

2024 Rocky Mountain Public Media, Inc. Annual EEO Public File Report

For the period December 1, 2023 – November 30, 2024

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, THEDROP FM (Denver) (De.

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

Job Title	Date Filled	Total Interviewed	Recruitment Sources (and Total Number Referred by Recruitment Source)	Source of Hire
Creative Producer	2/5/2024	20	lhirebroadcasting.com 1, Refer.io 5, referral 3, LinkedIn Organic 10, ZipRecruiter 1,	Refer.io
Data Analyst I	1/11/2024	1	Employee Referral 1	Employee Referral- Contractor to FT
Accounting Specialist	2/23/2024	3	indeed 2, LinkedIn Organic 1,	indeed
Master Control/Traffic Technician	3/1/2024	4	LinkedIn Organic 2, ZipRecruiter Organic 2,	LinkedIn Organic

Manager of Foundations & Grants	4/5/2024	3	Referred by a friend, Colorado Nonprofit Association, Employee referral	Employee Referral
Sales Support Intern	4/23/2024	8	Google 1, Indeed 1, Handshake-University of Colorado 1, Employee referral 3, Referral 1, LinkedIn 1,	indeed
RMPBS Experience Intern (Fruita)	4/20/2024	8	Referral, 6 Handshake-University of Colorado Mesa, indeed 1,	Handshake-University of Colorado Mesa
Democracy Intern	4/23/2024	9	Handshake 5, Metropolitan State University of Denver 2, Referral 2,	Handshake-CU Boulder
Operations Intern	4/30/2024	13	Google 1, Handshake 7, referral 2, Indeed 2, LinkedIn 1,	Handshake-University of Northern Colorado
Music Operations Intern	5/2/2024	5	LinkedIn Organic 2, Handshake-University of Colorado Boulder, Handshake- Columbia University, CSU Pueblo	CSU Pueblo
Radio Promotions/Events Intern	5/3/2024	2	Google, LinkedIn Organic	Google
Digital Production Intern	4//29/2024	6	MSU Denver, Handshake CU Boulder, Rocky Mountain PBS Website, ZipRecruiter 2, referral	Handshake-CU Boulder
Journalism Intern (2)	4/24/2024	7	Twitter 1, MSU Denver 1, referred by DU Professor 1, Handshake-CU Boulder 1, Employee referral 1, Rocky Mountain PBS Website 1, Handshake-Colorado College 1,	Handshake-Colorado College, MSU Denver
Experience Intern	5/2/2024	3	MSU Denver, Handshake-Colorado College, LinkedIn Organic	Handshake-Colorado College
Multimedia Journalist	2/22/2024	7	LinkedIn Organic 4, Employee referral, Rocky Mountain PBS Website, ZipRecruiter	LinkedIn Organic
HR Engagement Intern	4/30/2024	8	LinkedIn organic, Handshake 7,	LinkedIn Organic

Vice President of Philanthropy	6/24/2024	4	CEO Referral 2, Rocky Mountain PBS Website, Google	CEO Referral
Event Producer	6/3/2024	5	Rocky Mountain PBS Website 1, indeed 1, Company event 1, LinkedIn Organic 1,	LinkedIn Organic
Account Executive, Business Partnerships (2)	8/28/2024	2	Employee referral 2,	Employee Referral
Digital Fundraising Manager	10/27/2024	5	Google, Refer.io, Indeed 2, Rocky Mountain PBS Website	Google

Andrew Hudson's Job List	https://andrewhudsonsjobslist.com/	Denver, CO
Indeed	https://www.indeed.com/	201 W 5th St 18th floor Austin, TX 78701
LinkedIn	LinkedIn.com	1000 W Maude Ave, Sunnyvale, CA
Handshake	https://joinhandshake.com	1200 17th St, Denver, CO 80202, Floor 2, Denver, CO 80211
Google	Google.com	1600 Amphitheatre Parkway in Mountain View, California.
Refer.io	Refer.io	195 W Telegraph St, Washington, UT 84780
Handshake	Joinhandshake.com	1200 17th St, Denver, CO 80202, Floor 2, Denver, CO 80211
Metropolitan State University of Denver	https://www.msudenver.edu/student-employment/opportunities/	890 Auraria Pkwy, Denver, CO 80204

Colorado Nonprofit Association	https://coloradononprofits.org/	1600 Downing Street, Suite 750, Denver, CO 80218
CSU Pueblo	https://www.csupueblo.edu/index.html	2200 Bonforte Blvd, Pueblo, CO, 81001
Ziprecruiter	Ziprecruiter.com	604 Arizona Ave, Santa Monica, CA, 94040
Colorado Planned Giving Roundtable	https://cpgr.org/	PO Box 547 Pine, CO, 80470
lhirebroadcasting.com	lhirebroadcasting.com	

Referring Agencies and Recruitment sources:

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. The above table of recruitment sources were used in the advertising of all listed positions with the exception of CSU Pueblo, and Colorado Planned Giving Roundtable. CSU Pueblo was a resource used solely for the posting of the Music Operations intern at the request of the Hiring Manager for this position and resulted in a hire for this position. Colorado Planned Giving Roundtable was a resource used in the Recruitment of the Vice President of Philanthropy search, and did not result in an interviewee or hire. Rocky Mountain Public Media used Handshake to post and advertise all of the above 2024 Summer Internship positions, for which multiple interviews took place and hires subsequently made for several of the positions. The remaining list of sources were used to advertise all of the above positions.

FCC Designated Supplemental Outreach Activities

Involvement

Internship Opportunities

RMPM hosted a Paid Summer 2024 internship program beginning on June 6th, 2024, through August 2024, that was designed to assist college students interested in a career in television, radio, or digital media and broadcasting. The positions were posted on the above job sites, with special focus on Handshake exclusively for the program. This year, RMPM hosted 11 interns.

Established training programs designed to help personnel acquire skills qualifying them for higher positions

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

Training to management level personnel on ensuring equal employment opportunity and preventing discrimination

RMPM has long held employee development plan program where high-potential personnel are identified for an individual development plan, which outlines goals and deliverables necessary to move up for a higher position. These development plans are executed on a case-by-case basis when brought to the attention of HR by management staff throughout the year.

RMPM posted a high-level role for a Vice President of Philanthropy on Colorado Planned Giving Roundtable from April 12th, 2024, through June 12th, 2024; CPGR is an organization whose membership comprises of mostly women.

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. The training is designed to discuss Public Media and our role in shaping what that means to serve communities who have been subjected to centuries of harmful narratives, isolation, erasure, micro and macro inequalities. This training more specifically pertains to how we, as Public Media, work to hold public trust.

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 12th from 12 - 1pm, mandatory for ALL staff members. In this training we: defined Sexual Harassment, provided examples, and assigned homework to attendees who missed the training. We discussed The Power Act, Title 7, Gender Stereotyping, Quid Pro Quo harassment, examples of a hostile work environment due to sexual harassment, and possible changes to these policies. Attendees included:

Allen, Wendy; Alvillar, Helen; Armendariz Unzueta, Jacqueline; Barragan Salhuana, Valeria; Berg, Alison M; Bernson, Shari; Berry, Kimberley Jean; Bicknell, Kristen; Bromann, Amy; Busch, Thomas Edison; Cafarella, Kristina; Calderon, Sandra Jean; Cardwell, Marie G; Caric, Judy; Cartagena, Carlos; Cartagena, Christina E; Cerafici, Diane M; Chalagina, Olga; Chavis, Steven W; Clark, Abigail; Clemensen, Kim Salvaggio; 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; Forsett, Alex D; Gallegos, Molly; Gapinski, Paul T; German, Shane; Giltinan, Daniel E; Gomez-Cruz, Arturo D; Halbwachs, Tanisha Rochelle; Hanlon, Karla M; Harris, Jason; Haug, Bradley; Hennelly, Scott; Hillshafer, Linda L; Ho, Theresa Q; Hoffner, Paul; Horvath, Amanda Elizabeth; Jackson, Tosh; Johns, Aaron Michael; Johnson, Leonard; Jones, Nikki; Jones, Tabitha Maurisha Jaffice ; Kenefick, Alec; Kikoen, Alexis; Kloss, Joseph E; Kramar, Andrea; Kriner, Joshua Edward; LaBriola, Raquel; Larry-King, Teresa; Larson, Nicholas S; Lawson, Katherine; Manning, Javon; McCleary, Thomas Chase; McCrimmon, Cormac; McKee, Carrie Lynn; Mendez, Doralee Jane; Montour-Larson, Mark A; Moore, Jeremy D; Moses, Miranda Matteson; Mountain, Amanda; Neeley, Kimberly Anne; Newberry, Sarah L; O'Leary, Andrew; Ornberg, William Hubert; Ortiz, Maria Alyssandra; Pantoya, John E; Parrott, Linda Larney; Pasley, Gillian

Eileen; Paulus, Ben Becker; Peterson, William David; 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; Schroeder, Felix; Shirazi, Sarah; Soto, Miguel; Soto, Samantha E; Strong, Joseph; Thompson Jr, Henry Alford; Towler, Melanie; Turken, Madilyn Jayne; Vail, Keegan S; Vo, Peter; Vorse, Joshua; Wagner, Charles J; Weinberg, Leah G; West, Gabrielle ; Wilkins, Weston; Williamson, Ashley R; Witten-Smith, Kirby; Woods, Mang-Yee Mariett; Xu, Ziyi

*Approximately 6 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:

Friedman, Riley; Traynor, Delaney; Howard, Mercedes; Johnson, Oladele; Johnson, George; Graham, Chris