2017 Rocky Mountain Public Media, Inc. Annual EEO Public File Report

For the period December 1, 2016 – November 30, 2017

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 KUVO-FM (Denver).

Full-Time Vacancies (all located in Denver, Colorado, unless otherwise noted):

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Date Posted</th>
<th>Total Interviewed</th>
<th>Recruitment Sources (and Total Number Referred by Recruitment Source)</th>
<th>Source of Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Marketing Officer</td>
<td>02/21/2017</td>
<td>12</td>
<td>Andrew Hudson Job Board (3), Colorado Nonprofit Association (1), Connecting Colorado, CareerPage, Mypbs.org, Rmpbs.org/Jobs (6), Handshake.com, CPB (1), Colorado Women’s Chamber of Commerce, La Voz Newspaper, ACCColorado.org, Denver Indian Center, Mi Casa Resource Ctr, Business Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Current, Rmpbs FB (1)</td>
<td>Andrew Hudson’s Job Board</td>
</tr>
<tr>
<td>Position</td>
<td>Date</td>
<td>Interviews</td>
<td>Interview Sources</td>
<td>Source</td>
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<td>---------------------------------------------</td>
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<tr>
<td>Executive Assistant</td>
<td>04/21/17</td>
<td>5 Interviews 13 Phone interviews</td>
<td>Andrew Hudson Job Board (6), Colorado Nonprofit Association (4), Connecting Colorado, CareerPage, Mypbs.org, Rmpbs.org/Jobs (1), Handshake.com, CPB, Colorado Women’s Chamber of Commerce, La Voz Newspaper, ACCColorado.org, Denver Indian Center, Mi Casa Resource Ctr, Business Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Other (2)</td>
<td><a href="http://www.rmpbs.org/jobs">www.rmpbs.org/jobs</a></td>
</tr>
<tr>
<td>Membership Development Associate - KUVO</td>
<td>04/14/17</td>
<td>4</td>
<td>Andrew Hudson Job Board, Colorado Nonprofit Association (3), Connecting Colorado, CareerPage, Mypbs.org, Rmpbs.org/Jobs (1), Handshake.com, CPB, Colorado Women’s Chamber of Commerce, La Voz Newspaper, ACCColorado.org, Denver Indian Center, Mi Casa Resource Ctr, Business Professional Women of Colorado, Native American Rights Fund, Colorado Media School</td>
<td>Colorado Nonprofit Association Job Board</td>
</tr>
<tr>
<td>Air Operations Technician</td>
<td>04/05/17</td>
<td>2</td>
<td>Andrew Hudson Job Board, Colorado Nonprofit Association, Connecting Colorado, CareerPage, Mypbs.org, Rmpbs.org/Jobs, Handshake.com, CPB (2), Colorado Women’s Chamber of Commerce, La Voz Newspaper, ACCColorado.org, Denver Indian Center, Mi Casa Resource Ctr, Business Professional Women of Colorado, Native American Rights Fund, Colorado Media School</td>
<td>CPB Website</td>
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<tr>
<td>Position</td>
<td>Date</td>
<td>Type</td>
<td>Description</td>
<td>Website</td>
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<tr>
<td>Account Executive - Denver</td>
<td>05/16/2017</td>
<td>2 in person 4 phone</td>
<td>Andrew Hudson Job Board (2), Colorado Nonprofit Association, Connecting Colorado, CareerPage, Mypbs.org, Rmpbs.org/Jobs (2), Handshake.com, CPB (2), Colorado Women’s Chamber of Commerce, La Voz Newspaper, ACCColorado.org, Denver Indian Center, Mi Casa Resource Ctr, Business Professional Women of Colorado, Native American Rights Fund, Colorado Media School, Colorado Broadcasters Association</td>
<td>Andrew Hudson’s Job Board</td>
</tr>
<tr>
<td>Digital Marketing Specialist</td>
<td>8/18/2017</td>
<td>1 in person 3 phone</td>
<td>Andrew Hudson’s Job Board (1), Colorado Broadcasters Association, Colorado Nonprofit Association (2), Colorado Women’s Chamber of Commerce, Connecting Colorado (1), CPB, Handshake Job Board, National Association of State Broadcasters, rmpbs.org (1), Business Professional Women of Colorado, Mi Casa Resource Center, Denver Indian Center, Native American Rights Fund, Asian Chamber of Commerce, Colorado Media School</td>
<td>Andrew Hudson’s Job Board</td>
</tr>
<tr>
<td>Position</td>
<td>Date</td>
<td>Source Information</td>
<td>Recruitment Sources</td>
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<tr>
<td>Accounting Specialist</td>
<td>9/08/2017</td>
<td>Andrew Hudson’s Job Board, Colorado Broadcasters Association, Colorado Nonprofit</td>
<td>Colorado Women’s Chamber of Commerce</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Association (1), Colorado Women’s Chamber of Commerce, Connecting Colorado, CPB,</td>
<td>Andrew Hudson’s Job Board</td>
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<tr>
<td></td>
<td></td>
<td>Handshake Job Board, National Association of State Broadcasters, Colorado Media</td>
<td>5130 S Hanover Way</td>
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<tr>
<td></td>
<td></td>
<td>School, rmpbs.org (1), Business Professional Women of Colorado, Mi Casa Resource</td>
<td>Englewood CO 80111</td>
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<td></td>
<td></td>
<td>Center, Denver Indian Center, Native American Rights Fund, Asian Chamber of</td>
<td>720-350-4359</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Commerce, Colorado Media School</td>
<td><a href="http://www.andrewhudsonsjoblist.com">www.andrewhudsonsjoblist.com</a></td>
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</tr>
</tbody>
</table>

**Recruitment Sources**

**Colorado Women’s Chamber of Commerce**
1350 17th Street, #100  
Denver CO 80202  
303-458-0200  
[www.cwcc.org](http://www.cwcc.org)

**Colorado Nonprofit Association**
789 Sherman St #240  

**Andrew Hudson’s Job Board**
5130 S Hanover Way  
Englewood CO 80111  
720-350-4359  
[www.andrewhudsonsjoblist.com](http://www.andrewhudsonsjoblist.com)  

**Corporation for Public Broadcasting**
401 9th Street NW
Connecting Colorado
633 17th Street #201
Denver CO 80202
https://www.connectingcolorado.com

Colorado Broadcasters Association
333 W Hampden Ave #400
Englewood CO 80110
720-536-5427
http://www.coloradobroadcasters.org

Asian American Journalists Association
5 Third Street #1108
San Francisco CA 94103
415-346-6343
http://www.aaja.org

Current
6930 Carroll Avenue #625
Tokoma Park MD 20912
301-270-7240

National Association of State Broadcasters
2333 Wisconsin St NE
Albuquerque NM 87110
505-881-4444
http://www.nasbaonline.net

National Association of Black Journalists
1100 Knight Hall #3100
College Park MD 20742
301-405-0248
http://www.nabj.org

National Association of Hispanic Journalists
1050 Connecticut Ave NW
Washington DC 20026
http://www.nahj.org

Metropolitan State University of Denver
890 Auraria Parkway
Denver CO 80204
303-556-2400
www.acccolorado.org

Society of Broadcast Engineers
9102 N Meridian Street #150
Indianapolis, IN 46260
317-846-9000
http://www.sbe.org/

Emails

Denver Indian Center, Inc Pat@denverindiancenter.org
Mi Casa Resource Center dgarcia@micasaresourcecenter.org
Business Professional Women of Colorado president@bpwcolorado.org
Native American Rights Fund Katrina@narf.org
cuff@beonair.com
dbyrd@beonair.com
La Voz, Hispanic Owned Bilingual Publication http://www.lavozcolorado.com
My PBS www.mypbs.org

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.

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Name</th>
<th>Contact Information</th>
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</thead>
<tbody>
<tr>
<td>Initiative</td>
<td>Involvement</td>
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<td>----------------------------------------------------------------</td>
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<tr>
<td>High School Student Interns</td>
<td>Designed to assist High School students in acquiring skills needed for broadcast employment. (5) Arrupe Jesuit High School</td>
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<tr>
<td>Participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting</td>
<td>RMPM provides student opportunities in our News Internship Program. The program had 23 interns participate in FY17-18. (5) Arts District () COEX () Insight</td>
<td></td>
</tr>
<tr>
<td>Station Tours and Presentations to Community Organizations</td>
<td>RMPM conducted 45 station tours to various groups, including educational, community organizations, etc.</td>
<td></td>
</tr>
</tbody>
</table>
| External Recruitment Events                                    | RMPM participates in community recruitment opportunities. **Diversity Recruiters Network**  
February 15, 2017 and August 9, 2017  
United Career Fairs, Inc  
10/18/2017                                                                 |
| Senior Management Training                                     | EEO training will be completed in early FY18. It was not conducted in FY17 due to changes in leadership. Anti-Harassment training is scheduled for 12/12/17, this is required for all employees. |