

EEO FCC Annual Report  
12/1/07-11/30/08

			<b>Number</b>	<b>Total</b>	
	<b>Date</b>	<b>Recruitment</b>	<b>Interviewed</b>	<b>Interviewed for</b>	<b>New Hire</b>
<b>Job Title</b>	<b>Filled</b>	<b>Sources</b>	<b>by Source</b>	<b>the Vacancy</b>	<b>Recruit Source</b>
Assignment Desk Editor	12/12/07	<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a> <a href="http://www.americasjobboard.com">www.americasjobboard.com</a> <a href="http://www.jobster.com">www.jobster.com</a> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> <a href="http://www.monster.com">www.monster.com</a> <a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a> <a href="http://www.mediabistro.com">www.mediabistro.com</a> <a href="http://www.medialine.com">www.medialine.com</a> NAHJ KMGH Lobby SAJA NATASColorado <a href="http://www.tvjobs.com">www.tvjobs.com</a>	1	1	<a href="http://www.mediabistro.com">www.mediabistro.com</a>
Investigative Producer	12/3/07	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a> KMGH Lobby employee referral	1	1	Employee referral
Local Sales Manager	12/3/07	<a href="http://www.jobster.com">www.jobster.com</a> KMGH Lobby spots n dots newsletter referral <a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>	1	1	referral
Azteca AE	4/9/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a> <a href="http://www.americasjobboard.com">www.americasjobboard.com</a> Telemundo Colorado Univision Colorado spots n dots newsletter KMGH Lobby <a href="http://www.jobster.com">www.jobster.com</a> referral <a href="http://www.monster.com">www.monster.com</a> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	1	1	2 Past intern
Sports Talent	9/10/08	<a href="http://www.americasjobboard.com">www.americasjobboard.com</a> UNITY Job Fair 7/08		4	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>

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		NABJ Job Fair 8/08		
		NAHJ Job Fair 8/08		
		KMGH Lobby		
		<a href="http://www.medialine.com">www.medialine.com</a>		
		<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>	3	
		<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>	1	
AE	1/22/08	<a href="http://www.americasjobboard.com">www.americasjobboard.com</a>		2 Employee referral
		KMGH Lobby		
		spots n dots newsletter		
		employee referral	1	
		<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>	1	
Producer	4/1/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		3 <a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>
		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		
		KMGH Lobby		
		<a href="http://www.jobster.com">www.jobster.com</a>		
		<a href="http://www.monster.com">www.monster.com</a>		
		<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>	3	
		<a href="http://www.medialine.com">www.medialine.com</a>		
		<a href="http://www.mediabistro.com">www.mediabistro.com</a>		
Ass't Assignment Desk	4/4/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		1 employee referral
		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		
		<a href="http://www.jobster.com">www.jobster.com</a>		
		<a href="http://www.monster.com">www.monster.com</a>		
		<a href="http://www.mediabistro.com">www.mediabistro.com</a>		
		CU School of Journalism		
		KMGH Lobby		
		employee referral	1	
		<a href="http://www.tvjobs.com">www.tvjobs.com</a>		
		<a href="http://www.medialine.com">www.medialine.com</a>		
		<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>		
Promotions Producer	3/24/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		4 <a href="http://www.tvjobs.com">www.tvjobs.com</a>
		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		
		KMGH Lobby		
		<a href="http://www.jobster.com">www.jobster.com</a>		
		<a href="http://www.monster.com">www.monster.com</a>		
		<a href="http://www.mediabistro.com">www.mediabistro.com</a>	1	
		<a href="http://www.tvjobs.com">www.tvjobs.com</a>	1	

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		<a href="http://www.medialine.com">www.medialine.com</a>		
		<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>	2	
		<a href="http://www.ihispano.com">www.ihispano.com</a>		
		<a href="http://www.tvnewsgigs.com">www.tvnewsgigs.com</a> (wrapped)		
		NAHJ		
		SAJA		
		NATASColorado		
		Marketing Ideanet		
Traffic Coordinator	2/27/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		2 <a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>
		KMGH Lobby		
		<a href="http://www.americasjobboard.com">www.americasjobboard.com</a>		
Credit Specialist	4/22/08	<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>	2	
		<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		3 Previous employee referral
		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	2	
		KMGH Lobby		
		Local Stations Business Group referral	1	
		<a href="http://www.mediabistro.com">www.mediabistro.com</a>		
		<a href="http://www.jobster.com">www.jobster.com</a>		
Account Coordinator	3/17/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		2 Employee Referral
		spots n dots newsletter		
		KMGH Lobby		
		employee referral	2	
Account Coordinator	4/22/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		2 Employee Referral
		spots n dots newsletter		
		KMGH Lobby		
		employee referral	2	
Azteca AE	6/23/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		1 Employee Referral
		<a href="http://www.americasjobboard.com">www.americasjobboard.com</a>		
		<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>		
		<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		
		spots n dots newsletter		
		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		
		Telemundo Colorado		
		Univision Colorado		
		employee referral	1	
		<a href="http://www.kmghe.com">www.kmghe.com</a>		

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		<a href="http://ihispano.com">ihispano.com</a>		
		<a href="http://www.jobster.com">www.jobster.com</a>		
		NSHMBA		
NTR Specialist	7/7/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		1
		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		Employee Referral
		KMGH Lobby		
		<a href="http://www.mediabistro.com">www.mediabistro.com</a>		
		<a href="http://www.ihispano.com">www.ihispano.com</a>		
		employee referral	1	
		<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>		
		<a href="http://www.monster.com">www.monster.com</a>		
		spots n dots		
Editor/News Writer	7/2/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		1 Employee Referral
		KMGH Lobby		
		employee referral	1	
News Director	9/29/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a>		4 Employee Referral
		UNITY Job Fair 7/08		
		NABJ Job Fair 8/08		
		NAHJ Job Fair 8/08		
		jobster.com		
		KMGH Lobby		
		monster.com		
		referral	4	
		<a href="http://thedenverchannel.com">thedenverchannel.com</a>		
		<a href="http://trvjobs.com">trvjobs.com</a>		
		<a href="http://www.mediabistro.com">www.mediabistro.com</a>		
		medialine.com		
		NAB		
		NAHJ		
		NATASColorado		
		SAJA		
		UNITY Conference		
Multi-Media News Producer	10/30/08	<a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>		1 Denver Post (wrapped)
		<a href="http://www.monster.com">www.monster.com</a>		
		UNITY Job Fair 7/08		
		NABJ Job Fair 8/08		
		NAHJ Job Fair 8/08		

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		<a href="http://www.mediabistro.com">www.mediabistro.com</a> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> <a href="http://www.medialine.com">www.medialine.com</a> <a href="http://www.saja.com">www.saja.com</a> <a href="http://www.nahj.com">www.nahj.com</a> KMGH Lobby NATASColorado NAB <a href="http://www.tvjobs.com">www.tvjobs.com</a>		
Senior Production Specialist	11/19/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a> <a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a> NABJ Job Fair 8/08 NAHJ Job Fair 8/08 KMGH Lobby <a href="http://www.monster.com">www.monster.com</a> <a href="http://www.mediabistro.com">www.mediabistro.com</a> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> referral	2	3 <a href="http://www.thedenverchannel.com">www.thedenverchannel.com</a>
Marketing Product Specialist	11/17/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a> <a href="http://www.mediabistro.com">www.mediabistro.com</a> KMGH Lobby employee referral <a href="http://www.jobster.com">www.jobster.com</a>	2	4 Employee referral
Azteca AE	10/16/08	<a href="http://www.mcgraw-hill.com">www.mcgraw-hill.com</a> employee referral KMGH Lobby spots n dots newsletter Telemundo Colorado Univision Colorado	1	1 Employee referral

Non-Job Specific Outreach Initiatives  
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KMGH is required to conduct and document four out of the sixteen outreach initiatives every two years. These are the four initiatives KMGH is in compliance:

**1. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

KMGH currently has a formal internship program in place for college junior, seniors or graduate students.

**2. Participation in at least four events (in two years time) or programs sponsored by educational institutions relating to career opportunities in broadcasting.**

- 1/30/08 Christine Chang helped teach a News Reporting class at CU Boulder.
- 4/27/08 Christine Chang was a guest speaker for the Ohio Center for Broadcasting
- 4/14/08 Anne Trujillo spoke at Mullen High School
- 11/5/08 Christine Chang spoke at a CU Journalism class

**3. Participate in at least four activities (in two years time) sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.**

- McGraw-Hill Broadcasting hosted a booth at the UNITY convention in July 2008 to recruit for minority candidates. UNITY represents more than 10,000 journalists of color and is comprised of four national organizations: Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, and the Native American Journalists Association.
- McGraw-Hill Broadcasting hosted a booth at the National Association of Black Journalists Job Fair in August, 2008.
- In September of 2008 we promoted and recruited for KMGH's internship program at traditional Black colleges: Florida A&M, Grambling, Howard, Kentucky State, Morehouse, Spelman, Texas Southern, Tuskegee, Voorhees, Wilberforce.
- McGraw-Hill Broadcasting hosted a booth at the National Association of Hispanic Journalists Job Fair in August, 2008.

Organization	Address	Contact
America's Job Bank	RecruitSoft software	
Hotjobs	RecruitSoft software	
KMGH	123 Speer Blvd, Denver, CO 80203	Heidi Armstrong
McGraw Hill	<a href="#">1221 Avenue of the Americas, NY, NY 10020</a>	Greg Karanastasis
Monster	5 Clock Tower Place, Suite 600, Maynard, MA 01754	Seth Bloom
<a href="#">www.careerbuilder.com</a>	200 N LaSalle St., #1100, Chicago, IL 60601	Amber Puskar
<a href="#">www.ihispano.com</a>	<a href="#">www.ihispano.com</a>	
<a href="#">www.jobster.com</a>	<a href="#">www.jobster.com</a>	
<a href="#">www.mediabistro.com</a>	475 Park Ave South, New York, NY 10016	Laurel Touby
Denver Police Department	1311 W. 46th Ave, Denver, CO 80211	Sonny Jackson
Nat'l Assoc of Broadcasters	<a href="#">1771 N St NW, Washington DC 20036</a>	Karen Hunter
TV Jobs	<a href="#">PO Box 4116, Oceanside, CA 92052</a>	Mark Holloway
National Society of Hispanic MBA	1303 Walnut Hill Lane, Suite 100, Irving, TX 75038	
Asian American Journalist Assoc	<a href="mailto:post@aaaja.org">post@aaaja.org</a>	
Nat's Assoc of Hispanic Journalists	<a href="#">1000 National Press Building, 529 14th St NW, Washin</a>	Lisa Goodnight
Journalism Next	PO Box 30846, Bethesda, MD 20824	Eric Wee
Medialine	<a href="#">PO Box 51909, Pacific Grive, CA 93950</a>	Mark Shilstone
NATAS - Heartland	<a href="#">1255 West Virginia Ave, Denvr, CO 80227</a>	Audrey Elling
South Asian Journalists Assoc	<a href="mailto:saja@columbia.edu">saja@columbia.edu</a>	
Nat'l Press Photographers Assoc	<a href="#">3200 Croasdaile Dr Ste 306, Durham, NC 27705</a>	
Telemundo Colorado	1120 Lincoln St., Denver, CO 80203	
The Ladders	<a href="#">www.theladders.com</a>	
602 Communications	1011Lyndhurst Falls Lane, Knightdale, NC 27545	Graeme Newell
Univision Colorado	777 Grant St. #500, Denver, CO 80203	Joe Uva
Women In Technology	10378 Democracy Lane, Fairfax, VA 22030	
No Sources Entitled to Notification		