

EEO Public File Report

December 1, 2014 through November 30, 2015

Station Employment Units		
Call Sign	Facility ID	Community of License
KUVO	16687	Denver, CO
KRMA-TV	14040	Denver, CO

Please note that in previous years, Rocky Mountain Public Broadcasting Network, Inc. has reported KVJZ, KRMZ, KTSC, KRMJ and KRMU on their own Annual EEO Public File Reports. However, these five stations are exempt as small stations without at least 5 dedicated employees.

Recruitment Sources				
Local Community Agencies that Have Asked for Notification Specified with an Asterisk (*)				
Source	Contact Person	Contact Info	Full-Time Positions Listed with this Source	Total Interviewees Provided by Source
Asian Chamber of Commerce*		boardchair@ACCColorado.org	1,2,3,4,5,7,9,12,13,14	0
Colorado Women's Chamber of Commerce*	Dayna Vaiana	dvaina@cwcc.org	1,2,3,4,5,7,9,11,12,13,14	0
Denver Indian Center, Inc.*	Eileen Masquat	eileen@denverindiancenter.org	1,2,3,4,5,7,9,11,12,13,14	0
Mi Casa Resource Center*	Marilyn Coto	mcoto@MiCasaResourceCenter.org	1,2,3,4,5,7,9,11,12,14	0

Colorado Business Women*	Board President Megan Shellman (2014)	Meganshellman@yahoo.com	1,2,3,4,5,7,9,11,12,13,14	0
Native American Rights Fund*	Katrina Moore 303-447-8760	katrina@narf.org	1,2,3,4,5,7,9,11,12,13,14	
rmpbs.org/jobs	Natae Swanson	1089 Bannock St. Denver, CO 80204 rmpbs.org 303-892-6666 hr@rmpbs.org	1,2,3,4,5,6,7,9,10,11,12,13,14	9
Internal posting: company-wide email & posted to e-bulletin board; internal word-of-mouth	Natae Swanson	1089 Bannock St. Denver, CO 80204 rmpbs.org 303-892-6666 hr@rmpbs.org	1,2,3,4,5,6,7,8,9,10,11,12,13,14	7
<i>La Voz Bilingüe</i> (bilingual newspaper)	Romelia Ulibarri	1027 21st Street, Denver, CO 80205, Tel: 303-936-8556 classales@lavozcolorado.com	1,2,3,4,5,6,7,8,9,11,12,14	0
<i>Grand Junction Free Press</i> (newspaper)	Classifieds	734 S. Seventh Street, Grand Junction, CO 81501, 970-242-5050	13	0
<i>Colorado Springs Gazette</i> (newspaper)	Classifieds	30 E. Pikes Peak Ave, Suite #100, Colorado Springs, CO, 80903, 719-632-5511	None.	0

Colorado Nonprofit Association	Classifieds	http://portal.coloradononprofits.org/members_online/post/sub_career_post.asp 7 89 Sherman Street, Suite 240 Denver, CO 80203 (303) 832-5710	1,2,3,4,5,6,7,8,9,10,11,12,13,14	3
Cpb.org	Jobline	http://cpb.org/jobline/ e/ Jobline@cpb.org Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004-2129	1,2,3,4,5,7,8,9,10,11,12,13,14	1
Andrew Hudson's Job List	Andrew Hudson	Andrewhudsonsjoblist.com 5130 South Hanover Way Englewood, CO 80111 720-350- 432	1,2,3,4,5,6,7,8,9,10,11,12,13,14	0
National Alliance of State Broadcasters' Associations	Career Page	http://www.careerpage.org/members/index.php	1,2,3,4,5,7,9,10,11,12,13,14	0
Colorado Media School	Terry Cuff, Career Services	tcuff@beonair.com 404 S. Upham Street, Lakewood, CO 80226 303-937-7070	1,2,3,4,5,7,9,11,12,13,14	0
Connecting Colorado Email Notice	Colorado Dept. of Labor	https://www.connectingcolorado.com/emp_login.html	1,2,3,4,5,7,9,10,11,12,13,	1

	& Employment			
My PBS	Job Posting Forum	https://mypbs.org/secure/Home.aspx - Public Broadcasting Service, 2100 Crystal Drive, Arlington, VA 22202	1,2,3,4,5,7,8,9,10,11,12,13,	0
Indeed.com	Job Posting Forum		We have never posted to indeed.com.	4
<i>Total Number of Persons Interviewed for Full-Time Vacancies</i>				25

Full-Time Vacancies Filled 12/1/2014-11/30/2015

Position Title	Referral Source for Final Hire
1. Receptionist	Colorado Nonprofit Association
2. On-Air Host/Production Assistant	Internal Posting
3. Sales Support Representative	Colorado Nonprofit Association
4. Sales Manager/Director of Corporate Underwriting	rmpbs.org/jobs
5. Receptionist	rmpbs.org/jobs
6. Development/Pledge Producer	Word of mouth
7. IT Support Technician	rmpbs.org/jobs
8. Leadership Giving Officer	rmpbs.org/jobs and word-of-mouth/Internal Posting
9. Social Media and Engagement Assistant	Connecting Colorado Email Notice
10. Producer/Correspondent Inside Energy	rmpbs.org/jobs and word-of-mouth
11. Traffic Associate	CPB Jobline
12. Director of Production and Creative Operations	Word of mouth
13. Western Slope Coordinator	Word of mouth
14. On-Air Host	Internal Posting

Prong 3 Outreach Menu Options		
FCC Menu Number	Description & Date(s) Date(s)	Total Completed
(i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;	April 27, 2015 – Colorado Broadcaster’s Virtual Job Fair August 24, 2015 – Colorado Broadcaster’s Virtual Job Fair	2 fairs = ½ point
(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;	Interns for College and Grad Students: <u>Spring 2015</u> : three production interns (Western State Colorado University - 300 hours each); <u>Summer 2015</u> : two legal interns (CU Law - 300 hours each), one radio intern (60 hours), four production interns (Metro State University if Denver, Colorado College; 300 hours each); one content production intern (University of Minnesota – 320 hours) <u>Fall 2015</u> : one legal intern (CU Law - 100 hours), one production intern (300 hours)	3 internship times/ recruitment periods = 3 points
(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;	Station Tours throughout the year (tour, explanation of broadcasting and how to get a career in broadcasting). Given to school groups, Tiger Scouts, Cub Scouts, Boy Scouts, Easter Seals (developmentally disabled group), seniors, volunteers, donors.	42 tours = 2 points
(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;	October 7, 2015: 9News career day for middle-school students. We sent our digital arts coordinator and web design person to discuss careers in marketing in broadcast. She made a presentation on what she does and how to prepare for a career at a TV station. October 28, 2015: Denver Public Schools’ career day for 8 th grade students. We sent our television Arts reporter and our radio news/morning show host to discuss what they do each day and how to become a broadcast employee. Kids also got the chance to try out a radio booth to record themselves as radio hosts.	2 dates = ½ point

(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;	Super School News – 5 th & 6 th grade students from 83 schools across Colorado create and film a two-minute news report for broadcast; also includes a station tour & explanation of the broadcast process & career options	Spring & Fall 2015 = ½ point
Total Menu Options Completed 12/1/2014 – 11/30/2015		6 ½ points