

EEO PUBLIC FILE REPORT

Reporting Period: December 1, 2016 - November 30, 2017

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				30
C2	Internal Candidate / WorkLife				22
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			116
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	18
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/CareerArc	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	
C17	Craigslist(Boulder)	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	6
C20	Craigslist(Colorado Springs)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
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	
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	
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

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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	
C51	Craigslist(Ft Collins / Greeley)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C67	IT Classifieds	P.O. Box 1542 Radio City Station New York, NY 10101-1542	info@classifiedsolutionsgroup.com www.itclassifieds.com	(646) 416-6665	
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	
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		41
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		1
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	16
C110	Storytellers				
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				25
C131	Agency/Search Firm				7
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		28

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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	
C154	Well Dunne		Kate Bacon kate@welldunnetalent.com http://www.welldunnetalent.com/	602-288-9043	

Local Sources

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	
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	

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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/		
L18	Storytellers				
L19	Andrew Hudson	5130 South Hanover Way Englewood, CO 80203	Andrew Hudson http://andrewhudsonsjobslist.com/	720-350-4329	
L20	Spots N Dots				1
L21	Ohio University - Scripps Day	Ohio University Athens, OH 45701	Robin Stock stockr@ohio.edu https://www.ohio.edu/	740-597-9019	
L22	Hampton University	100 E Queen St Hampton, VA 23668	ALLIE-RYAN.BUTLER ALLIE- RYAN.BUTLER@HAMPTONU.EDU http://www.hamptonu.edu/about/contact .cfm	757.727.5000	
L23	NABJ Job Fair	August 8-10, 2017 New Orleans, LA			
L24	Excellence in Journalism Conference	Job Fair Sept 7-8 Anaheim, CA			
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		

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L27	Handshake				
L28	EntertainmentCareers.net				

Total Number of Interviewees Referred: 317

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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]
Account Exec, Integrated [12687]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C115, C116, C130, C131, C132, C134, L4, L8, L10, L16, L17	Code Number: C130 Start Date: 2017-06-26
Analyst, Network Adm/Eng [12375]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C17, C18, C20, C43, C51, C67, C69, C97, C100, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	Code Number: C5 Start Date: 2017-01-25
Assoc Account Exec, TV [12454]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C115, C116, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C130 Start Date: 2016-12-19
Assoc Account Exec, TV [13226]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C116, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C3 Start Date: 2017-07-11
Asst News Director [13092]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	Code Number: C1 Start Date: 2017-07-31
Content Planner [12678]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C2 Start Date: 2017-02-13
Editor II [12813]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C16, C17, C18, C20, C25, C39, C69, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C2 Start Date: 2017-03-27
Exec Producer [13243]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C131 Start Date: 2017-08-28
General Manager, TV [12457]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C39, C43, C69, C97, C100, C115, C130, C131, C132, C134, L4, L8, L10, L16, L17	Code Number: C1 Start Date: 2017-03-27
Local Sales Manager [12408]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, L4, L6, L10, L16, L17, L20	Code Number: C130 Start Date: 2017-03-31
Mgr, Assignment [13455]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C16, C18, C20, C25, C26, C38, C39, C41, C69, C97, C130, C131, C132, C134, L2, L4, L8, L10, L13, L16, L17, L25, L26, L27	Code Number: C3 Start Date: 2017-09-29
Multimedia Journalist [12543]	C1, C2, C3, C5, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C3 Start Date: 2017-07-10
Multimedia Journalist [12655]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C130 Start Date: 2017-04-03

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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 [12096]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C16, C18, C20, C25, C26, C38, C39, C40, C41, C69, C91, C95, C97, C100, C110, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	Code Number: C130 Start Date: 2016-12-20
Photographer III [12629]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C16, C18, C39, C69, C91, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17, L21, L22	Code Number: C100 Start Date: 2017-05-01
Photographer III [13101]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C16, C18, C20, C26, C38, C39, C41, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17, L19, L23, L28	Code Number: C3 Start Date: 2017-07-17
Photographer III [13101]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C16, C18, C20, C26, C38, C39, C41, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17, L19, L23, L28	Code Number: C130 Start Date: 2017-09-25
Producer [12399]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	Code Number: C1 Start Date: 2017-02-22
Producer [12773]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L3, L4, L6, L8, L10, L16, L17	Code Number: C3 Start Date: 2017-05-24
Producer [13161]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	Code Number: C3 Start Date: 2017-09-05
Producer [13161]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	Code Number: C97 Start Date: 2017-08-14
Producer, Creative Services [12975]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C115, C130, C131, C132, C134, C154, L1, L4, L8, L10, L16, L17	Code Number: C3 Start Date: 2017-08-28
Reporter [12654]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C3 Start Date: 2017-03-20
Reporter/Multimedia Journalist [12724]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L13, L16, L17	Code Number: C131 Start Date: 2017-03-06
Research Manager [12414]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C115, C116, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C97 Start Date: 2016-12-15
Sales Support Asst II [13656]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-11-20

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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]
Specialist, Social Media [12407]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C17, C18, C20, C26, C38, C39, C69, C100, C130, C131, C132, C134, L3, L4, L6, L8, L10, L13, L16, L17	Code Number: C130 Start Date: 2016-12-20
Specialty Photographer [13219]	C1, C2, C3, C5, C6, C10, C11, C12, C15, C20, C25, C39, C69, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C3 Start Date: 2017-08-14
Sr Assignment Editor [12213]	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	Code Number: C1 Start Date: 2016-12-15
Sr Dir, News [13163]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C98, C100, C130, C131, C132, C134, L4, L6, L8, L10, L16, L17	Code Number: C1 Start Date: 2017-07-31
Weekend Sports Anchor [12282]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C115, C130, C131, C132, C134, L4, L6, L8, L10, L13, L17	Code Number: C131 Start Date: 2017-03-20

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>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.</p>	<p>Sara Gallegos, new business development director, participated in the National Association of Broadcasters "Small Market Television Exchange" in Denver, CO, September 14-16, 2017.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>The local Human Resources Business Partner launched the new Scripps Growth Planning program on February 22, 2017. The focus of this program is to engage employees in growing their careers with the company. Instead of one, regimented training program, Scripps created a library of materials, tools and information that assist employees with building an individualized growth planning strategy with experiences and leadership opportunities. Growth Plan documents are created and monitored in WorkLife, so that employees and their managers can work together to identify actions and set timetables for achieving goals. Our goal is to develop and prepare employees for career advancement opportunities. Ten employees participated.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Chris Pettigrew, executive producer, spoke at the Arapahoe Community College's Journalism and Contemporary Media workshop on April 11, 2017. Chris spoke on "The Fundamentals of Reporting: From Crafting an Interview to Covering Live Events."</p>
	<p>Cory Reppenhagen, meteorologist, spoke to students at Lyons Elementary School on March 15, 2017 about storm chasing, fire danger and flood safety. Cory also invited students to check out the Storm Truck.</p>
	<p>Lisa Hidalgo, anchor, spoke to students at Fremont Elementary on March 20, 2017 about journalism studies and careers in the media.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All KMGH managers received "Harassment Awareness for Managers" training in June 2017.</p>
	<p>All KMGH employees were trained on the "Code of Conduct" and employee handbook policies in October 2017.</p>