

EEO Public File Report

December 1, 2013 through November 30, 2014

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	Investigative Reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel & Project Manager; Digital Content & Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep	0
Denver Indian Center, Inc.*	Eileen Masquat	eileen@denverindiancenter.org	Investigative Reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel &	0

			Project Manager; Digital Content & Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep	
Mi Casa Resource Center*	Marilyn Coto	mcoto@MiCasaResourceCenter.org	Investigative Reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel & Project Manager; Digital Content & Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep	0
Colorado Business Women*	Board President Megan Shellman (2014)	Meganshellman@yahoo.com	Investigative Reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Corporate Counsel & Project Manager; Digital Content & Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep	0
rmpbs.org/jobs	Ella Jeffers, Natae Swanson	1089 Bannock St. Denver, CO 80204 rmpbs.org 303-892-6666 hr@rmpbs.org	Investigative reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Conversations & Engagement Editor; Director of Digital Communications & Marketing; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel & Project Manager; Digital Content/ Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep; Membership Retention Coordinator	16
Internal posting: company-wide email & posted to e-bulletin board; internal word-of-mouth	Ella Jeffers, Natae Swanson	1089 Bannock St. Denver, CO 80204 rmpbs.org 303-892-6666 hr@rmpbs.org	Investigative reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Conversations & Engagement Editor; Director of Digital Communications & Marketing; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel & Project Manager; Digital Content/ Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep; Membership Retention Coordinator	9

La Voz Bilingüe (bilingual newspaper)	Romelia Ulibarri	1027 21st Street, Denver, CO 80205, Tel: 303-936-8556 classales@lavozcolorado.com	Investigative reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Bilingual TV-Radio Associate Producer; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Digital Content/ Arts & Engagement Editor; Digital Marketing Coordinator (x2)	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	Investigative reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Director of Digital Communications & Marketing; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel & Project Manager; Digital Content/ Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep; Membership Retention Coordinator	10
Cpb.org	Jobline	http://cpb.org/jobline/ e/ Jobline@cpb.org Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004-2129	Investigative reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Conversations & Engagement Editor; Leadership Giving Associate; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel & Project Manager; Digital Content/ Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep; Membership Retention Coordinator	3
Andrew Hudson's Job List	Andrew Hudson	Andrewhudsonsjoblist.com 5130 South Hanover Way Englewood, CO 80111 720-350-432	Investigative reporter; IE Reporter; Data Journalist; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Director of Digital Communications & Marketing; ; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel & Project Manager; Digital Content/ Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep; Membership Retention Coordinator	4

National Alliance of State Broadcasters' Associations	Career Page	http://www.careerpage.org/members/index.php	Investigative reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Bilingual TV-Radio Associate Producer; Conversations & Engagement Editor; Director of Digital Communications & Marketing; Corporate Counsel & Project Manager; Digital Content/ Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep	0
Colorado Media School	Terry Cuff, Career Services	tcuff@beonair.com 404 S. Upham Street, Lakewood, CO 80226 303-937-7070	Investigative Reporter; IE Reporter; Data Journalist; Western Slope Development Support Rep; Denver Development Associate; Colorado Springs Development Associate; Bilingual TV-Radio Associate Producer; Receptionist & Audience Services Rep; Southern Colorado Regional Director; Corporate Counsel & Project Manager; Digital Content & Arts & Engagement Editor; Digital Marketing Coordinator (x2); Underwriting Account Rep	0
Asian Americans Journalist Association		http://www.aaja.org/category/jobs-opportunities/	IE Conversations & Engagement Editor	0
National Association of Black Journalists		http://careerservices.nabj.org/	IE Conversations & Engagement Editor	0
CU Boulder Journalism & Mass Comms (CMCI) job board	Christine Mahoney, Internship & Career Coordinator	http://journalism.colorado.edu/internships-careers/ 303-492-5480	IE Conversations & Engagement Editor	1
Current.org (nonprofit media publication)		http://jobs.current.org/jobseeker/search/results/	IE Conversations & Engagement Editor	0
Indeed.com			No positions posted with this source	12
Total Number of Persons Interviewed for Full-Time Vacancies				54

Full-Time Vacancies Filled 12/1/2013-11/30/2014	
Position Title	Referral Source for Final Hire
Development Associate – Colorado Springs	Andrew Hudson’s Job List
Regional Director – Southern Colorado	Word-of-mouth: outside source
Development Associate – Grand Junction	Indeed.com
Bilingual TV-Radio Associate Producer	Internal posting
Development Associate – Denver	Internal candidate: originally hired with widespread recruitment
Investigative reporter	rmpbs.org/jobs and word-of-mouth: outside source
Inside Energy Engagement/ Conversations Editor (1)	rmpbs.org/jobs
Inside Energy Engagement/ Conversations Editor (2)	rmpbs.org/jobs and word-of-mouth: outside source
Inside Energy Reporter	rmpbs.org/jobs and word-of-mouth: outside source
Inside Energy Data Journalist	rmpbs.org/jobs
Inside Energy Executive Editor	Word-of-mouth: outside source (CPB senior VP)
Underwriting Account Representative	Colorado Nonprofit Association
Digital Marking Coordinator (1)	Colorado Nonprofit Association/ Andrew Hudson’s job list
Digital Marking Coordinator (2)	Andrew Hudson’s Job List
Receptionist/Audience Services Representative	rmpbs.org/jobs
Digital Content/Arts & Engagement Editor	Indeed.com
Corporate Counsel/Project Manager	Internal Posting
Master Control Technician/ Air Ops	Andrew Hudson’s Job List
Leadership Giving Associate	rmpbs.org/jobs
Director of Digital Communications and Marketing	Colorado Nonprofit Association
Membership Retention Coordinator	Internal candidate: originally hired with widespread recruitment

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	April 9, 2014 – University of Colorado Journalism & Mass Communications career fair October 22, 2014 – Denver Public Schools 8 th Grade career fair August 25-August 29, 2014 – Colorado Broadcasters Association virtual career fair	4 fairs = 1 point

in the making of hiring decisions;	November 5, 2014 - University of Colorado College of Media, Communication and Information career fair	
(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 2014</u> : two production interns (300 hours each); <u>Summer 2014</u> : one legal intern (150 hours), one underwriting intern (60 hours), 1 radio intern (60 hours), four production interns (300 hours each); <u>Fall 2014</u> : two legal interns (150 hours each), two production interns (300 hours each)	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) Tiger Scouts – 7 separate group tours Cub Scouts – 1 group Boy Scouts (ages 7 and up) – 2 separate group tours Girl Scouts – 3 separate group tours Easter Seals Group – 1 tour 16-spectrum (developmentally disabled) group – 1 tour Other miscellaneous tours – 3 other groups	18 tours = 1 point
(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;	Job Shadow Day: August 5, 2014 – high school student toured station, followed legal counsel and interview with underwriting, membership, and digital staff members to learn more about broadcasting.	1 date = ¼ 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 2014 = ½ point
Total Menu Options Completed 12/1/2013 – 11/30/2014		5 ¾ points