

2022 Rocky Mountain Public Media, Inc. Annual EEO Public File Report

For the period December 1, 2021 – November 30, 2022

This report lists all fulltime 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 Referred by Recruitment Source) | Source of Hire |
|-----------------------|-------------|-------------------|--|--------------------|
| Accounting Specialist | 3/31/2022 | 5 | Other 2 LinkedIn 6 Employee Referral 4 Rocky Mountain PBS Website 4 Indeed 24 Andrew Hudsons Job List 1 Corporation for Public Broadcasting 1 Google 1 Metropolitan State University of Denver 1 ZipRecruiter 1 | Internal Promotion |

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|-------------------------------|-----------|----|--|--------------------|
| Assistant Programming Manager | 8/8/2022 | 10 | Other 2 LinkedIn 6 Employee Referral 4 Rocky Mountain PBS Website 4 Indeed 24 Andrew Hudsons Job List 1 Corporation for Public Broadcasting 1 Google 1 Metropolitan State University of Denver 1 ZipRecruiter 1 | Linkedin Organic |
| Co-Chief IDEA Officer | 8/1/2022 | 1 | Rocky Mountain PBS Website 1 | Internal Promotion |
| Communications Coordinator | 5/16/2022 | 4 | Refer.io 2 Google 1 Other 3 Rocky Mountain PBS Website 3 ZipRecruiter Organic 10 Andrew Hudsons Job List 2 Colorado State University 1 Corporation for Public Broadcasting 1 Employee Referral 5 Indeed 1 LinkedIn 16 Metropolitan State University of Denver 1 | Refer.io |

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|----------------------------------|-----------|---|---|----------------------------|
| Community and Volunteer Director | 9/6/2022 | 4 | Rocky Mountain PBS Website 1 Google 2 ZipRecruiter Organic 3 Andrew Hudsons Job List 1 Colorado State University 1 Corporation for Public Broadcasting 1 Indeed 2 LinkedIn 1 Other 2 Refer.io 3 | Rocky Mountain PBS Website |
| Community Producer | 5/16/2022 | 5 | Employee Referral 3 Indeed 23 Andrew Hudsons Job List 1 Corporation for Public Broadcasting 1 LinkedIn 5 LinkUp 1 Other 1 ZipRecruiter 2 | Employee Referral |
| Creative Producer | 5/31/2022 | 8 | Facebook 1 Employee Referral 8 Internal 4 Other 7 Refer.io 8 LinkedIn 11 Corporation for Public Broadcasting 1 Google 4 Indeed 3 Monster Controlled (USA Only) 1 Regis University 1 Rocky Mountain PBS Website 1 ZipRecruiter 3 | Facebook |

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|-----------------------------|-----------|---|--|---|
| Customer Support Specialist | 5/16/2022 | 7 | Employee Referral 7 Google 3 LinkedIn 3 Other 6 Refer.io 1 Rocky Mountain PBS Website 6 ZipRecruiter 1 | 2 Hired: Refer.io Employee Referral |
| Digital Media Producer | 8/15/2022 | 3 | LinkedIn 14 Internal 4 Other 2 CareerBuilder 1 Colorado Women's Chamber of Commerce 1 Employee Referral 4 Google 5 Indeed 1 Refer.io 5 Rocky Mountain PBS Website 3 ZipRecruiter 3 | LinkedIn |
| Front End Developer Analyst | 6/21/2022 | 8 | Employee Referral 3 Google 1 Rocky Mountain PBS Website 2 Other 10 LinkedIn 6 Colorado State University 1 Indeed 1 Metropolitan State University of Denver 1 Refer.io 2 ZipRecruiter 3 | Employee Referral |

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|------------------------|------------|----|--|-------------------|
| Motion Graphics Artist | 10/17/2022 | 7 | Google 3 Employee Referral 1 Facebook 1 Other 2 ZipRecruiter 8 Indeed 1 LinkedIn 22 Metropolitan State University of Denver 1 Refer.io 2 Rocky Mountain PBS Website 1 Upward.net 1 | Google |
| Multimedia Journalist | 1/10/2022 | 25 | Employee Referral 2 Corporation for Public Broadcasting 1 Facebook 2 Google 4 Indeed 2 LinkedIn 12 Monster 1 Other 5 Refer.io 2 Rocky Mountain PBS Website 6 ZipRecruiter 1 | Employee Referral |

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|--|------------|----|---|----------------------------|
| Multimedia Journalist | 3/3/2022 | 15 | Employee Referral 2 Corporation for Public Broadcasting 1 Facebook 2 Google 4 Indeed 2 LinkedIn 12 Monster 1 Other 5 Refer.io 2 Rocky Mountain PBS Website 6 ZipRecruiter 1 | Employee Referral |
| On-Air Host - KUVU Jazz | 11/15/2022 | 5 | Internal 2 Rocky Mountain PBS Website 5 Employee Referral 1 Corporation for Public Broadcasting 2 LinkedIn Organic 5 Other 3 Refer.io 1 ZipRecruiter Boost 1 ZipRecruiter Organic 2 | Rocky Mountain PBS Website |
| On-Air Host/Music Producer – KUVU Jazz | 10/3/2022 | 6 | LinkedIn 4 Google 1 Rocky Mountain PBS Website 2 Other 3 Colorado Broadcasters Association 1 Employee Referral 2 Refer.io 1 Internal 2 | LinkedIn |

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|-------------------------------------|------------|---|--|----------------------------|
| On-Air Personality - 104.7 THE DROP | 4/4/2022 | 7 | Indeed 2 Facebook 10 ASU Walter Cronkite School 1 CareerBuilder 1 Employee Referral 1 Google 2 LinkedIn 9 Other 2 Refer.io 7 Rocky Mountain PBS Website 3 ZipRecruiter 1 | Indeed |
| Philanthropy Assistant | 10/24/2022 | 5 | LinkedIn 7 Andrew Hudsons Job List 2 Corporation for Public Broadcasting 1 Rocky Mountain PBS Website 4 Employee Referral 1 Google 1 Refer.io 1 Regis University 1 ZipRecruiter 3 Diverse Talent Agency 1 | Diverse Talent Agency |
| Philanthropy Officer | 10/3/2022 | 6 | Rocky Mountain PBS Website 3 LinkedIn 6 Other 3 Indeed 4 Andrew Hudsons Job List 2 Colorado NonProfit Association 1 ZipRecruiter 2 | Rocky Mountain PBS Website |
| Philanthropy Officer | 11/7/2022 | 9 | Other/Diverse Talent Agency 2 Andrew Hudsons Job List 2 Indeed 1 Linkedin 1 Refer.io 1 | Diverse Talent Agency |

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|-------------------------------------|-----------|----|---|---|
| Program Director - KUVO Jazz | 2/7/2022 | 6 | CBP Jobline 1 Refer.io 1 Rocky Mountain PBS Website 1 | Corporation For Public Broadcasting Job Line |
| Program Director - THE DROP | 8/1/2022 | 8 | Indeed 1 LinkedIn 2 Rocky Mountain PBS Website 3 Corporation for Public Broadcasting 1 Facebook 1 Google 1 | Indeed |
| Regional Digital Executive Producer | 5/16/2022 | 15 | Corporation for Public Broadcasting 2 Employee Referral 3 Google 1 Indeed 1 Internal 1 JobisJob 1 Jooble 1 LinkedIn 12 Other 5 Refer.io 4 | Corporation For Public Broadcasting Job Line |
| RMPBS KIDS Digital Content Producer | 8/22/2022 | 15 | Andrew Hudsons Job List 1 Colorado Broadcasters Association 1 Facebook Job Boards 1 Google 1 LinkedIn 4 Refer.io 3 Rocky Mountain PBS Website 4 ZipRecruiter 2 | Andrew Hudsons Job List |

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|--|------------|----|---|----------------------------|
| RMPBS KIDS Manager | 3/3/2022 | 10 | Other 5 Facebook 1 Indeed 3 Andrew Hudsons Job List 2 Corporation for Public Broadcasting 1 Google 3 LinkedIn 4 Rocky Mountain PBS Website 1 University of Colorado - Denver 1 Workplace Diversity Network 1 ZipRecruiter 1 Refer.io 2 | Rocky Mountain PBS Website |
| Sales Support Specialist | 2/2/2022 | 7 | Employee Referral 2 Google 1 Andrew Hudsons Job List 1 Corporation for Public Broadcasting 1 Eluta 1 Indeed 1 Other 2 Refer.io 3 Rocky Mountain PBS Website 4 ZipRecruiter 1 | Employee Referral |
| Sales Support Specialist/Jr. Account Executive | 11/28/2022 | 8 | Refer.io 3 Employee Referral 2 ZipRecruiter 3 Google 1 Rocky Mountain PBS Website 2 | Refer.io |

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| Senior Multimedia Journalist | 3/3/2022 | 3 | Employee Referral 1 ASU Walter Cronkite School 1 LinkedIn 3 Other 4 Refer.io 2 Rocky Mountain PBS Website 1 ZipRecruiter 3 | Employee Referral |
| Senior Photojournalist | 11/22/2022 | 6 | Other 4 Colorado Broadcasters Association 1 Colorado State University 1 Corporation for Public Broadcasting 2 Employee Referral 2 Indeed 1 LinkedIn 9 Refer.io 3 Rocky Mountain PBS Website 4 ZipRecruiter 3 | Rocky Mountain PBS Website |
| Statewide Event Coordinator | 9/28/2022 | 8 | Google 4 Andrew Hudsons Job List 2 Employee Referral 2 Other 3 ZipRecruiter 6 Indeed 9 LinkedIn 5 Metropolitan State University of Denver 1 Rocky Mountain PBS Website 4 | Google |

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|--------------------------------|------------|---|--|----------------------------|
| Underwriting Account Executive | 11/15/2022 | 4 | Other 2 LinkedIn 6 Employee Referral 4 Rocky Mountain PBS Website 4 Indeed 24 Andrew Hudsons Job List 1 Corporation for Public Broadcasting 1 Google 1 Metropolitan State University of Denver 1 ZipRecruiter 1 | Rocky Mountain PBS Website |
| Video Editor | 3/16/2022 | 5 | Rocky Mountain PBS Website 4 ZipRecruiter 9 Colorado Media School 1 Corporation for Public Broadcasting 1 Employee Referral 4 Google 4 Indeed 3 Jooble 1 LinkedIn 31 Monster 1 Other 2 Refer.io 2 | Rocky Mountain PBS Website |

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|---------------------------------|----------|---|--|-------------------|
| Volunteer and Event Coordinator | 3/8/2022 | 7 | Employee Referral 3 Colorado Media School 1 Google 7 LinkedIn 7 Other 3 Recruit.net 1 Refer.io 5 Rocky Mountain PBS Website 4 Upward.net 1 ZipRecruiter 3 | Employee Referral |
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Colorado Broadcasters Association

333 W Hampden Ave #400
Englewood, CO 80110
720-536-5427

<http://www.coloradobroadcasters.org>

Andrew Hudson's Job Board

5130 S Hanover Way
Englewood CO 80111
720-350-4359

www.andrewhudsonsjobslist.com

Refer.io

Ryan Kay
41 N 300 W Suite B
Washington, Utah 84780

ryank@refer.io/www.refer.io

Colorado State University

555 17th St., Ste. 1000
Denver, CO 80202

<https://www.career.colostate.edu>
[u
career_info@mail.colostate.edu](mailto:career_info@mail.colostate.edu)

Indeed

6433 Champion Grandview Way, Bldg
1
Austin, TX 78750
<https://www.indeed.com>

Corporation for Public Broadcasting

401 9th Street NW

Washington DC 20004
202-879-9600
<https://www.cpb.org>

Google

1600 Amphitheatre Parkway

Mountain View, CA 94043
www.google.com

Regis University

3333 Regis Blvd

Denver, CO 80221
(800) 388-2366
<https://info.regis.edu/>

University of Colorado Denver

Career Center - Tivoli 267 (2nd Floor)
900 Auraria Parkway
Denver, CO 80204
303-315-7315
<https://ucdenver.joinhandshake.com/>

KUVO Radio

2101 Arapahoe Street
Denver CO 8205
www.kuvo.org/
303-480-9272
studio@kuvo.org

**Metropolitan State University
of Denver**

890 Auraria Pkwy
Denver, CO 80204
303-556-5740
<https://www.msudenver.edu/>

Handshake

225 Bush St 12th floor
San Francisco, CA 94104
(415) 944-9960
<https://joinhandshake.com/>

Rocky Mountain PBS

2101 Arapahoe Street
 Denver CO 80205
<http://www.rmpbs.org/jobs/>

Colorado Planned Giving Roundtable

PO Box 547
 Pine, CO 80470
 720-739-1119
www.cpgr.org

LinkedIn

605 W Maude Ave,
 Sunnyvale, CA 94085
 650-687-3600
www.linkedin.com

Eluta

7 St. Thomas Street, Suite 501
 Toronto, ON, Canada M5S 2B7
 416-964-6069

Colorado Non-Profit Association

789 Sherman, #240
 Denver CO 80203
 303-832-5710

Facebook Job Boards

1 Hacker Way
 Menlo Park, CA 94025
<https://www.facebook.com/jobs/>

Monster

133 Boston Post Road
 Weston, MA 02493
 978-461-8000
www.monster.com

ASU Walter Cronkite School

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

LinkUp

430 1st Avenue North, Suite 790
 Minneapolis, MN 55401
 Phone: 866-359-9360
www.linkup.com

Publicmediajobs.org

4400 Massachusetts NW
 Washington, DC 20016
 (202) 885-6412
<https://jobs.current.org/>

Upward.net

280 Park Ave. Suite 2056
 New York, NY 10017
 1.866.505.2163
www.upward.net

Colorado Media School

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

Recruit.net

www.Recruit.net

Jooble

ZipRecruiter

604 Arizona Avenue Santa
 Monica
 Santa Monica, California 90401
 (877) 252-1062
www.ziprecruiter.com

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 | aculp@coloradocollege.edu (719) 389-6310 |
| Diverse Talent Agency | Greer Campbell | www.diverse-talent.com |

FCC Designated Supplemental Outreach Activities

| Initiative | Involvement |
|---|---|
| Internship Opportunities | RMPM has an internship program designed to assist 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 year. Additionally, RMPM currently has one intern from Fort Lewis college's journalism program. We also promoted one intern into a full-time role with THE DROP radio as a programming assistant. Additionally, RMPM has partnered this year with Colorado College to promote internship opportunities as they arise. |
| 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. Carol Fleischer of the DEI team teaches Film at Fort Lewis College from which interns and supporters often come. Carrie McKee and Alex Forsett manage the relationship with Colorado Mesa University as our station continues to endeavor statewide initiatives. |
| Community events to inform and educate the public as to broadcasting employment opportunities | <p>RMPM has participated in multiple career fairs in-person and virtually to promote our broadcasting employment opportunities and educate our community.</p> <p>Career fairs attended:</p> <p>City Career Fairs (in-person): August 3, 2022</p> <p>Colorado Universities Partnered Virtual Career and Internship Fair: November 9, 2022</p> <p>Colorado Broadcasters Virtual Job Fair: August 8-12, 2022</p> <p>Colorado Broadcasters Virtual Job Fair: February 7-11, 2022</p> |
| Training to management level personnel on ensuring equal employment opportunity and preventing discrimination | <p>Hiring Manager Recruitment/Anti-Bias Training took place on 5/10, 5/12, 5/18, and 5/26 via in-person or via Zoom meeting.</p> <p>Attendees: Karla Hanlon, Claudia Fernandez, Tiara De Boer, Thomas Busch, Laura Esterly, Joey Kloss, Keegan Vail, Julie Rumery, Maria Ortiz, Luisa Alvarez, Kelly Flink, Carlos Lando, Max Ramirez, Amanda Horvath, Brian Willie, Kyle Cooke, Carrie McKee Kate McDonnell, Alexis Kikoen attended the training on 5/18. Tiara De Boer, Thomas Busch Joey Kloss, Keegan Vail, Julie Rumery, Luisa Alvarez, Charlee Robles, Kyle Cooke, Kirby Witten-Smith attended the training on 5/10. Thomas Busch, Maria Ortiz, Kelly Flink, Amanda Horvath, Brian Willie, Dan Diamond, Carrie McKee, Kate McDonnell attended the training on 5/12. Laura Esterly, Joey Kloss, Charlee Robles, Nikki Swarn, Dan Diamond, Kirby Witten-Smith, Tina Cartagena, Tiara De Boer, Keegan Vail, Brad Haug, Carlos Lando, Max Ramirez, Brian Willie, Kyle Cooke, Carrie McKee, Kate McDonnell attended the training on 5/26.</p> <p>RMPM offers year-round bias prevention training to all staff via our DEI team. These intentional learning spaces are offered to everyone and include topics such as: anti-racism, implicit bias, pronouns, and more. Due to trainer availability, anti-harassment training is taking place a couple</p> |

of weeks later than usual, but still during the 2022 calendar year. The first session will take place 12/8 at 10 am and the second session will take place 12/13 at 10 am.

DocuSigned by:
Amanda Mountain
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President & CEO

11/30/2022 | 4:01 MST