

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period December 1, 2015 to November 30, 2016.

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

I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled
(See Master Recruitment Source List for recruitment source data)

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
Digital Sales A/E	1 – 36; 38 – 41, 43	38
Photographer	1 – 36; 38 – 41, 43	43
IT Technician	1 – 36; 38 – 41, 43	38
News Producer	36 – 39	39
Sales Research Manager	1 – 36; 38 – 41, 43	43
News Reporter/Anchor	30-31, 38-39	31
Sports Anchor	1 – 36; 38 – 41, 43	41
Operations Technician	1 – 36; 38 – 41, 43	39
News Reporter/Anchor	1 – 36; 38 – 41, 43	39
Account Executive	1 – 36; 38 – 41, 43	38
Senior Web Producer	30 – 31, 38 – 39	39
Assignment Editor	30 - 31, 38 – 39	39
News Producer	30 - 31, 38 - 39	39
Weather Anchor/Reporter	1 – 36; 38 – 41, 43	38
Account Executive	1 – 36; 38 – 41,43	39

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	Adams County Workforce & Business Center	12200 Pecos Street Westminster, CO 80234	acbusvc@adcogov.org	720-523-6900	N	
2	African American Leadership Institute	700 E. 24 th Ave. Suite 8 Denver, CO 80205	Linda Williams	303-299-9055	N	
3	Alliance of Professional Women	P.O. 480384 Denver, CO 80248	Emily Roe apwcolo@yahoo.com	303-368-4747	N	
4	American Sportscasters Association Inc.	225 Broadway, #2030 New York, NY 10007	Louis Swartz inquiry@americansportscasteronline.com	212-227-8080	N	
5	Art Institute of Colorado, The	1200 Lincoln St. Denver, CO 80203	Carol Lundin clundin@aii.edu	303-824-4921	N	
6	Asian Chamber of Commerce	924 West Colfax Ave Suite 104G Denver, CO 80204	info@ACCColorado.org		N	
7	Auraria Higher Education Ctr-CCD	P.O. Box 173361 Denver, CO 80127	Human Resources Dianda.coe@ahec.edu		N	
8	Center for Women's Employment Education	1175 Osage Street #300 Denver, CO 80204	Barb Wallace smcrae@cwee.org	303-892-8444	N	
9	Colorado Association of Black Journalist	Hand Delivered	Gloria Neal		N	
10	Colorado Black Chamber of Commerce	410 – 17 th St. Suite 1110 Denver, CO 80202	Peggy Wortham	303-831-0720	N	
11	Colorado Division of Vocational Rehabilitation Profile	2211 W. Evans Ave Denver, CO 80223	Debra Harvey	303-937-1226 x339	N	
12	Colorado Women's Chamber of Commerce	1350 17 th Street Suite 100 Denver, CO 80202-1525	Nancy Adsit info@cwcc.org	303-458-0220	N	
13	Denver NAACP	3030 Downing Street Denver, CO 80205	Gloria Holliday		N	
14	Denver Indian Center	4407 Morrison Road, Ste 100 Denver, CO 80219	Anselma Mitchell info@difrc.org	303-936-2688 ext. 13	N	
15	Goodwill Industries of Denver	6850 North Federal Blvd Denver, CO	Karianne Hedneskog lpeabody@goodwilldenver.org	303-650-7708	N	
16	LARASA	309 West 1 st Ave Denver, CO 80223	Polly Baca claro@claro.org	303-722-5150	N	
17	Mayor's Office Of Workforce Development	Westside Workforce Ctr. 1200 Federal Blvd – Denver, CO 80204	Tom Haslee	720-944-1233	N	
18	MediaLine	P.O. Box 51909 Pacific Grove, CA 93950	Mike Shilstone rich@medialine.com	800-237-8073	N	
19	MiCasa Women's Resource Center	360 Acoma St. Denver, CO 80223.	Carmen Carriello info@MiCasaResourceCenter.org	303-573-1302	N	
20	NABET CWA	501 3 rd Str., N.W 8 th Flr		202-434-1254	N	

		Washington, D.C 20001				
21	National Association of Broadcasters	1771 N. Street, N.W. Washington, DC 20036	Theresa		N	
22	National Association of Hispanic Journalist	1000 National Press Bldg Washington, DC 20045	Michelle Vignoli – Pgm Admin yaneth@nahj.org	202-662-7483	N	
23	National Television Academy NATAS	1247 Eureka Ct Littleton, CO 80126-2749	Office.emmyawards.tv@gmail.com	303-722-0916	N	
24	Native American Journalists Association	University of Oklahoma 395 W Lindsey Norman, OK 73019		612-729-9244	N	
25	NEWSED	901 W 10 th Ave Denver, CO 80204-3973		303-534-8342	N	
26	Northeast Women's Center	4821 E. 38 th Avenue Denver, CO 80205-1005	Job Placement	303-355-3486	N	
27	Servicios De La Raza	4058 Tejon Street Denver, CO 80211	info@serviciosdelaraza.org		N	
28	Southeast Community College	600 State Street Milford, NE 68405-8498	Gerald Eigsti		N	
29	Women's Bean Project	3201 Curtis Street Denver, CO 80205	Lecia Bovard Taylor info@womensbeanproject.com	303-292-1919 #232	N	
30	CBS Television Stations Centralized Online Jobs Database		http://cbsdenver.com/jobs		N/A	
31	KCNC Employee Bulletin Board	1044 Lincoln Street Denver, CO 80203	Marge Smelt	303-830-6443	N/A	
32	Colorado Workforce Centers/ Colorado Dept of Labor & Employment		http://www.connectingcolorado.com		N	
33	National Alliance of State Broadcasters Association		http://www.careerpage.org		N	
34	TVJobs.com		via Avature		N/A	
35	Denver District Court Adult Probation Department	Meghan@YourJobCoaches.com	Meghan Roberts		N	
36	Direct Employers Job Alliance		via Avature		N	
37	Employee Referral	CBS Television Stations			N/A	
38	CBS4 Website	Job Bank	Online website posting		N/A	
39	Internal Posting		Bulletin Board		N/A	
40	Indeed.com	Online Job Bank	Website posting via CBS Applicant Tracking System (AJE)		N/A	
41	TVJobs.com	Online Job Bank	Website Posting		N/A	
42	Spots-n-Dots	Job Bank	Online website posting		N/A	
43	Industry				N/A	

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD 26

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

- (a) **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)

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

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- (c) **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	12/14/15 – 09/16/16	KOMMON JAMES OUSLEY - STUDENT ELAINE TORRES – COMMUNITY AFFAIRS DIRECTOR
NATAS CAREER DAY	10/12/16	JASON HUSSONG, WEB PRODUCER JIM HAYEK, DESIGN DIRECTOR JEFF GURNEY, EXEC. PRODUCER
METRO STATE JOURNALISM	11/3/16	TOM MUSTIN, REPORTER
COLORADO CLOSE UP BROADCASTING UP CLOSE	3/6/16	DOUG HOFFACKER –ASSIGN EDITOR
GREENWOOD ACADEMY “SOCIAL MEDIA IN BROADCASTING”	10/21/16	KELLY WERTHMANN – ANCHOR/REPORTER
EMILY GRIFFITH TECHNICAL COLLEGE “VIDEO PRODUCTION”	11/11/16	MICHAEL NUÑEZ, ASSOCIATE PRODUCER
YOUTH LEADERSHIP JEFFERSON COUNTY “BROADCASTING AS A CAREER”	2/3/16	JIM PLUCINSKY, PROMO TECH PROD.
UNIVERSITY OF SOUTHERN CALIFORNIA/ANNENBERG SCHOOL FOR COMMUNICATION JOURNALISM “MASTER’S PROGRAM IN JOURNALISM”	10/9/16	RICK SALLINGR –REPORTER
CSU DEPT OF TECHNICAL JOURNALISM “GETTING STARTED & SUCCEEDING IN JOURNALISM”	10/28/16	JIM BENEMANN – ANCHOR/REPORTER

WESTMINSTER HIGH SCHOOL "INDUSTRY TRENDS, OPPORTUNITIES"	10/31/16	JUDSON LUYTIES PROMO TECH PRODUCER
GIRLS AND SCIENCE CBS4 IN PARTNERSHIP WITH THE DENVER MUSEUM OF NATURE AND SCIENCE	3/5/16 – 3/6/16	ELAINE TORRES – COMMUNITY AFFAIRS DIRECTOR LAUREN WHITNEY – WEATHER ANCHOR
CSU MEDIA FESTIVAL "SOCIAL MEDIA IN NEWS"	9/30/16	KAREN MORFITT/REPORTER

(d) 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 BUSINESS CONDUCT STATEMENT TRAINING COURSE	ROBIN BONA/CTSG HUMAN RESOURCES	WEB BASED BI-ANNUAL TRAINING REQUIRED OF ALL EMPLOYEES
"PONDER YOUR POSTS" – COMPLIANCE TRAINING	ROBIN BONA/CTSG HUMAN RESOURCES	WEB BASED TRAINING REQUIRED OF ALL EMPLOYEES
2016 ANTI-CORRUPTION TRAINING	ROBIN BONA/CTSG HUMAN RESOURCES	WEB BASED TRAINING REQUIRED OF ALL EMPLOYEES