

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2010 to November 30, 2011.

1) Employment Unit: CBS Television Stations, Inc.

2) Unit Members (Stations and Communities of License): KCNC, Denver, Colorado

3) EEO Contact Information for Unit Member: Marge Smelt

Mailing Address: KCNC-TV 1044 Lincoln Street Denver, Colorado 80220	Telephone Number: 303-830-6443
	Contact Person: Marge Smelt
	E-mail Address: mmsmelt@cbs.com

LIST OF ALL FULL-TIME JOB VACANCIES

- 1) Traffic Coordinator
- 2) Assistant Traffic Manager
- 3) Traffic Coordinator
- 4) Assignment Editor
- 5) Reporter
- 6) Producer
- 7) Producer
- 8) Producer
- 9) Account Executive (Digital)
- 10) Photographer
- 11) Anchor/Reporter
- 12) Executive Producer
- 13) Weather Anchor
- 14) Director
- 15) Reporter
- 16) Director of Sales

1) Job Title: TRAFFIC COORDINATOR Referral Source(s) of Hiree: FORMER INTERN

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave, Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes

Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Fir Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, Okla 73019	612-729-9244	Yes
NEWS2D		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbs4denver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

2) Job Title: ASSISTANT TRAFFIC MANAGER Referral Source(s) of Hire: INTERNAL POSTING

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes

Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St, Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Cofax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
Medialine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 6 th Flr Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, Okla 73019	612-729-9244	Yes
NEWSED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbs4denver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

3) Job Title: TRAFFIC COORDINATOR

Referral Source(s) of Hiree: EMPLOYEE REFERRAL

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Cofax Ave Suite J & H Denver, CO 80204		Yes

Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 6 th Flr Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, Okla 73019	612-729-9244	Yes
NEWSED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbs4denver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

4) Job Title: ASSIGNMENT EDITOR

Referral Source(s) of Hiree: INTERNAL POSTING

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes

Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Fir Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWSED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

5) Job Title: REPORTER

Referral Source(s) of Hire: EMPLOYEE REFERRAL

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes

American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Flr Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045-2001	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWSED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

6) Job Title: PRODUCER

Referral Source(s) of Hiree: INTERNAL POSTING

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes

African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Flr Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
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Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

7) Job Title: **PRODUCER**

Referral Source(s) of Hire: **CBSDENVER.COM/JOBS**

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
Medialine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Flr Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWSED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

8) Job Title: PRODUCER

Referral Source(s) of Hire: FORMER INTERN

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Fir Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWS2D		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes

National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

9) Job Title: ACCOUNT EXECUTIVE (DIGITAL)

Referral Source(s) of Hire: CBSDENVER.COM/JOBS

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Fir Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWSED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes

CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net		Yes

10) Job Title: PHOTOGRAPHER

Referral Source(s) of Hiree: INDUSTRY REFERRAL

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Cofax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Cofax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Fir Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWS-ED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes

Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

11) Job Title: ANCHOR/REPORTER Referral Source(s) of Hiree: AGENT

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Fir Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes

NEWS ED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

12) Job Title: EXECUTIVE PRODUCER Referral Source(s) of Hiree: INTERNAL POSTING

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes

13) Job Title: WEATHER ANCHOR Referral Source(s) of Hiree: CBSDENVER.COM/JOBS

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 - 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd - Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes
NABET CWA		501 3 rd Str., N.W 8 th Flr Washington, D.C 20001	202-434-1254	Yes

National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWSED		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes
Collective Talent	Michael Bille	bille@michaelsmedia.com		

14) Job Title: DIRECTOR Referral Source(s) of Hire: CBSDENVER.COM/JOBS

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave. Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		53 RD Street Suite 1108 San Francisco, CA 94103-3212	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes
LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes

MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223	303-573-1302	Yes
NABET CWA		501 3 rd Str., N.W 8 th Fir Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWS2D		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

15) Job Title: REPORTER

Referral Source(s) of Hire: EMPLOYEE REFERRAL

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
Adams Country Workforce & Business Center		12200 Pecos Street Westminster, CO 80234		Yes
African American Leadership Institute	Linda Williams	700 E. 24 th Ave, Suite 8 Denver, CO 80205	303-299-9055	Yes
Alliance of Professional Women	Emily Roe	P.O. 480384 Denver, CO 80248	303-368-4747	Yes
American Sportscasters Association Inc.	Louis Swartz	225 Broadway, #2030 New York, NY 10007	212-227-8080	Yes
Art Institute of Colorado, The	Career Advisor	1200 Lincoln St. Denver, CO 80203	303-824-4769	Yes
Asian American Journalists Association		1182 Market Street #320 Denver, CO 80204	415-346-2051	Yes
Asian Chamber of Commerce		924 West Colfax Ave Suite J & H Denver, CO 80204		Yes
Auraria Higher Education Ctr- CCD	Human Resources	P.O. Box 173361 Denver, CO 80127		Yes
Center for Women's Employment Education	Barb Wallace	1175 Osage Street #300 Denver, CO 80204	303-892-8444	Yes
Colorado Association of Black Journalist	Amani Ali	P.O. Box 48192 Denver, CO 80204		Yes
Colorado Black Chamber of Commerce	Peggy Wortham	410 – 17 th St. Suite 1110 Denver, CO 80202	303-831-0720	Yes
Colorado Division of Vocational Rehabilitation Profile	Debra Harvey	2211 W. Evans Ave Denver, CO 80223	303-937-1226 x339	Yes
Colorado Women's Chamber of Commerce	Nancy Adsit	1624 Market Street Suite 340 Denver, CO 80202-1553	303-458-0220	Yes
Denver Hispanic Chamber of Commerce		924 West Colfax Ave Denver, CO 80204	303-534-7783	Yes
Denver Indian Center	Anselma Mitchell	4407 Morrison Road Denver, CO 80219	303-936-2688 ext. 13	Yes
Denver NAACP	Menola Upshaw	2823 Fairfax Street Denver, CO 80207	303-333-9013	Yes
Goodwill Industries of Denver	Karianne Hedneskog	6850 North Federal Blvd Denver, CO 80221	303-650-7708	Yes

LARASA	Polly Baca	309 West 1 st Ave Denver, CO 80223	303-722-5150	Yes
Mayor's Office Of Workforce Development	Tom Haslee	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	720-944-1233	Yes
MediaLine	Mike Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
MiCasa Women's Resource Center	Carmon Carriello	360 Acoma St. Denver, CO 80223.	303-573-1302	Yes

NABET CWA		501 3 rd Str., N.W 8 th Flr Washington, D.C 20001	202-434-1254	Yes
National Association of Black Journalist	Recruitment	1100 Knight Hall Suite 3100 College Park, MD 20742		Yes
National Association of Broadcasters	Theresa	1771 N. Street, N.W. Washington, DC 20036		Yes
National Association of Hispanic Journalist	Michelle Vignoli – Pgm Admin	1000 National Press Bldg Washington, DC 20045	202-662-7483	Yes
National Television Academy NATAS		1247 Eureka Ct Littleton, CO 80126-2749	303-722-0916	Yes
Native American Journalists Association		University of Oklahoma 395 W Lindsey Norman, OK 73019	612-729-9244	Yes
NEWS2D		901 W 10 th Ave Denver, CO 80204-3973	303-534-8342	Yes
Northeast Women's Center	Job Placement	4821 E. 38 th Avenue Denver, CO 80205-1005	303-355-3486	Yes
Servicios De La Raza		4058 Tejon Street Denver, CO 80211		Yes
Southeast Community College	Gerald Eigsti	600 State Street Milford, NE 68405-8498		Yes
Women's Bean Project	Lecia Bovard Taylor	3201 Curtis Street Denver, CO 80205	303-292-1919 #232	Yes
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes
Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		Yes
National Alliance of State Broadcasters Association		http://www.careerpage.org		Yes
TVJobs.com		http://tvjobs.com		Yes
Denver District Court Adult Probation Department	Meghan Roberts	Meghan@YourJobCoaches.com		
America's Job Exchange GoogleBase Indeed.com		Arbita.net via Kenexa		Yes

16) Job Title: DIRECTOR OF SALES Referral Source(s) of Hire: INTERNAL TRANSFER

Name of Organization Notified of Job Vacancies	Contact Person	Address	Phone Number	Automatic Notify
CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		Yes
KCNC Employee Bulletin Board	Marge Smelt	1044 Lincoln Street Denver, CO 80203	303-830-6443	Yes

Name of Recruitment Source

- FORMER INTERN
- INTERNAL POSTING
- EMPLOYEE REFERRAL
- INTERNAL POSTING
- EMPLOYEE REFERRAL
- INTERNAL POSTING
- CBSDENVER.COM/JOBS
- FORMER INTERN
- CBSDENVER.COM/JOBS
- INDUSTRY REFERRAL
- AGENT
- INTERNAL POSTING
- CBSDENVER.COM/JOBS
- CBSDENVER.COM/JOBS
- EMPLOYEE REFERRAL
- INTERNAL TRANSFER

For the period from **December 01, 2010** to **November 30, 2011**, this Employment Unit interviewed **46** interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source

Number of Interviewees Referred

Internal Posting 6
Industry Referral 7

CTS Centralized Website 17
 Employee Referral 8
 Former Intern 4
 Talent Agent 3
 Call-In 1

List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

- **Job Fairs.** (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
COLORADO MULTICULTURAL CAREER FAIR UNIVERSITY OF DENVER	04/27/11	DAVE AGUILERA WEATHER ANCHOR

- **Internship** (Each employment unit must establish an internship program.)

NEWS DEPARTMENT INTERNSHIP PROGRAMS AT COLLEGES/UNIV	12/01/10 – 11/30/11	LIBBY SMITH – NEWS INTERNS
SPORTS DEPARTMENT INTERNSHIP PROGRAMS AT COLLEGES/UNIV	12/01/10 – 11/30/11	STEVE COX – SPORTS INTERNS
SALES & MARKETING INTERNSHIP PROGRAMS AT COLLEGES/UNIV	12/01/10 – 11/30/11	ARMANDO CHAVEZ – SALES MARKETING

- **Participation in Events.** (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
PARTICIPATION IN EMMA BOWEN FOUNDATION MINORITY COLLEGE STUDENT LEARNING PROGRAM	12/01/10 – 11/30/11	CRISTINA RAYAS - STUDENT ELAINE TORRES – COMMUNITY AFFAIRS DIRECTOR
BOYS & GIRLS CLUBS OF METRO DENVER LEADERSHIP CONFERENCE	09/16/11	DAVE AGUILERA, WEATHER ANCHOR MEGAN SWEZEY, PRODUCER DOMINIC GARCIA, REPORTER
ELEMENTARY SCHOOL "WEATHER VISITS" ALL METRO-AREA SCHOOL SYSTEMS	VARIOUS	JENNIFER ZEPELIN DAVE AGUILERA WEATHER ANCHORS

- **Training Management Personnel.** (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved:	Describe Training:
CBS ANTI-DISCRIMINATION/SEXUAL HARRASSMENT TRAINING	ROBIN BONA/CTSG HUMAN RESOURCES	WEB BASED ANNUAL TRAINING REQUIRED OF ALL EMPLOYEES
CBS BUSINESS CONDUCT STATEMENT TRAINING	ROBIN BONA/CTSG HUMAN RESOURCES	WEB BASED TRAINING REQUIRED OF ALL FULL-TIME EMPLOYEES