

# 2023 Rocky Mountain Public Media, Inc. Annual EEO Public File Report

For the period December 1, 2022 – November 30, 2023-Resubmitted Monday November 30<sup>th</sup>, 2023.

This report lists all full-time, Part-Time, and Internship vacancies **filled** during the reporting period for Rocky Mountain Public Media, 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 Filled	Total Interviewed	Recruitment Sources (and Total Number Interviewees by Recruitment Source)	Source of Hire
<b>Account Executive</b>	11/28/2023	2	Rocky Mountain PBS Website 2 Google 0 LinkedIn 0 LinkedIn Organic 0 ZipRecruiter Organic 0	Rocky Mountain PBS Website
<b>Assistant General Manager &amp; Program Director</b>	11/17/2023	2	Rocky Mountain PBS Website 2 Google 0 LinkedIn Organic 0 Refer.io 0 ZipRecruiter Organic 0	Rocky Mountain PBS Website
<b>Associate Creative Producer</b>	4/5/2023	7	Google 1 ZipRecruiter Organic 1 LinkedIn Organic 1 Refer.io 4 Corporation for Public Broadcasting 0 Facebook 0 Handshake 0 Indeed 0 Jobcase 0	ZipRecruiter Organic

			LinkedIn 0 Metropolitan State University of Denver 0 Monster Controlled (USA Only) 0 Public Media Journalists Association 0 Rocky Mountain PBS Website 0 Talent.com 0 ZipRecruiter Boost 0	
<b>Communications Director</b>	7/10/2023	2	Rocky Mountain PBS Website 2 Andrew Hudson's Job List 0 Colorado NonProfit Association 0 Indeed 0 LinkedIn 0 LinkedIn Organic 0 Refer.io 0 ZipRecruiter Organic 0	Rocky Mountain PBS Website
<b>Executive Producer of Investigative Journalism</b>	8/21/2023	5	LinkedIn Organic 1 Andrew Hudson's 1 Refer.io 1 Rocky Mountain PBS Website 2	Rocky Mountain PBS Website
<b>Friends Engagement Director</b>	6/7/2023	1	Rocky Mountain PBS Website 1 Andrew Hudsons 0 LinkedIn 0 LinkedIn Organic 0	Rocky Mountain PBS Website (Returning Employee)
<b>Front Desk Representative</b>	9/7/2023	9	Rocky Mountain PBS Website 3 LinkedIn Organic 1 Refer.io 1 MyJobHelper 1 Google 2 Indeed 1	Google
<b>Grants Writer and Researcher</b>	12/9/2022	3	Rocky Mountain PBS Website 1 LinkedIn Organic 2 Colorado Women's Chamber of Commerce 0 Diversity Connect 0 Google 0 Indeed 0 Jobcase 0 LinkedIn 0 Linkup 0 Refer.io 0 University of Colorado-Denver 0 ZipRecruiter Boost 0 ZipRecruiter Organic 0	Rocky Mountain PBS Website

<b>HR Specialist</b>	5/11/2023	10	LinkedIn 10 Andrew Hudson's Job List 0 Colorado Broadcasters Association 0 Corporation for Public Broadcasting 0 Diversity Connect 0 Rocky Mountain PBS Website 0 Handshake 0 LinkedIn Organic 0 Refer.io 0 ZipRecruiter 0	LinkedIn Organic
<b>Journalism Intern (Fall Internship)</b>	9/8/2023	4	Rocky Mountain PBS Website 1 Google 2 Metropolitan State University 1	Google
<b>Journalism Intern(Summer Internship)</b>	5/30/2023	2	Rocky Mountain PBS Website 2 Andrew Hudson's Job List 0 Colorado Broadcasters Association 0 Colorado State University 0 Corporation for Public Broadcasting 0 Facebook 0 Google 0 Handshake 0 Indeed 0 LinkedIn 0 LinkedIn Organic 0 LinkUp 0 Metropolitan State University of Denver 0 Monster Controlled (USA Only) 0 Refer.io 0 SimplyHired 0 University of Colorado Denver 0 Workplace Diversity Network 0	Rocky Mountain PBS Website
<b>Manager of Volunteer Services</b>	8/28/2023	5	LinkedIn 2 Facebook 1 Refer.io 1 Rocky Mountain PBS Website 1 Andrew Hudson's Job List 0 Facebook 0 Handshake 0 Indeed 0 LinkedIn Organic 0 Monster Controlled (USA Only) 0	Refer.io
<b>Managing Editor</b>	11/3/2023	4	LinkedIn 3 Refer.io 1	Refer.io

			Facebook 0 Handshake 0 LinkedIn Organic 0 Metropolitan State University of Denver 0 Monster Controlled (USA Only) Rocky Mountain PBS Website 0 Upward.net 0 ZipRecruiter Organic 0	
<b>Marketing Manager</b>	4/21/2023	9	LinkedIn Organic 1 Andrew Hudson's Job List 4 ZipRecruiter 2 Rocky Mountain PBS Website 2 Andrew Hudson's Job List 0 Colorado Broadcaster's Association 0 Colorado Women's Chamber of Commerce 0 Corporation for Public Broadcasting 0 Facebook 0 Handshake 0 Indeed 0 Jooble 0 LinkedIn Organic 0 Refer.io 0 ZipRecruiter 0	LinkedIn Organic
<b>Membership Marketing Manager</b>	10/11/2023	1	Rocky Mountain PBS Website 1 Indeed 0 LinkedIn Organic 0 Monster Controlled (USA Only) 0 Refer.io 0 ZipRecruiter Organic 0	Rocky Mountain PBS Website (Returning employee)
<b>Motion Graphics Artist</b>	12/16/2022	10	ZipRecruiter 1 LinkedIn 5 Google 1 Facebook 1 Rocky Mountain PBS Website 2 Andrew Hudson's Job List 0 Colorado State University 0 Colorado Women's Chamber of Commerce 0 Corporation for Public Broadcasting 0 Facebook 0 Google 0 Indeed 0 LinkedIn Organic 0 Metropolitan State	Google

			University 0 Refer.io 0 Regis University 0 Upward.net 0	
<b>Multimedia Journalist (Grand Junction)</b>	11/3/2023	4	ZipRecruiter 1 Rocky Mountain PBS Website 2 Indeed 1 Colorado Broadcasters Association 0 Facebook 0 Google 0 Jooble 0 LinkedIn Organic 0 Monster Controlled (USA Only) 0 Refer.io 0 ZipRecruiter Organic 0	Rocky Mountain PBS Website
<b>Multimedia Journalist (Investigative)</b>	9/1/2023	13	Indeed 3 Refer.io 1 LinkedIn Organic 4 ZipRecruiter 1 Rocky Mountain PBS Website 3 Refer.io 1 Andrew Hudson's Job List 0 Colorado State University 0 Facebook 0 Google 0 Handshake 0 LinkedIn 0 Monster Controlled 0 (USA Only) 0 MyJobHelper 0 Upward.net 0 ZipRecruiter Boost 0	Rocky Mountain PBS Website
<b>Multimedia Journalist (Investigative)</b>	3/1/2023	6	Rocky Mountain PBS Website 3 LinkedIn Organic 2 Google 1	Rocky Mountain PBS Website
<b>Part-Time On- Air Personality, THE DROP</b>	3/16/2023	2	Rocky Mountain PBS Website 2 Adzuna 0 Andrew Hudson's Job List 0 Colorado Broadcaster's Association 0 Colorado Media School 0 Corporation for Public Broadcasting 0 Facebook 0 Google 0 Handshake 0 Indeed 0 JobBoost 0 Jooble 0 LinkedIn Organic 0 Metropolitan State University of Denver 0 Upward.net 0 ZipRecruiter Organic 0	Rocky Mountain PBS Website

<b>Part-Time Traffic Media Assistant</b>	10/2/2023	7	Andrew Hudson's Job List 1 Google 2 Metropolitan State University of Denver 1 Handshake 1 LinkedIn Organic 2 Appcast 0 Corporation for Public Broadcasting 0 Facebook 0 Google 0 Handshake 0 Indeed 0 Monster Controlled (USA Only) 0 Refer.io 0 Rocky Mountain PBS Website 0 Upward.net 0 ZipRecruiter Organic 0	LinkedIn Organic
<b>Partnership Development Specialist</b>	2/10/2023	3	Google 1 Rocky Mountain PBS Website 2 Andrew Hudson's Job List 0 Colorado Broadcasters Association 0 Facebook 0 Google 0 JobCase 0 LinkedIn Organic 0 Refer.io 0 Upward.net 0 ZipRecruiter Organic 0	Google
<b>Philanthropy Associate</b>	7/18/2023	3	LinkedIn Organic 2 Indeed 1 Andrew Hudson's Job List 0 Colorado Broadcaster's Association 0 Corporation for Public Broadcasting 0 Rocky Mountain PBS Website 0 Facebook 0 Google 0 Handshake 0 Metropolitan State University of Denver 0 Monster Controlled 0 Refer.io 0 Rocky Mountain Public Media Website 0 Upward.net 0 ZipRecruiter Organic 0	LinkedIn Organic
<b>Philanthropy Manager/Mid-Level Giving Manager</b>	3/13/2023	5	Andrew Hudson's Job List 1 LinkedIn Organic 2 Google 2 Corporation for Public Broadcasting 0 Rocky Mountain	LinkedIn Organic

			PBS Website 0 Indeed 0 LinkedIn Organic 0 Refer.io 0 Regis University 0	
<b>Program Director-KUVO Jazz</b>	9/7/2023	3	Colorado Public Broadcasting 1 Rocky Mountain PBS Website 2 Facebook 0 Google 0 Indeed 0 LinkedIn Organic 0 Metropolitan State University of Denver 0 (Monster Controlled USA Only) Refer.io 0 ZipRecruiter Organic 0	CPB Job Board
<b>Radio Broadcast Engineer</b>	2/2/2023	2	Indeed 1 Rocky Mountain PBS Website 1 Colorado Broadcasting Association 0 Corporation for Public Broadcasting 0 Facebook 0 Indeed 0 LinkedIn Organic 0 Refer.io 0 Upward.net 0 ZipRecruiter Organic 0	Rocky Mountain PBS Website
<b>RMPBS Kids Bilingual Family Engagement Manager</b>	8/24/2023	2	Facebook 1 Refer.io 1 Rocky Mountain PBS Website 0 LinkedIn Organic 0 Monster Controlled (USA Only) 0	Facebook
<b>Senior Graphic Designer</b>	6/26/2023	8	LinkedIn Organic 5 Andrew Hudson's Job List 1 Monster 1 Rocky Mountain PBS Website 1 Colorado Broadcasters Association Corporation for Public Broadcasting 0 Facebook 0 Google 0 Handshake 0 Indeed 0 Jooble 0 Metropolitan State University of Denver 0 Refer.io 0 ZipRecruiter Organic 0	LinkedIn Organic
<b>Video Editor</b>	2/10/2023	5	Rocky Mountain PBS Website 2 Refer.io 1 LinkedIn Organic 1 Google 1 Handshake 0 Indeed 0	Rocky Mountain PBS Website

		Jooble 0 LinkUp 0 Metropolitan State University of Denver 0 Monster Controlled (USA Only) 0 Twitter 0 Upward.net 0 ZipRecruiter Organic 0	
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**Planned Giving Roundtable**

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0470  
119  
c.org

**LinkedIn**

605 W Maude Ave,  
Sunnyvale, CA 94085  
650-687-3600  
[www.linkedin.com](http://www.linkedin.com)

**Talent.com**

5800 St. Denis  
Montreal, Quebec  
<https://www.talent.com/>

**Job Boards**

May  
rk, CA 94025  
[www.facebook.com/jobs/](http://www.facebook.com/jobs/)

**Monster**

133 Boston Post Road  
Weston, MA 02493  
978-461-8000  
[www.monster.com](http://www.monster.com)

**ASU Walter Cronkite School**

555 N Central Ave  
Phoenix, AZ 85004  
(602) 496-5555  
<https://cronkite.asu.edu/>

**diajobs.org**

sachusetts NW  
on, DC 20016  
6412  
[jobs.current.org/](http://jobs.current.org/)

**Upward.net**

280 Park Ave. Suite 2056  
New York, NY 10017  
1.866.505.2163  
[www.upward.net](http://www.upward.net)

**Colorado Media School**

4380 S Syracuse St Suite 400  
Denver, CO 80237  
(303) 937-7070  
[www.beonair.com](http://www.beonair.com)

antynivska St.

ine  
[able.org/](http://able.org/)

**ZipRecruiter**

604 Arizona Avenue  
Santa Monica, California 90401  
(877) 252-1062  
[www.ziprecruiter.com](http://www.ziprecruiter.com)

**Metropolitan State University of Denver**

890 Auraria Pkwy  
Denver, CO 80204  
<https://msudenver-csm.symplicity.com/>

W Suite  
on, UT 84780

**Andrew Hudson's Job List Job Board**

5130 South Hanover Way  
Englewood, CO 80111

**Corporation for Public Broadcasting**

401 9<sup>th</sup> Street, NW  
Washington, DC 20004-2129

**Diversity Connect**

**University of Colorado Denver**

on Street #300  
isco, CA

[973-992-7311](tel:973-992-7311)  
<https://diversityconnect.com/contact-us>

900 Auraria Pkwy #439  
Denver, CO 80204  
<https://www.ucdenver.edu/lynxconnect>

153  
[www.indeed.com/](http://www.indeed.com/)

[www.jobisjob.com/m](http://www.jobisjob.com/m)

**Adzuna**  
Minneapolis, MN  
<https://www.adzuna.com/>

Jobboost (Now JobMatix)  
<https://www.jobmatix.com/nl/>

iversity  
[www.regis.edu/](http://www.regis.edu/)  
s Blvd  
O 80221

**Public Media Journalists Association**  
<https://www.pmja.org/>  
P.O Box 838  
Sturgis, SD 57785

**upward.net**  
548 Market St. Suite 30363  
San Francisco, California 94104

per  
Square Place Suite 1203  
, NJ 07310  
[www.myjobhelper.com/index](http://www.myjobhelper.com/index)

### 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
Colorado College	Andrea Culp	<a href="mailto:aculp@coloradocollege.edu">aculp@coloradocollege.edu</a> (719) 389-6310

Diverse Talent Agency	Greer Campbell	<a href="http://www.diverse-talent.com">www.diverse-talent.com</a>
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### FCC Designated Supplemental Outreach Activities

Initiative	Involvement
Internship Opportunities	RMPM has an internship program designed to assist senior high school and college students interested in a career in television, radio, or digital media and broadcasting. The content team has one Daniel & Janet Mordecai Journalism Internship spot per semester, and the rest of the organization participates in a summer internship program for various departments. We also promoted one intern into a full-time role with The Journalism team as a Multimedia Journalist (Denver).
Participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting	RMPM partners with Fort Lewis College and Colorado Mesa to continuously teach and mentor career-seeking professionals in broadcasting via direct academic and/or programmatic initiatives. . Carrie McKee and Alex Forsett manage the relationship with Colorado Mesa University as our station continues to endeavor statewide initiatives. We also attended the DPS 8 <sup>th</sup> Grade Career Fair(11/14/23) – we attended this junior career fair, hosted by Denver Public Schools, to inform young students about future career opportunities in broadcasting and journalism. We also regularly host groups of high school students to tour our facilities and studios, and ask our employees questions around what career advancement looks like for their interests.
Community events to inform and educate the public as to broadcasting employment opportunities	RMPM has participated in multiple career fairs in-person and virtually to promote our broadcasting employment opportunities and educate our community. Career fairs attended by Claudia Fernandez, HR VP and Riley Friedman HR Specialist <b>Choice Career Fair- Thursday November 16<sup>th</sup> 2023</b> <b>DPS 8<sup>th</sup> Grade Career Fair Tuesday November 14<sup>th</sup> 2023</b>
Training to management level personnel on ensuring equal employment opportunity and preventing discrimination	Diversity, Equity, Inclusion, and Anti-Bias Training is offered quarterly to all staff members who have not attended before. This training is also offered as an extension of new hire orientation. Additionally Hiring Manager Recruitment/Diverse Hiring training is offered annually to all people managers who have not attended before.  Anti-Harassment/EEO Training took place on Tuesday November 27 <sup>th</sup> at 2pm, mandatory for ALL staff members. Attendees included:

Allen, Wendy; Alvillar, Helen; Armendariz Unzueta, Jacqueline; Baggerly, Brandy; Berg, Alison M; Berry, Kimberley Jean; Bicknell, Kristen; Bitzes, Demetra Burner; Busch, Thomas Edison; Cafarella, Kristina; Calderon, Sandra Jean; Cardwell, Marie G; Cartagena, Carlos; Cartagena, Christina E; Cerafici, Diane M; Chavis, Steven W; Clark, Abigail; Clemensen, Kim Salvaggio; Coleman, Isaiah Sayvon; Collinson, Emory John; Contreras, Ayana; Cooke, Kyle; Cote, Amber; Dayyani, Christina Anne  
De Boer, Tiara A; Delahunty, Margaret Mary; Diamond, Dennis James; Donovan, Tyler Lee; Dotson, Timmale; Escalante, Jessica; Fernandez, Claudia; Flink, Kelly; Ford Ms., Lindsey A; Forsett, Alex D; Friedman, Riley Daniel; Gallegos, Molly; I Gapinski, Paul T; German, Shane; Giltinan, Daniel E; Giron, Nikki L; Gomez-Cruz, Arturo D; Graham, Christopher L; Hanlon, Karla M; Haug, Bradley; Henderson, Shanton; Hennelly, Scott; Hillshafer, Linda L; Ho, Theresa Q; Hoffner, Paul; Horvath, Amanda Elizabeth; Howard, Mercedes V; Jackson, Tosh; Jiminez-Chavez, Enrique; Johnson, George  
Johnson, Oladele; Jones, Tabitha Maurisha Jaffice; Kaseman, Rane Michael; Kenefick, Alec; Kikoen, Alexis; Kloss, Joseph E; Kramar, Andrea; Kriner, Joshua Edward; Labriola, Raquel; Larry-King, Teresa  
Lucking, Cheryl Ann; McCleary, Thomas Chase; McKee, Carrie Lynn; Mendez, Doralee Jane; Moore,; Jeremy D; Moses, Miranda Matteson; Mountain, Amanda; Mulvey, Elizabeth; Naef, Elle; Newberry, Sarah L; O'Leary, Andrew; Ornberg, William Hubert; Ortiz, Maria Alyssandra; Pantoya, John E; Parrott, Linda Larney; Pasley, Gillian Eileen; Perdoni, Katey; Pillitteri, Aldo; Rascon, Arvida R;;; Resto-Montero, Gabriela; Richardson, Craig N; Rieth, Nicholas; Robles, Kairee Alynn; Rocha, Delfino; Rose, Carly; Rumery, Julie B; Sanchez, Michael; Sandoval, Julio Sandor; Schroeder, Felix; Shirazi, Sarah ; Shoutta, Caitlin Helena; Smith, Kathy S; Soto , Miguel; Soto, Samantha E; Swarn, Alissa Nicole;; Towler, Melanie; Traynor, Delaney; Turken, Madilyn Jayne; Vail, Keegan S; Vo, Peter; Vorse, Joshua; Wagner, Charles J; West, Gabrielle I; Wilkins, Weston; Williamson, Ashley R; Witten-Smith, Kirby

\*Approximately 8 staff members (not listed above) were unable to attend the live all staff training, so they instead were assigned the recording to watch along with 4 long-form reflection questions to answer. These staff members were:

Jason Harris; Judy Caric; Olga Chalagina; Ben Paulus; Mark Montour-Larson; Will Peterson; Mike Johns; Klaus Larson