

Rocky Mountain Public Broadcasting Network, Inc. Annual EEO Public File Report

For the period December 1, 2015 – November 30, 2016

This report lists all fulltime vacancies filled during the reporting period for Rocky Mountain Public Broadcasting Network, Inc.’s Denver Station Employment Unit, consisting of KRMA-TV (Denver) and KUVU-FM (Denver), which contain more than eleven full-time employees.

Full-Time Vacancies:

Job Title	Date Posted	Recruitment Sources	Recruitment Source that Referred the Person Hired
Receptionist/ Audience Services Representative	12/17/2015	<i>La Voz Bilingüe</i> newspaper ad; Email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson’s job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women’s Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster’s Association, Colorado Dept. of Labor job page, CPB Job Line,	Rmpbs.org
Development Account Executive	1/14/2016	<i>La Voz Bilingüe</i> newspaper ad; Email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson’s job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women’s Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster’s Association, Colorado Dept. of Labor job page, CPB Job Line	Word-of-mouth from all-staff email
News Anchor	1/15/2016	<i>La Voz Bilingüe</i> newspaper ad; Email to all staff and board members, myPBS.org job board, rmpbs.org employment page,	Word-of-mouth from all-staff email

		Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line, National Association of Hispanic Journalists, National Association of Black Journalists, Asian-American Journalists' Association, <i>Current.org</i>	
Leadership Giving Coordinator	2/25/2016	<i>La Voz Bilingüe</i> newspaper ad; Email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line	Rmpbs.org
Sales Support Representative	4/4/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School	Word-of-mouth from all-staff email
Multi-Media Marketing Professional	4/7/2016	Asian Chamber of Commerce, Colorado Women's Chamber of Commerce, Denver Indian Center, Mi Casa Resource Center, Business & Professional Women, Native American Rights Fund, Colorado Media School, Andrew Hudson's Job List, rmpbs.org employment page, <i>La Voz Bilingüe</i> newspaper, Colorado Nonprofit Association, cpb.org, National Alliance of State Broadcasters' Associations, myPBS.org, National Press Photographers	Word-of-mouth from all-staff email

		Association, Radio Television Digital News Association, Investigative Reporters and Editors.	
Shooter/Editor/Digital Asset Coordinator (two positions hired)	4/7/2016	Asian Chamber of Commerce, Colorado Women's Chamber of Commerce, Denver Indian Center, Mi Casa Resource Center, Business & Professional Women, Native American Rights Fund, Colorado Media School, Andrew Hudson's Job List, rmpbs.org employment page, <i>La Voz Bilingüe</i> newspaper, Colorado Nonprofit Association, cpb.org, National Alliance of State Broadcasters' Associations, myPBS.org, National Press Photographers Association, Radio Television Digital News Association, Investigative Reporters and Editors.	Indeed;
Shooter/Editor/Producer	4/7/2016	Asian Chamber of Commerce, Colorado Women's Chamber of Commerce, Denver Indian Center, Mi Casa Resource Center, Business & Professional Women, Native American Rights Fund, Colorado Media School, Andrew Hudson's Job List, rmpbs.org employment page, <i>La Voz Bilingüe</i> newspaper, Colorado Nonprofit Association, cpb.org, National Alliance of State Broadcasters' Associations, myPBS.org, National Press Photographers Association, Radio Television Digital News Association, Investigative Reporters and Editors.	
Investigative News Producer	6/2/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, National Association of Hispanic Journalists, National Association of Broadcast Journalists, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line	
Investigative Reporter	6/13/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board,	NPR

		Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, National Association of Hispanic Journalists, National Association of Broadcast Journalists, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line	
Director of Finance & Accounting	7/3/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line	Cpb.org
Level Two Help Desk Technician	8/30/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line	In progress
Marketing Production Coordinator	9/22/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado	In progress

		Media School, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line	
Development Account Executive	10/4/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line, Colorado State University job page, University of Colorado at Denver job page, University of Denver job page	myPbs.org
Part-time Fill-in Radio News Host	10/4/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line	In progress
Education Outreach Specialist	11/10/2016	<i>La Voz Bilingüe</i> English and Spanish classifieds, email to all staff and board members, myPBS.org job board, rmpbs.org employment page, Colorado Nonprofit Association job board, Andrew Hudson's job list, Asian Chamber of Commerce job board, Denver Indian Center, Colorado Women's Chamber of Commerce, Mi Casa Resource Center, Colorado Business and Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcaster's Association, Colorado Dept. of Labor job page, CPB Job Line, Robert Half	In progress

Referring Agencies:

Organizations may request to be added to our job opening mailing list. Those that have requested notification are marked with an asterisk (*) and have been notified of all openings since they made the request.

Recruitment Sources			
Source	Contact Person	Contact Info	Total Number of Interviewees from this Source
Asian Chamber of Commerce*	none	boardchair@ACCColorado.org	0
Colorado Women's Chamber of Commerce*	Dayna Vaiana	dvaiana@cwcc.org	0
Denver Indian Center, Inc.*	Eileen Masquat	eileen@denverindiancenter.org	0
Mi Casa Resource Center*	Marilyn Coto	mcoto@MiCasaResourceCenter.org	0
Colorado Business Women*	Board President Megan Shellman	Meganshellman@yahoo.com	0
Native American Rights Fund*	Katrina More 303-447-8760	katrina@narf.org	0
rmpbs.org/jobs	Keanna Smith	1089 Bannock St. Denver, CO 80204 rmpbs.org 303-892-6666 hr@rmpbs.org	4
Internal posting: company-wide email & posted to e-bulletin board; email to Board of Directors; word-of-mouth (both	Keanna Smith	1089 Bannock St. Denver, CO 80204 rmpbs.org 303-892-6666 hr@rmpbs.org	11

staff and outsiders)			
<i>La Voz Bilingüe</i> (bilingual newspaper)	Romelia Ulibarri	1027 21st Street, Denver, CO 80205, Tel: 303-936-8556 classales@lavozcolorado.com	0
<i>Grand Junction Free Press</i> (newspaper)	Classifieds	https://classifieds.swiftcom.com/webentry/url/consumer/c_category.htm?DATA_publishId=gs 734 S. Seventh St. Grand Junction, CO 81501 970-242-5050	0
<i>Colorado Springs Gazette</i> (newspaper)	Classifieds	https://secure.gazads.com/iServiceClassified/WFCategoryClassification.aspx?ch=NEWSCOLS 30 E. Pikes Peak Avenue, Suite #100 Colorado Springs, CO 80903 719-632-5511	0
Colorado Nonprofit Association	Classifieds	http://portal.coloradononprofits.org/members_online/post/sub_career_post.asp 789 Sherman Street, Suite 240 Denver, CO 80203 (303) 832-5710	1
Cpb.org	Jobline	http://cpb.org/jobline/ Jobline@cpb.org Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004-2129	5
Andrew Hudson's Job List	Andrew Hudson (ahudson@ahjobslist.com)	Andrewhudsonsjoblist.com http://www.netnewsdesk.com/Job_Submissions/index.cfm?PID=1281&ID=4847,0,0 5130 South Hanover Way Englewood, CO 80111 T: 720-350-432	5
My PBS	Job board	Mypbs.org	3

Colorado Broadcasters Association (National Alliance of State Broadcasters' Associations)	Career Page	www.coloradobroadcasters.org/jobs/ 33 West Hampden Avenue, Suite 400, Englewood, CO 80110 (720) 536-5427 http://www.careerpage.org/members/index.php	0
Connecting Colorado	Colorado Dept. of Labor & Employment	https://www.connectingcolorado.com/e_emp_login.html	0
Colorado Media School	Terry Cuff, Career Services	tcuff@beonair.com ; 404 S. Upham Street, Lakewood, CO 80226 303-937-7070	0
National Association of Broadcast Journalists			
Other	Please note we did not post with the following sites, though we interviewed applicants who listed these as their referral source: <ul style="list-style-type: none"> - Indeed - iHireAccounting - Glassdoor - National Press Photographers' Association - "Will Work for Food" Facebook group - Association of Independents in Radio 		7 1 1 1 1 1

Participation in Longer-Term Recruitment Initiatives:

FCC Menu Number	Description & Date(s)	Total Completed
(i) Participation in job fairs	<ul style="list-style-type: none"> • March 14, 2016: A radio news DJ and company attorney participated in the University of Colorado at Boulder Journalism, Media and Communications' school's career fair • August 3 – 5, 2016: A radio news DJ participated in the National Association of Black Journalists and National Association of Hispanic Journalists' career fair • August 22 – 26, 2016: RMPBN participated in the Colorado State Broadcasters' Associations' virtual job fair 	Participation in four fairs = 1 point

	<ul style="list-style-type: none"> October 23, 2016: A marketing supervisor participated in KUSA (Denver)'s career fair and accepted resumes 	
(v) Internship opportunities	<ul style="list-style-type: none"> Spring 2016: four interns participated in semester-long internships (three in content production, one in the legal department) Summer 2016: six interns participated in summer-long internships (four in content production, one in radio, one in marketing, and one in our Grand Junction office for underwriting/sales) 	Three separate internship time periods = 3 points
(x) Educational Programs	<ul style="list-style-type: none"> January 23, 2016: An RMPBN film producer participated in National Makers' Day to discuss creation of broadcast media. October 23, 2016: A marketing supervisor participated in a panel discussion at KUSA (Denver)'s career fair November 1, 2016: An RMPBN film producer participated in a panel discussion at Colorado State University at Pueblo regarding careers in media November 18, 2016: An RMPBN attorney participated in a panel discussion at the University of Colorado Law School regarding legal careers in broadcast All year: RMPBN staff and volunteers conducted 40 station tours explaining how broadcasting works and what careers are available in broadcasting for school groups, Cub Scouts, Boy Scouts, Easter Seals (developmentally disabled individuals), senior citizens, and donors. Spring and Fall 2016: RMPBN station staff provided opportunities for 5th and 6th grade students from over 80 different schools across Colorado to write and film a two-minute news report for broadcast on television 	Four panel discussions = 1 point; 40 station tours = 2 points; Two Super Schools News time periods = ½ point
Total Menu Options Completed 12/1/2015 – 11/30/2016 <i>Please note that the Denver SEU's EEO points total in 2015 was 6 ½ points</i>		7 ½ points