

EEO PUBLIC FILE REPORT
Rocky Mountain Public Broadcasting Network, Inc
KRMA-TV, KRMA-DT, Denver, KRMJ-TV, KRMJ-DT, Grand Junction, KTSC-TV, KTSC-DT, Pueblo/Colorado Springs,
KRMJ-DT, Durango, KRMZ-TV, KRMZ-DT, Steamboat Springs
December 1, 2011 - November 30, 2012

FULL-TIME POSITIONS FILLED

| Job Title | Date Filled |
|---|--------------------|
| Communications/Special Projects Coordinator | 04/09/12 |
| Development Associate | 04/09/12 |
| Development Associate | 08/06/12 |
| Administrative and Special Projects Manager | 08/27/12 |
| Underwriting Development Associate | 09/12/12 |
| Director of Major Giving | 10/01/12 |
| Sustained Giving Coordinator and Research Assistant | 10/16/12 |
| Account Executive | 11/01/12 |

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INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR FULL-TIME VACANCIES

| Organization | Contact Name | Telephone | Fax Number | Website/Email Address |
|---|--------------------------------|------------------------------|------------------------------|---|
| Denver | | | | |
| Rocky Mountain PBS 1089 Bannock Street Denver, CO 80204 | Ella Jeffers Beth Flambures | 303-620-5667 303-620-5668 | 303-620-5600 303-620-5600 | rmpbs.org rmpbs.org |
| Colorado Nonprofit Association 445 Sherman Street, #207 Denver, CO 80203 | | 303-832-5710 | | canpo.org |
| Andrew Hudson's Jobs List PBS Connect TV Jobs Grand Junction Daily Sentinel Grand Junction Free Press National Association of State Broadcasters Associations Center for Nonprofit Excellence Association of Fundraising Professionals | | 970-242-1313 970-243-2200 | | andrewhudsonsjoblist.com connect.pbs.org tvjobs.com www.gjsentinel.com/jobs www.gjfreepress.com www.careerpage.org info@cncoloradosprings.org www.afpnet.org/jobcenter |

LOCAL COMMUNITY AGENCIES NOTIFIED

| Organization | Contact Name | Telephone | Fax Number | Website/Email Address |
|--|--------------|--------------|--------------|--|
| Asian Chamber of Commerce 924 W. Colfax Ave | John Wright | 303-595-9737 | 303.388.1172 | asiancc@rmi.net |

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|---|--------------------|--------------|--------------|--|
| Denver, CO 80204 | | | | |
| CWCC-Colorado Womens Chamber of Commerce 1860 Blake Street, #810 Denver, CO 80202 | Elizabeth Leake | 303-458-0220 | 303-458-0222 | eleake@cwcc.org |
| Denver Indian Center 4407 Morrison Rd. Denver, CO 80219 | Anselma Michell | 303-936-2688 | 303-936-2699 | selma@denverindiancenter.org |
| Mi Casa Women's Center 360 Acoma St Denver, CO 80223 | Rachelle Yarbrough | 303-573-1302 | | ryarbrough@micasadenver.org |
| Mi Casa Resource Center for Women 1820 Lowell Blvd Denver, CO 80204 | R. Maez | 303-571-1881 | | rmaez@micasadenver.org |
| NATAS 1255 W. Virginia Ave Denver, CO 80223 | Audrey Elling | 303-722-0916 | | natascolo@mho.net |
| Native American Rights Fund 1506 Broadway Boulder, CO 80302 | | 303-447-8760 | | rbrave@narf.org |

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| Organization | Contact Name | Telephone | Fax Number | Website/Email Address |
|---|------------------------------------|------------------|-------------------|--|
| Ute Mountain Tribal Council PO Box 234 Towaoc, CO 81334 | Tribal Employment Rights Office | 970-565-3751 | 970-565-7412 | atalk@utemountain.org |
| Warren Village 1323 Gilpin Denver, CO 80218 | Lynn Arnold | 303-320-5016 | 303-320-5020 | larnold@warrenvillage.org |
| Latin Anglo Alliance PO Box 1734 Grand Junction, CO 81502 | | 970-248-3658 | | latinangloalliance@yahoo.com |
| Mesa County Workforce Center 2897 North Avenue Grand Junction, CO 81501 | Mark Fugere | | | markfugere@mesacounty.us |

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FULL-TIME POSITIONS FILLED

| Number Hired | Job Title | Date Filled | Referral Source | | Recruitment Sources Used to Fill Vacancy | Number Interviewed |
|--------------|---|-------------|------------------------------------|--|--|--------------------|
| | | | of Applicant Hired | | | |
| 1 | Communications/Special Projects Coordinator | 04/09/12 | Other | | RMPBS Website RMPBS Outlook Colorado Nonprofit Assoc Job Board PBS Connect | 3 |
| | | | | | Other / Indirect / Word of Mouth Referral Local Community Agencies-see Recruitment Sources Contacts for full listing | 5 |
| 1 | Development Associate | 04/09/12 | Word of Mouth Referral | | RMPBS Website RMPBS Outlook PBS Connect Colorado Nonprofit Assoc Job Board | 1 2 |
| | | | | | Other / Indirect / Word of Mouth Referral Local Community Agencies-see Recruitment Sources Contacts for full listing | 2 |
| 1 | Development Associate | 08/06/12 | Colorado Nonprofit Assoc Job Board | | RMPBS Website RMPBS Outlook PBS Connect Colorado Nonprofit Assoc Job Board | 4 4 |
| | | | | | Other / Indirect / Word of Mouth Referral Local Community Agencies-see Recruitment Sources Contacts for full listing | 1 |
| 1 | Administrative and Special Projects Manager | 08/27/12 | Colorado Nonprofit Assoc Job Board | | RMPBS Website RMPBS Outlook PBS Connect Colorado Nonprofit Assoc Job Board Center for Nonprofit Excellence | 2 1 1 |
| | | | | | Other / Indirect / Word of Mouth Referral Local Community Agencies-see Recruitment Sources Contacts for full listing | 2 |

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FULL-TIME POSITIONS FILLED

| Number Hired | Job Title | Date Filled | Referral Source of Applicant Hired | Recruitment Sources Used to Fill Vacancy | Number Interviewed |
|---------------------|---|--------------------|---|---|---------------------------|
| 1 | Underwriting Development Associate | 09/12/12 | RMPBS Website | RMPBS Website RMPBS Outlook Colorado Nonprofit Assoc Job Board PBS Connect Other / Indirect / Word of Mouth Referral Local Community Agencies-see Recruitment Sources Contacts for full listing | 2 2 1 |
| 1 | Director of Major Giving | 10/01/12 | RMPBS Outlook | RMPBS Website RMPBS Outlook Colorado Nonprofit Assoc Job Board PBS Connect Other / Indirect / Word of Mouth Referral Local Community Agencies-see Recruitment Sources Contacts for full listing | 1 1 2 |
| 1 | Sustained Giving Coordinator and Research Assistant | 10/16/12 | Colorado Nonprofit Assoc Job Board | RMPBS Website RMPBS Outlook Colorado Nonprofit Assoc Job Board PBS Connect Other / Indirect / Word of Mouth Referral Local Community Agencies-see Recruitment Sources Contacts for full listing | 4 |
| 2 | Account Executive | 11/01/12 | RMPBS Website / Word of Mouth Referral | RMPBS Website RMPBS Outlook Colorado Nonprofit Assoc Job Board PBS Connect Other / Indirect / Word of Mouth Referral Local Community Agencies-see Recruitment Sources Contacts for full listing | 1 2 3 |

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SUMMARY OF ALL INTERVIEWED APPLICANTS

| Yearly Totals | | |
|---|-------------|----------|
| All Full-time Positions | 9 | |
| Total Number Interviewed | 47 | |
| Recruitment Sources Used for Vacancies | Interviewed | Hired |
| RMPBS Website | 10 | 2 |
| RMPBS Outlook | 1 | 1 |
| Colorado Nonprofit Assoc | 19 | 3 |
| PBS Connect | | |
| Center for Nonprofit Excellence | 1 | |
| EEO Groups by email/Mail/Fax | | |
| Other/ Indirect / Word of Mouth Referrals | 16 | 3 |
| Internal Promotions/Transfers | | |
| Total | 47 | 9 |

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PRONG 3 - LONGER TERM RECRUITMENT INITIATIVES

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|------------|-------------|--|--|--|--|
| 1 | On-going | Internship Program | Internship program to expose college students to broadcasting environment | RMPBS exposes college students in the areas of production, development and public affairs through hands on experiences with station activities. RMPBS has employed 11 students this past year. | Cynthia Hessin, Executive Producer, Scott Jones, KTSC Producer, Penny Mitchell, Development Manager and Elizabeth Meyer, Communications Manager |
| 2 | On-going | Participation in programs designed to promote outreach generally | Exposure to the broadcast environment for fifth and sixth grade students through the RMPBS Super School News | Eighty schools participate in the production of school news programs. The program exposes students to all facets of the operations of the stations and exposure to various career opportunities in broadcasting. | Dona Dodson, Education Coordinator, Tom Craig, Chief Technical Officer, Tom Dailey, Engineering Manager, and various producers and editing staff |
| 3 | On-going | Participation in programs designed to promote outreach generally | Conduct regular tours of station facility for school groups and others | Over 80 station tours exposing students to all facets of television operations and various career opportunities in broadcasting. | Dona Dodson, Education Coordinator, Micheal Reynolds, Director of Production and other production and editing staff, Tom Dailey, Engineering Manager |
| 4 | On-going | Sponsorship of event to inform public of opportunities in Broadcasting | Participated in career days at local schools. | Staff participated in various career days at local schools to provide information about careers in broadcasting and discuss the broadcasting environment. Staff participated in four career fairs. | Elizabeth Meyer, Communications Manager, Tom Craig Chief Technical Officer and Ryan Conley, Graphics Designer |
| 5 | On-going | University Cooperation | Partner with college to give students real-time experience in live television production. | Approximately 10 students handle studio and director and producer duties for Homework Hotline, a daily call-in show and Matchwits, a quiz show for middle school students. | Scott Jones, Producer, Amanda Mountain, Station Manager |

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| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|------------|-------------|------------------------|--|---|---|
| 6 | On-going | University Cooperation | Presentations to journalism classes at Metro State | Speak to journalism students about television journalism and host Society of Professional Journalists chapter meetings where students get the opportunity to interact with working journalists. | Cynthia Hessin, Executive Producer, Lisa Olken, Producer |
| 7 | On-going | Diversity Job Fairs | Attend at least 2 diversity job fairs each year | Participate in diversity job fairs for staff and volunteer recruitment | Ella Jeffers, Accounting Manager, Helen Alvillar, Accountant and Benefits Administrator |