

2018 Rocky Mountain Public Media, Inc. KRMA Annual EEO Public File Report

For the period December 1, 2017 – November 30, 2018

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).

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

| Job Title | Date Posted | Total Interviewed | Recruitment Sources (and Total Number Referred by Recruitment Source) | Source of Hire |
|---------------------------------|-------------|-------------------|--|-------------------------|
| Account Executive | 11/7/2017 | 1 | Andrew Hudson Job List, Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Broadcasters Association, Colorado Media School, Colorado Nonprofit Association, Colorado Women's Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasting, Denver Chamber of Commerce, Denver Indian Center, Mi Casa Resource Center, My PBS, Native American Rights Fund, rmpbs.org/jobs, RMPBS Employee Referral(1) | RMPBS Employee Referral |
| KUVU Broadcast & Sound Engineer | 12/20/17 | 1 | Andrew Hudson Job Board, Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Broadcasters Association, Colorado Media School, Colorado Non-Profit Association, Colorado Women's Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasters, Current.org, Denver Indian Center, La Voz Newspaper, Mi Casa Resource Center, Native American Rights Fund, KUVU Staff Referral(1) | KUVU Staff Referral |

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| Chief Technology Officer | 1/15/18 | 2 | Personal Referral – Exigent Circumstances(2) | No one internally able fulfill duties, position needed to be filled immediately based on several highly time sensitive projects. Projects include moving of tower sites, construction of new building, and FCC Repack. |
| COEX Associate Producer | 3/15/18 | 1 | Intern Promoted to Full-Time | Unexpected departure of high-level employee, in order to meet production deadlines, moved intern to a full-time employee. |
| COEX Producer | 3/15/18 | 1 | Contractor Converted to Full-Time | Unexpected departure of high-level employee, in order to meet production deadlines, RMPM hired a contractor as full-time employee. |
| Development Associate | 3/14/18 | 5 | Andrew Hudson Job List, Business Professional Women of Colorado, Colorado Broadcasters Association, Colorado Media School, Colorado Nonprofit Association(1), Colorado Women’s Chamber of Commerce, Indeed(1), La Voz Newspaper, Mi Casa Resource Center, My PBS, TV Jobs, rmpbs.org/job, Unknown(3) | Colorado Nonprofit Association |
| Employee Engagement Specialist | 3/30/18 | 5 | Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Broadcasters Association, Colorado Media School, Colorado Nonprofit Association(1), Colorado Women’s Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasters, Denver Indian | Indeed |

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| | | | Center, Indeed(3), La Voz Newspaper, Mi Casa Resource Center, My PBS, Native American Rights Fund, SHRM's HR Jobs, TV Jobs, rmpbs.org/jobs(1) | |
| Leadership Giving Coordinator | 5/18/18 | 2 | Andrew Hudson Job List, Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Media School, Colorado Nonprofit Association(1), Colorado Women's Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasting, Denver Indian Center, Indeed, Mi Casa Resource Center, Native American Rights Fund, rmpbs.org/jobs, Unknown(1) | Colorado Nonprofit Association |
| Chief IT & Systems Engineer | 7/2/18 | 1 | Contractor Converted to Full-Time | Immediate need based on moving of tower sites due to FCC Repack requirements. RMPM need to hire someone with experience, offered position to contractor with experience due to existing and impending projects and new CTO position. |
| Community Engagement Coordinator | 3/13/18 | 2 | Andrew Hudson Job List, Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Broadcasters Association, Colorado Media School, Colorado Nonprofit Association(1), Colorado Women's Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasters, Denver Indian Center, KUVO Radio(1), La Voz Newspaper, Mi Casa Resource Center, My PBS, Native American Rights Fund, TV Jobs, rmpbs.org/jobs | KUVO radio |

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| Investigative Producer | 4/4/18 | 2 | Andrew Hudson Job List, Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Broadcasters Association, Colorado Media School, Colorado Nonprofit Association, Colorado Women's Chamber of Commerce, Corporation for Public Broadcasting, Denver Indian Center, Indeed, La Voz Newspaper, Mi Casa Resource Center, National Association of Black Journalist, National Association of Hispanic Journalist, Native American Rights Fund, TV Jobs, RMPBS Employee Referral(1), Personal Referral(1) | RMPBS Employee Referral |
| BIS User Support Specialist | 6/18/18 | 1 | Andrew Hudson Job Board, Colorado Broadcasting Association, Colorado Nonprofit Association, Colorado State University, University of Colorado – Denver, Colorado Women's Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasting, Compri Consulting(1), Indeed, Regis University, rmpbs.org/jobs | Compri Consulting |
| Vice President of Leadership Giving | 7/6/18 | 2 | Andrew Hudson Job Board, Asian Chamber of Commerce, Colorado Nonprofit Association(1), Colorado Women's Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasting, Denver Indian Center, Inc., Indeed, Mi Casa Resource Center, rmpbs.org/jobs, RMPBS Employee Referral(1) | RMPBS Employee Referral |
| Account Executive | 8/31/18 | Still Open | Andrew Hudson Job Board, Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Nonprofit Association, Colorado Women's Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasting, Denver Indian Center, Inc., Indeed, Mi Casa Resource Center, Metropolitan State University of Denver, National Alliance of State Broadcasters Associations, rmpbs.org/jobs | In progress |

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| Marketing & Engagement Specialist – KUVU Urban Alternative | 10/16/18 | Still Open | Andrew Hudson Job Board, ACCColorado.org, Business Professional Women of Colorado, Colorado Media School, Colorado Nonprofit Association, Colorado State University, University of Colorado - Denver, Colorado Women’s Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasting, Denver Indian Center, Inc., Mi Casa Resource Center, Native American Rights Fund, rmpbs.org/jobs | In progress |
| Content Director – KUVU Urban Alternative | 10/16/18 | Still Open | Andrew Hudson Job Board, ACCColorado.org, Business Professional Women of Colorado, Colorado Media School, Colorado Nonprofit Association, Colorado State University, University of Colorado - Denver, Colorado Women’s Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasting, Current.org, Denver Indian Center, Inc., Mi Casa Resource Center, Native American Rights Fund, rmpbs.org/jobs | In progress |
| Manager of Development Communications & Foundation Relations | 11/5/18 | Still Open | Andrew Hudson Job Board, ACCColorado.org, Colorado Media School, Colorado Nonprofit Association, Colorado Planned Giving Roundtable, Colorado State University, University of Colorado - Denver, Colorado Women’s Chamber of Commerce, Corporation for Public Broadcasting, Colorado Broadcasters Association, Metropolitan State University of Denver, Mi Casa Resource Center, Regis University, rmpbs.org/jobs | In progress |

Recruitment Sources

Colorado Womens Chamber of Commerce
1350 17th Street, #100

Andrew Hudson's Job Board
5130 S Hanover Way

Denver CO 80202
303-458-0200
www.cwcc.org

Colorado Nonprofit Association

789 Sherman St #240
Denver CO 80203
303-832-5710
<https://coloradononprofits.org>

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>

Englewood CO 80111
720-350-4359
www.andrewhudsonsjobslist.com

Corporation for Public Broadcasting

401 9th Street NW
Washington DC 20004
202-879-9600
<https://www.cpb.org>

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>

Current

6930 Carroll Avenue #625
Tokoma Park MD 20912
301-270-7240
<https://current.org>

Regis University

3333 Rigus Blvd
Denver CO 80221
1-877-812-5965
www.regis.edu

Investigative Reporters and Editors

141 Neff Annex
Columbia MO 65211
573-882-2042
<https://www.ire.org>

Compri Consulting

2601 Blake Street, Suite 400
Denver, CO 80205
303-860-1533
info@compri.com

University of Colorado - Colorado Springs

Career Center
1420 Austin Bluffs Parkway

Metropolitan State University of Denver

890 Auraria Parkway
Denver CO 80204
303-556-2400
<https://www.msudenver.edu>

Denver Chamber of Commerce

1445 Market Street
Denver CO 80202
303-534-3200
<https://denverchamber.org>

TV Jobs

Broadcasters Employment Services
PO Box 4116
Oceanside CA 92052
800-374-0119
<http://tvjobs.com>

Colorado Planned Giving Roundtable

PO Box 101208
Denver, CO 80250-1208
303-932-2764
cpgr@q.com

Indeed

6433 Champion Grandview Way
Building 1

Colorado Springs, CO 80918

719-255-3340

<https://www.myinterfase.com/uccs/employer/home.aspx>

University of Colorado - Denver via Handshake

Career Center

Tivoli 267 (2nd Floor)

900 Auraria Parkway

Denver, CO 80204

303-315-7315

<https://ucdenver.joinhandshake.com/>

KUVO Radio

2900 Welton Street Suite 200

Denver, CO 80205

303-480-9272

www.kuvo.org/

SHRM's HR Jobs

800-283-7476

<https://jobs.shrm.org/>

Emails

Asian Chamber of Commerce

Denver Indian Center, Inc

Mi Casa Resource Center

Business Professional Women of Colorado

Native American Rights Fund

Austin, TX 78750

<https://www.indeed.com/>

Colorado State University via Handshake

Career Services

Lory Student Center

1101 Center Ave Mall

Campus Delivery 8033

Fort Collins, CO 80523-8033

970-491-5707

<https://career.colostate.edu/handshake/>

Rocky Mountain PBS

1089 Bannock St.

Denver, CO 80204

303-892-6666

<http://www.rmpbs.org/jobs/>

boardchair@ACCColorado.org

Pat@denverindiancenter.org

dgarcia@micasaresourcecenter.org

president@bpwcolorado.org

Katrina@narf.org

Colorado Media School
 La Voz, Hispanic Owned Biligual Publication
 My PBS

dbyrd@beonair.com
<http://www.lavozcolorado.com>
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.

| Resource | Contact Name | Contact Information |
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FCC Designated Supplemental Outreach Activities

| Initiative | Involvement |
|---|--|
| Internship Program | Designed to assist High School students in acquiring skills needed for broadcast employment. (6) Arrupe Jesuit High School |
| Participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting | RMPM provides student opportunities in our News Internship Program. The program had 28 interns participate in 2018. (7) Arts District (15) COEX (0) Insight (6) KUVU |
| Community events to inform and educate the public as to broadcasting employment opportunities | RMPM conducted 42 station tours to various groups, including educational, community organizations, etc. |
| Other programs designed to promote outreach generally | RMPM participates in community recruitment opportunities. |

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| | <p>Diversity Recruiters Network August 8, 2018</p> <p>University of Colorado – Boulder College of Media, Communications and Information Fall Career Fair October 17, 2018</p> <p>Current Public Media Virtual Career Fair October 21, 2018</p> |
| <p>Training to management level personnel on ensuring equal employment opportunity and preventing discrimination</p> | <p>Anti-Harassment training completed 12/12/17 and 1/25/18.</p> <p>“FCC's EEO Rules” webinar sponsored by the Colorado Broadcasters Association and put on by Fletcher, Heald and Hildreth. November 29, 2018</p> |