

2025 Rocky Mountain Public Media, Inc. Annual EEO Public File Report

For the period December 1, 2024 – November 30, 2025

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)

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
Social Media Editor	01/01/2025	4	LinkedIn Organic 3 LinkedIn 1	LinkedIn Organic
Digital Content Coordinator – Systems and Tools	04/09/2025	5	LinkedIn Organic 2 Refer.io 1 ZipRecruiter Organic 1 Other 1	LinkedIn Organic
Digital Content Coordinator – Social Media	04/09/2025	9	Employee Referral 2 LinkedIn Organic 5 LinkedIn 1 Refer.io 1	LinkedIn
Multimedia Journalist I – Colorado Springs, CO	04/28/2025	4	LinkedIn 1 Rocky Mountain PBS Website 3	Rocky Mountain PBS Website
HR Generalist	05/13/2025	5	LinkedIn Organic 4 LinkedIn 1	LinkedIn Organic
Benefits & Payroll Administrator	5/13/2025	4	LinkedIn Organic 3 ZipRecruiter Organic 1	LinkedIn Organic
Production Manager	07/16/2025	3	Internal 3	Internal

Philanthropy Officer* <i>Hired as Senior Philanthropy Officer</i>	07/16/2025	4	Rocky Mountain PBS Website 1 Employee Referral 1 LinkedIn Organic 2	Employee Referral
Fundraising Coordinator* <i>Hired as Fundraising Specialist</i>	07/25/2025	3	Employee Referral 1 LinkedIn Organic 2	LinkedIn Organic
Technical Programming Specialist	08/21/2025	9	Employee Referral 1 Indeed 2 Internal 1 LinkedIn Organic 1 Rocky Mountain PBS Website 2 Other 2	Other
Email and Product Marketing Operations Lead	09/01/2025	5	LinkedIn Organic 5	LinkedIn Organic
Arts & Culture Multimedia Journalist II	09/01/2025	3	Internal 1 Indeed 1 ZipRecruiter Organic 1	ZipRecruiter Organic
Senior Creative Producer	09/02/2025	4	Employee Referral 2 LinkedIn Organic 1 Other 1	Employee Referral
Mid-Level Giving Specialist	10/21/2025	4	LinkedIn Organic 3 Refer.io 1	LinkedIn Organic
Master Control/Media Operations Technician	10/26/2025	5	Employee Referral 1 LinkedIn Organic 4	LinkedIn Organic
Full-Stack Web Developer	11/24/2025	6	LinkedIn Organic 4 ZipRecruiter Organic 1 Other 1	Other 1

Part-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
Radio Operations Intern (2)	04/15/2025	5	Handshake 1 LinkedIn Organic 2 LinkedIn 1 Rocky Mountain PBS Website 1	LinkedIn Rocky Mountain PBS Website
Experience Team Intern (2)	04/15/2025	3	Refer.io 1 Colorado State University 1 LinkedIn Organic 1	Colorado State University 1 LinkedIn Organic 1
Volunteer Coordinator Intern	04/15/2025	8	Employee Referral 1 Internal 1 LinkedIn Organic 1 Rocky Mountain PBS Website 1 University of Colorado – Denver 1 Handshake 1 ZipRecruiter Organic 1 Other 1	Employee Referral

Referring Agencies and Recruitment sources:

All recruitment sources listed in the table below were used to publicize each of the positions included in this report, with the exception of *Handshake*, which was used exclusively for the 2025 Summer Internship (Part-Time) postings. Even if a source did not generate interviewees for a particular role, it was still part of the recruitment effort and is reflected here accordingly.

Andrew Hudson's Job List	https://andrewhudsonsjobslist.com/	5130 South Hanover Way Englewood, CO 80111
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
Refer.io	Refer.io	195 W Telegraph St, Washington, UT 84780
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
ZipRecruiter	Ziprecruiter.com	604 Arizona Ave, Santa Monica, CA, 94040
Ihirebroadcasting.com	Ihirebroadcasting.com	
Rocky Mountain PBS Website	https://www.rmpbs.org/about/jobs	2101 Arapahoe St. Denver, CO 80205
Colorado State University	https://www.colostate.edu/	200 W. Lake Street, Fort Collins, CO 80523
University of Colorado – Denver	https://www.ucdenver.edu/	1380 Lawrence St, Denver, CO 80204

FCC Designated Supplemental Outreach Activities

	Involvement
Internship Opportunities	RMPM hosted a Paid Summer 2025 internship program beginning on June 2, 2025, through August 2025, 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 5 interns.
Established training programs designed to help personnel acquire skills qualifying them for higher positions	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.
Training to management level personnel on ensuring equal employment opportunity and preventing discrimination	Non-discrimination training is offered annually to all staff members who have not attended before. Anti-Harassment/EEO Training takes place annually and is mandatory for all staff members. Additionally, Hiring Manager training is offered on a regular cycle to all managers who have not attended before.