

**Colorado Public Television, Inc.
CPT12 Denver, Colorado**

**ANNUAL EEO PUBLIC FILE REPORT
December 1, 2010 – December 1, 2011**

Statement of EEO Policy

This EEO Public File Report is filed in compliance with the FCC's 2003 EEO Rule and has been prepared on behalf of CPT12. CPT12 is a public broadcasting station.

CPT12 is an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Carol Davis, FCC EEO coordinator, by calling 303.296.1212, or writing to the attention of Carol Davis, CPT12, 2900 Welton St., Denver, CO 80205.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the candidate accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the phone. The vacancies are listed below, followed by Recruitment Sources which are identified by number and listed with contact information.

Full-time Vacancies Filled during Reporting Period (December 1, 2010 to December 1, 2011)

Full-time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total # Interviewed from all Sources

Total number of persons interviewed during applicable period:

SUPPLEMENTAL RECRUITMENT MEASURES/MENU OPTION ITEMS:

Activity/Description	Date	Staff Participant	Sponsor
<u>Leadership Roles in PBS Community:</u>			
2010 Television Person of the Year Award	December 26, 2010	Willard D. "Wick" Rowland President and CEO	<u>The Denver Post</u>
Speaker, "Public Broadcasting in the Age of New Media and Extreme Politics"	February 2, 2011	Willard D. "Wick" Rowland President and CEO	LoDo Rotary Club

Speaker, <i>Broadcasting and the New Media: Public and Commercial</i> Program for journalists from Kyrgyzstan to visit U.S.	March 9, 2011	Willard D. "Wick" Rowland President and CEO	U.S. State Department CIES Program Denver Press Club
2010 Awards of Excellence: Best Mini-Documentary or Series <i>Sandzen: Ecstasy of Color</i> Second Place: <i>Rex Ray: How to Make a Rex Ray</i> Best News Special or Public Affairs Special: <i>Studio 12: Return to Iwo Jima</i> Certificate of Merit: <i>CIO Circa 1935</i>	March 12, 2011	Joshua Hassel, Heather Dalton Kim Hadhazy, Steffan Tubbs Joshua Hassel Dominic Dezzutti Larry Patchett	Colorado Broadcasters Assoc.
Panelist, <i>Devil's Advocate</i> television show with Jon Caldara discussing public broadcasting funding	March 16, 2011	Willard D. "Wick" Rowland President and CEO	Independence Institute
Panelist, National Association of Corporate Directors (NACD), Program about public television and funding	March 16, 2011	Willard D. "Wick" Rowland President and CEO	National Association of Corporate Directors Denver Country Club
Presentation : TV Broadcast Journalism in the U.S. to International Institute of Education, 22 foreign journalists from 21 countries	July 18, 2011	Willard D. "Wick" Rowland President and CEO	U.S. State Department IIE International Visitor Leadership Program
<u>CPT12 Tours for Community Associations</u>			
Girl Scout Troop 1266, Westminster, CO Contact: Christiano9630@Comcast.com	February 9, 2011	Dominic Dezzutti	Girl Scouts, Troop 1266
JFA, Kris Hipps, 303-780-9191 50 W. 5 th , Denver, CO	April 6, 2011	Dominic Dezzutti	Kris Hipps JFA
"I Have a Dream," Colorado Foundation, 1836 Grant St., Denver, CO 80203 720-289-8078	June 20, 2011	Dominic Dezzutti	Dusty Teng Colorado Foundation
Red Hat Hotties 12450 N. Josephine St. Denver, CO 303-452-4342	November 18, 2011	Dominic Dezzutti	Lois Limmel
<u>Community Partnerships</u>			
Denver Public Schools Online High School 1350 E. 33 rd Ave. Denver, CO 80205	Ongoing – CPT12 provides free devices and services for mobile internet	Mark Seewald	Mike Clem-DPS Office: 720-424-8290 Email: Michael_Clem@dpsk12.org

Junior Achievement 1445 Market St., Ste. 200 Denver, CO 80202	Ongoing – CPT12 provides free devices and services for mobile internet	Mark Seewald	Hollie Stevenson, VP-Education I Junior Achievement Rocky Mt. Office: 303-628-7364 Email: hstevenson@jacolorado.org
Halo Center for Youth 2758 Welton St. Denver, CO 80205	CPT12 provides the Halo Center with free IT support & staff and leases them space for their after-school programs at a significantly-reduced rate.	Mark Seewald	Terri Wash Office: 303-757-2368 http://www.haloworldwide.org/halo-homes/denver/
Community Events			
Whole Foods CPT12 5% Day	February 10, 2011	Kim Johnson	Whole Foods
Buffalo Wild Wings CPT12 10% Day	October 26, 2011	Paula Roth	Buffalo Wild Wings
Internships			
Betty Parish	2010-2011	Marketing, Membership	CPT12

RECRUITMENT SOURCES:

CPT12 will continue to strive to update, refine, and expand its mailing lists through further efforts in the months and years ahead and intends to use the improved mailing lists for virtually all job openings.

	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total Number Interviewees Provided by Source During Period	Full-time Positions for which this Source was Utilized
1.	Internal candidate, former employee		
2.	Employee Referral		
3.	Recruiter Networking Kim Johnson, VP of Broadcast Operations Dutch Hodges, VP, Marketing & Development Paula Roth, Director of Corp. Underwriting Dominic Dezzutti, Production Director Shari Bernson, Membership Director Mark Seewald, Technology Director Brad Haug, Programming Director KBDI-TV 2900 Welton St. Denver, CO 80205		
4.	Denver Post Newspaper 1560 Broadway Denver, CO 80202 303.832.3232		
5.	La Voz Hispana de Colorado Hispanic Print Media LLC PO Box 11398 Denver, CO 80211 Att.: Barb Lipton (classifieds@LaVozColorado.com) Phone: 303-936-8556		
6.	Mayor's Office of Workforce Development Colorado's Job Bank/Statewide Workforce Offices Denver Employer Services – Jobs Unit 1391 Speer Blvd., 5 th Floor		

	Denver, CO 80204 Contact: Al O'Hara Phone: 720.865.5556 Al.Ohara@ci.denver.co.us		
7.	Ohio Center for Broadcasting 5800 W. Alameda Ave., Ste. #A Denver, CO 80226 Contact: William Homann, Placement Coordinator Phone: 303.937.7070 Email: education.denver@beonair.com		
8.	University of Colorado School of Journalism and Mass Communication Boulder, CO Contact: Beth Gaddaert Phone: 303.492.5007 Elizabeth_Gaeddert@Colorado.edu		
9.	Colorado Broadcasters' Association Website P.O. Box 2369 Breckenridge, CO 80424 Contact: Marilyn Hogan, CEO/President Phone: 970.547.1388		
10.	Metropolitan State College of Denver 1201 5 th Street Denver, CO 80204 303.556.2400, #2 Contact: Monique Seals, 303.556.6106 www.ecampusrecruiter.com/mscd		
11.	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, CO 80204 Contact: Phil Rodriguez Phone: 303.595.8977 Fax: 303.595.8977		
12.	Urban League of Metropolitan Denver 5900 E. 39 th Ave. Denver, CO 80207 Contact: Sharon Alexander Holt Phone: 303.388.5861 Fax: 303.321.1245		
13.	Unsolicited Applications		
14.	Manager's networking		
15.	Colorado Nonprofits Organization 455 Sherman St., Ste. 207 Denver, CO 80203-4494 Charley Shimanski, President and CEO Phone: 303-832-5710 jobs@coloradononprofits.org www.coloradononprofits.org		
16.	KUVO 2900 Welton St. Denver, CO 80205 Phone: Carlos Lando, Executive Director		
17.	Regis University 3333 Regis Blvd. Denver, CO 80221 Phone: 303.458.4100 Att.: Karen Metzger-Aducci kmetzger@regis.edu 303.458.3509		
18.	KBDI website www.kbdi.org		
19.	Society of Broadcast Engineers website		
20.	NATAS http://jobbank.emmyonline.org		
21.	Community Advisory Board Colorado Public Television Gary Burandt, Chair 2900 Welton Street		

	Denver, CO 80205 Phone: 303-991-5039		
22.	Andrew Hudson's Rocky Mountain PR Jobs List www.prjobslist.com		
23.	Free Speech Television 2900 Welton Street, Suite 300 Denver, CO 80205 Phone: 303.442.8445, x100 Sean M. Cone sean@freespeech.org		
24.	LaRasa Polly Baca, Executive Director 309 W. 1 st Ave. Denver, CO 80223		
25.	Craig's List www.denver-craigslist.org Offshoot website: Indeed.com		
26.	Job Bank Website http://jobbank.emmyonline.org		
27.	Northeast Denver Islamic Center Imam Ali, Director NDIC34@aol.com 303-297-8010, x112		
28.	Office of Economic Development (MIS/IT) 201 W. Colfax Ave., Dept. 1005 Denver, CO 80202 720.913.1648 Phone 720.913.1652 Fax Att: Stephen W. Martinez, Agency Support Tech. Stephen.Martinez@denvergov.org		
29.	TVjobs.com		
30.	MediaMatch http://www.media-match.com/usa Membership website for US film & tv		
31.	Indeed.com Job searching website		