sponsor of the Denver Scholarship Foundation; Anchor, Anne Trujillo, participates as a mentor to students and was Mistress of Ceremonies at the Annual Gala on October 11, 2018 where graduate students were recognized.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Purchased and launched a Project Management tool "SmartSheet" for employees who work on multiple projects to acquire stronger project and communication skills.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Established a partnership with Metro State University and Colorado Media School to do classroom presentations on media sales and program producing; both schools agree to allow us to broadcast from their facilities in case we lose the ability to broadcast for some unforeseen reason.</p>
<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.</p>	<p>Launched The Denver7 Book Club and hosted an event at Tattered Cover bookstore on September 4, 2018; created a Facebook page to promote, recruit and communicate with the community as part of our "Read To Lead" program.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>The HRBP and Legal team conducted training for all managers on June 22, 2018; topics presented were Recruiting &amp; Hiring a Diverse Workforce, Accommodating Employees with Disabilities, Harassment and Hot Legal Issues for Managers.</p>
	<p>The HRBP and Central Recruiter conducted training for all managers on September 20, 2018; topic was "Recruiting, Interviewing and Hiring."</p>