

**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, 2007 - November 30, 2008**

**FULL-TIME POSITIONS FILLED**

<b>Job Title</b>	<b>Date Filled</b>
Philanthropy Assistant	1/7/2008
Major Gifts and Planned Giving Manager	3/4/2008
Communications Coordinator/Content Producer	6/2/2008

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**INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR FULL-TIME VACANCIES**

<b>Organization</b>	<b>Contact Name</b>	<b>Telephone</b>	<b>Fax Number</b>	<b>Website/Email Address</b>
<b>Denver</b>				
Rocky Mountain PBS 1089 Bannock Street Denver, CO 80204	Ella Jeffers Bill Wengert	303-620-5667 303-620-5668	303-620-5600 303-620-5600	rmpbs.org rmpbs.org
El Semanario PO Box 460428 Glendale, CO 80246	Anthony Fresquez	303-672-0800	303-298-8654	<a href="mailto:classifieds@elsemanario.net">classifieds@elsemanario.net</a>
LaVoz Newspaper 4785 Tejon Street Denver, CO 80011	Romelia Ulibarri	303-936-8556	720-889-2455	<a href="mailto:classsales@lavozeolorado.com">classsales@lavozeolorado.com</a>
Colorado Nonprofit Association 445 Sherman Street, #207 Denver, CO 80203		303-832-5710		canpo.org
Pikes Peak Community College Career Planning & Advising 5675 S. Academy Blvd Colorado Springs, CO 80906		719.502.3232		ecampusrecruiter2.com/ppcc career@ppcc.edu
Front Range Community College 645 W 112th Avenue Westminster, CO 80031		303-404-5000		<a href="http://myinterfase.com/frontrange/employer">myinterfase.com/frontrange/employer</a>
PBS Connect TV Jobs				connect.pbs.org tvjobs.com

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Craigslist				craigslist.com

**LOCAL COMMUNITY AGENCIES NOTIFIED**

<b>Organization</b>	<b>Contact Name</b>	<b>Telephone</b>	<b>Fax Number</b>	<b>Website/Email Address</b>
Anti-Defamation League 1120 Lincoln Street, #1301 Denver, CO 80203				
Asian Pacific Development Center 1825 York Street Denver, CO 80206		303-393-0304		
CWEE-Center for Work, Education & Employment 1175 Ogden Street, #300 Denver, CO 80204	Carrie McBroom			
Colorado Hispanic Media Assn. 924 W. Colfax Avenue, Suite 1 Denver, CO 80204				
Colorado Muslim Society 2071 S. Parker Rd		303-696-9800		

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<b>Organization</b>	<b>Contact Name</b>	<b>Telephone</b>	<b>Fax Number</b>	<b>Website/Email Address</b>
Denver, CO 80231				
Denver Indian Center 407 Morrison Road denver CO 80219	Anselma Mitchell			
Equal Employment Opportunity Commission 303 E. 17th Avenue, #510				
FCC 445 12th Street SW Washington, DC 20554				
Five Points Media Center 370 17th Street, Suite 5300 Denver, CO 80202	Job Postings	303-295-1357		
Hispanic Chamber of Commerce 924 W Colfax Ave, Suite 1 Denver, CO 80204		303-534-7783		
Job Corps 924 W Colfax Avenue Denver, CO 80204		303-825-0420	303-825-3788	
NAACP 3333 Quebec		303-321-4623		

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<b>Organization</b>	<b>Contact Name</b>	<b>Telephone</b>	<b>Fax Number</b>	<b>Website/Email Address</b>
Denver, CO 80207				
PBS Job Hotline 2100 Crystal Drive, #100 Alexandria, VA 22202				
Platte River Industries, Inc. 555 Quivas Street Denver, CO 80204		303-825-0041		
Seniors! Inc. 555 Quivas Street Denver, CO 80204		303-300-6919		
Southern Ute Tribal Council PO Box 737 Ignacio, CO 81137	Tana Cashion			
Urban League of Metro Denver, Inc. 5900 East 39th Avenue Denver, CO 80207	Rod Chowder	303-388-5861	303-321-1245	
Ute Mountain Tribal Council PO Box 234 Towaoc, CO 81334	Annabell Talk			
Warren village 1323 Gilpin	Lynn Frost			

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<b>Organization</b>	<b>Contact Name</b>	<b>Telephone</b>	<b>Fax Number</b>	<b>Website/Email Address</b>
Denver, CO 80218				
ACLU of Colorado 400 Corona St. Denver, CO 80218	Cathy Hazouri	303-777-5482	303-777-1773	<a href="mailto:chazouri@aclu-co.org">chazouri@aclu-co.org</a>
The Art Institute of Colorado  Denver, CO 80204	D. Reilly	303-824-4769		<a href="mailto:dreilly@aii.edu">dreilly@aii.edu</a>
Asian Chamber of Commerce 924 W. Colfax Ave Denver, CO 80204		303-595-9737		<a href="mailto:asiancc@rmi.net">asiancc@rmi.net</a>
Brother Jeff Cultural Center  Denver, CO	Brother Jeff	303-293-8879		<a href="mailto:brotherjeff1@earthlink.net">brotherjeff1@earthlink.net</a>
CWCC-Colorado Womens Chamber of Commerce 1860 Blake Street, #810 Denver, CO 80202	Elizabeth Leake	303-458-0220	303-458-0222	<a href="mailto:eleake@cwcc.org">eleake@cwcc.org</a>
CWEE- Center for Work, Education & Employment 1175 Ogden St, Suite 300 Denver, CO 80204	Carrie McBroom	303-892-8444 x316	303-892-8375	<a href="mailto:cmcbroom@cwee.org">cmcbroom@cwee.org</a>

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Colorado Black Chamber of Commerce 410 17th Street, Suite 220 Denver, CO 80202		303-831-0720		<a href="mailto:info@coloradoblackchamber.org">info@coloradoblackchamber.org</a>
Denver Indian Center 4407 Morrison Rd. Denver, CO 80219	Anselma Michell	303-936-2688	303-936-2699	<a href="mailto:selma@denverindiancenter.org">selma@denverindiancenter.org</a>
Denver Works 2828 N. Speer Blvd., Suite 103 Denver, CO 80211	Anna Aragon	303-433-0300 x107	303-433-3035	<a href="mailto:aaragon@denverworks.org">aaragon@denverworks.org</a>
Mi Casa Women's Center 360 Acoma St Denver, CO 80223	Rachelle Yarbrough	303-573-1302		<a href="mailto:ryarbrough@micasadenver.org">ryarbrough@micasadenver.org</a>
Mi Casa Resource Center for Women 1820 Lowell Blvd Denver, CO 80204	R. Maez	303-571-1881		<a href="mailto:rmaez@micasadenver.org">rmaez@micasadenver.org</a>
Mile High United Way 2505 18th Street Denver, CO 80211	Joy Butler	303-433-8383		<a href="mailto:jack.brooks@unitedwaydenver.org">jack.brooks@unitedwaydenver.org</a>
NATAS 1255 W. Virginia Ave	Audrey Elling	303-722-0916		<a href="mailto:natascolo@mho.net">natascolo@mho.net</a>

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<b>Organization</b>	<b>Contact Name</b>	<b>Telephone</b>	<b>Fax Number</b>	<b>Website/Email Address</b>
Denver, CO 80223				
Native American Rights Fund 1506 Broadway Boulder, CO 80302		303-447-8760		<a href="mailto:rbrave@narf.org">rbrave@narf.org</a>
ProductionHUB.com 801 W. Fairbanks Ave Winter Park, CL 32789	Tara Withrow	877-629-4122	407-629-4122	<a href="mailto:classifieds@productionhub.com">classifieds@productionhub.com</a>
Regis University Career Services 3333 Regis Blvd., F-12 Denver, CO 80211	Jeremy Lee	303-458-3508	303-964-5478	<a href="mailto:jobs@regis.edu">jobs@regis.edu</a>
Rocky Mountain SER 3555 Pecos St. Denver, CO 80211	Barbara Kelly	303-433-3118	303-480-9214	<a href="mailto:barbara@rmser.org">barbara@rmser.org</a>
Ute Mountain Tribal Council, Annabelle Talk PO Box 234 Towaoc, CO 81334	Tribal Employment Rights Office	970-565-3751	970-565-7412	<a href="mailto:atalk@utemountain.org">atalk@utemountain.org</a>
Warren Village 1323 Gilpin Denver, CO 80218	Lynn Arnold	303-320-5016	303-320-5020	<a href="mailto:larnold@warrenvillage.org">larnold@warrenvillage.org</a>
Adams County One-Stop Career Ctr	Dave Cisneros	303-404-5163	303-438-9524	<a href="mailto:cisnerod@mscd.edu">cisnerod@mscd.edu</a>

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<b>Organization</b>	<b>Contact Name</b>	<b>Telephone</b>	<b>Fax Number</b>	<b>Website/Email Address</b>
Front Range Community College, 3645 W 112th Avenue Westminster, CO 80031				
Emily Griffith Opportunity School Career Development Center Denver, CO 80204	Tandy	720-423-4745	720-423-4830	
Community College of Denver Career Services Denver, CO 80204		303-556-2600	303-556-4602	

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**FULL-TIME POSITIONS FILLED**

<b>Number Hired</b>	<b>Job Title</b>	<b>Date Filled</b>	<b>Referral Source of Applicant Hired</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>Number Interviewed</b>
1	Philanthropy Assistant	1/7/2008	Colorado Nonprofit Assoc	RMPBS Website RMPBS Outlook Colorado Nonprofit Assoc PBS Connect craigslist.com LaVoz El Semanario Local Community Agencies-see Recruitment Sources Contacts for full listing	2 5
1	Major Gifts and Planned Giving Manager	3/4/2008	Colorado Nonprofit Assoc	RMPBS Website RMPBS Outlook Colorado Nonprofit Assoc PBS Connect El Semanario LaVoz Pikes Peak Comm College Career Planning Website Front Range Connect Website craigslist.com Local Community Agencies-see Recruitment Sources Contacts for full listing	3 1
1	Communications Coordinator/Content Producer	6/2/2008	Colorado Nonprofit Assoc	RMPBS Website RMPBS Outlook PBS Connect	1

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				Pikes Peak Comm College Career Planning Website TV Jobs.com Colorado Nonprofit Assoc Local Community Agencies-see Recruitment Sources Contacts for full listing	3

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**SUMMARY OF ALL INTERVIEWED APPLICANTS**

**Yearly Totals**

All Full-time Positions	3
Total Number Interviewed	15

**Recruitment Sources Used for Vacancies**                      **Interviewed**                      **Hired**

RMPBS Website	1	
RMPBS Outlook	2	
Pikes Peak Comm College Career Planning Website		
PBS Connect		
LaVoz		
Front Range Connect Website	1	
El Semanario		
craigslist.com		
Colorado Nonprofit Association	11	3
TV Jobs.com		
EEO Groups by email/Mail/Fax		
<b>Total</b>	<b>15</b>	<b>3</b>

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**PRONG 3 - LONGER TERM RECRUITMENT INITIATIVES**

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>
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 3 students this past year.
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	Thirty-five 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.
3	On-going	Sponsorship of event to inform public of opportunities in Broadcasting	Participated in career days at local schools and provided tours of our operations to organizations.	Production 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. Also, conducted station tours and information sessions for various groups such as boy scouts and schools to expose them to the broadcasting environment and station activities. In excess of 40 tours of our stations were given to these groups.
4	On-going	Management Training	Provided training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination	Provided in-house training and materials for hiring staff to address equal employment opportunities for selecting and interviewing job candidates.

**Personnel Involved**

Pam Osborne, Director of Communications, Tom Craig, Production Supervisor, Ken Sciacca, KTSC Producer and Diane Cerafici, Coordinator

Josefina Tuason, Education Director, Tom Craig, Production Supervisor, Tom Dailey, Engineering, and various producers and editing staff

Wynona Sullivan, Station Manager, Allison Inman, Communications, Marvin Atwood, Station Volunteer, Luis Ventana, Station Volunteer

Station Management