

**EEO NARRATIVE**

KDVR(TV), Denver, CO (FAC ID 126), KFCT(TV), Ft. Collins, CO (FAC ID 125); and KWGN-TV, Denver, CO (FAC ID 35883) (collectively the “SEU”), continuously strives to achieve broad and inclusive outreach and has established EEO policies and procedures which focus on the wide dissemination of information about job opportunities at the SEU to the immediate community via a variety of recruitment sources. It is a fundamental principle and practice of the SEU to prohibit employment discrimination based on race, color, religion, national origin or gender and to ensure equal opportunity to qualified applicants.

Sources targeted for recruitment include, but are not limited to, educational institutions, minority, women’s and local community organizations, state and local area unemployment organizations, and other groups or organizations that assist in job placement. The SEU has undergone annual EEO training in order to ensure its staff analyze their EEO program and follow compliance with nondiscrimination and FCC EEO requirements. The SEU also participates in local job fair events to meet with students interested in exploring potential careers in broadcasting. The SEU’s attendance at these events has enabled it to continue its successful recruiting efforts.

The SEU understands the importance of its recruiting obligations, and as such, reviews its policies and procedures on an annual basis in order to make adjustments to its recruiting sources and its community activities.