COLORADO PUBLIC TELEVISION
CHANNEL 12 (CPT12)
Denver, Colorado

ANNUAL EEO PUBLIC FILE REPORT
December 1, 2018 through November 30, 2019

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, 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 Kasandra Cooper, FCC EEO coordinator, by calling (303) 296-1212, or writing to the attention of Kasandra Cooper, CPT12, 2900 Welton Street, Denver, CO 80205.

For purposes of this Public File 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.

Additional inquiries regarding CPT12’s Employment Statistical Report (as required by CPB Compliance requirements) can be made to Kasandra Cooper (kcooper@cpt12.org / (303) 296-1212) or found at the offices of Colorado Public Television: 2900 Welton Street, Denver, CO 80205.

FULL-TIME VACANCIES DURING REPORTING PERIOD (December 1, 2018 to November 30, 2019):

<table>
<thead>
<tr>
<th>FULL-TIME POSITION</th>
<th>RECRUITMENT SOURCES USED</th>
<th>RECRUITMENT SOURCE FOR SUCCESSFUL APPLICANT</th>
<th>TOTAL # OF APPLICANTS FROM ALL SOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative Services Coordinator</td>
<td>1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 28</td>
<td>1</td>
<td>30</td>
</tr>
</tbody>
</table>

Total number of persons interviewed for full-time positions during applicable period: 6
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.

<table>
<thead>
<tr>
<th>RECRUITMENT SOURCE: NAME, CONTACT, EMAIL, PHONE #, ADDRESS</th>
<th>TOTAL # INTERVIEWEES PROVIDED BY SOURCE DURING PERIOD</th>
<th>FULL-TIME POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unknown source / Generic online search</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Internal candidate / Former employee</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>2. Employee Referral</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Recruiter Networking:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kim Johnson, President &amp; GM;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heather Dalton, Production Director</td>
<td></td>
<td></td>
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<tr>
<td>Dominic Dezzutti, VP of Content;</td>
<td></td>
<td></td>
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<tr>
<td>Mark Seewald, VP of Station Operations;</td>
<td></td>
<td></td>
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<tr>
<td>Shari Bernson, Director of Development;</td>
<td></td>
<td></td>
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<tr>
<td>Paula Roth, Director of Corp Support &amp; Special Events;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pam Parker, Director of Marketing &amp; Communications;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kim White, Director of Finance;</td>
<td></td>
<td></td>
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<tr>
<td>Sally Wicks, Director of Content Management</td>
<td></td>
<td></td>
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<tr>
<td>4. Unsolicited Applications</td>
<td></td>
<td></td>
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<tr>
<td>5. Manager Networking</td>
<td></td>
<td></td>
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<tr>
<td>6. CPT12 Website: <a href="http://www.cpt12.org">www.cpt12.org</a></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>7. CPT12 Board of Directors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. CPT12 Community Advisory Board (CAB)</td>
<td></td>
<td></td>
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<tr>
<td>9. Media Match:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Site: media-match.com/</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(TV &amp; Film Professional job board/membership site)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Colorado Nonprofit Association:</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Site: coloradononprofits.org</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contact: Linda Chaissen, Office Manager</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:info@coloradononprofits.org">info@coloradononprofits.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Phone: (303) 832-5710</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address: 789 Sherman St., Denver 80203</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Nonprofit Professional job board)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Colorado Broadcasters Association (CBA):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Site: coloradobroadcasters.org</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contact: Sarah Weber, Administrative Assistant</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address: 333 W. Hampden Ave., Englewood, 80110</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Phone: (720) 536-5427</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(TV &amp; Film Professional job board)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 12. | Mayor’s Office of Workforce Development:  
Site: [connectingcolorado.com](http://connectingcolorado.com)  
Address: 1391 Speer Blvd., 5th Fl., Denver, 80204  
Contact: Al O’Hara  
Email: al.ohara@ci.denver.co.us  
Phone: (720) 865-5556  
(Colorado’s Job Bank/Statewide Workforce Offices/Denver Employer Services & Job Unit) |
| 13. | The Society of Broadcast Engineers  
Site: [www.sbe.org](http://www.sbe.org)  
Contact: Chris Scherer, Member Services Director  
Email: cscherer@sbe.org  
Phone: (317) 846-9000  
(Broadcasting engineering job board) |
| 14. | TVJobs.com  
Site: [www.tvjobs.com](http://www.tvjobs.com)  
Email: info@tvjobs.com  
Phone: (760) 754-8177  
Address: P.O. Box 4116, Oceanside, CA 92052  
(Broadcasting job database) |
| 15. | Andrew Hudson’s Job List  
Site: [www.andrewhudsonsjoblist.com](http://www.andrewhudsonsjoblist.com)  
Contact: Andrew Hudson  
Email: info@ahjoblist.com  
Site: www.andrewhudsonsjoblist.com  
Phone: (720) 350-4329  
Address: 5130 S. Hanover Way, Englewood, 80111 |
| 16. | Current (newspaper)  
Site: [www.current.org](http://www.current.org)  
Contact: Emily  
Email: advertising@current.org  
Site: www.current.org  
Phone: (877) 745-8776 X1  
Address: 6930 Carroll Ave., Tacoma Park, MD 20912 |
| 17. | Five Points Business District:  
Contact: Nell Washington, Project Manager  
Email: nwashington@fivepointsbiz.org  
Site: [www.fivepointsbiz.org](http://www.fivepointsbiz.org)  
Phone: (303) 832-5000  
Site: fivepointsbiz.org/  
Address: 2444 Washington St., Denver 80205 |
| 18. | Gay, Lesbian, Bisexual & Transgender (GLBT) Community Center of Colorado:  
Contact: Kelly Nichols, COO  
Email: knichols@glbtcolorado.org  
Site: [www.glbtcolorado.org](http://www.glbtcolorado.org)  
Phone: (303) 733-7743  
Address: 1301 E. Colfax Ave., Denver, 80218 |
19. **Urban League of Metropolitan Denver:**  
   Contact: N’Neka Woulard  
   Email: info@denverurbanleague.org  
   Website: www.denverurbanleague.org  
   Phone: (303) 377-2790  
   Address: 700 E. 24th Ave., Ste. 8, Denver, 80205

20. **CLLARO – Colorado Latino Leadership, Advocacy and Research Organization:**  
    Email: cllaro@cllaro.org / ricardo.rocha@cllaro.org  
    Contact: Ricardo Rocha  
    Site: www.cllarocolorado.org  
    Phone: (303) 722-5150  
    Address: 309 W. 1st Ave., Denver, 80223

21. **The National Academy of Television Arts & Sciences (NATAS):**  
   -National Job Bank:  
     Contact: Bob Lazo  
     Email: rlazo@emmyonline.tv  
     Site: http://emmyonline.org  
     Phone: (212) 586-8424  
     Address: 1697 Broadway, New York, NY 10019  
   -NATAS Heartland Chapter:  
     Contact: Audrey Elling  
     Email: office@emmyawards.tv  
     Site: http://emmyawards.tv  
     Phone: (303) 722-0916  
     Address: 1247 Eureka Court, Highlands Ranch, 80126

22. **Colorado Media School:**  
    Contact: Terry Cuff, Career Services Director  
    Email: tcuff@beonair.com  
    Site: http://beonair.com  
    Phone: (303) 937-7070  
    Address: Belmar, 404 S. Upham St., Lakewood, 80226

23. **University of Colorado, School of Journalism & Mass Communication (Boulder, CO):**  
    Contact: Christine Mahoney, Internship and Career Coordinator  
    Email:Christine.mahoney@colorado.edu  
    Site: www.journalism.colorado.edu  
    Phone: (303) 492-5480  
    Address: 1511 University Ave., 478 UCB, Boulder, 80309  
    Career Buffs Job Board:  
    http://www.myinterface.com/cuboulder_cmci/employer/

24. **Metropolitan State College of Denver:**  
    Contact: Kate Agathon, Employer Relations Specialist  
    Email: kagathon@msudenver.edu  
    Site: www.msudenver.edu  
    Phone: (303) 556-3664  
    Address: 890 Auraria Pkwy., Denver, 80204

*Last updated November 27, 2019*
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<table>
<thead>
<tr>
<th></th>
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</table>
| 25. | Craigslist.org  
**Site:** www.craigslist.org  
Contact: n/a - National job board |   |   |
| 26. | Indeed.com  
**Site:** www.indeed.com  
Contact: n/a - National job board |   |   |
| 27. | Regis University  
**Site:** www.regis.edu  
Contact: Karen Adducci, Employer Relations Developer |   |   |
| 28. | LinkedIn | 1 |   |

### SUPPLEMENTAL RECRUITMENT MEASURE / MENU OPTION ITEMS:

<table>
<thead>
<tr>
<th>ACTIVITY/DESCRIPTION</th>
<th>DATE</th>
<th>STAFF PARTICIPANT</th>
<th>SPONSOR/GROUP</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEADERSHIP ROLES IN PBS COMMUNITY:</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>2019</td>
<td>Kim Johnson</td>
<td>• Kim Johnson, President and General Manager: Member of PBS Board of Directors</td>
</tr>
<tr>
<td></td>
<td>2019</td>
<td>Kim Johnson</td>
<td>• Kim Johnson, President and General Manager: Acting Vice President of the affinity group, IPTSA (Independent Public Television Station Association)</td>
</tr>
<tr>
<td></td>
<td>2019</td>
<td>Sally Wicks</td>
<td>• Sally Wicks, Director of Content Management, Member of Traffic Advisory Committee</td>
</tr>
<tr>
<td><strong>CPT12 TOURS FOR COMMUNITY ASSOCIATIONS:</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>7/2019</td>
<td>Dominic Dezzutti</td>
<td>• Private tour: N. Eckerling</td>
</tr>
<tr>
<td></td>
<td>8/2019</td>
<td>Dominic Dezzutti</td>
<td>• Private tour: A. Levisia</td>
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<tr>
<td><strong>COMMUNITY PARTNERSHIPS:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2019</td>
<td>Paula Roth/Pam Parker</td>
<td>• Freedom Service Dogs</td>
</tr>
<tr>
<td></td>
<td>2019</td>
<td>Pam Parker</td>
<td>• Women’s Bean Project</td>
</tr>
<tr>
<td></td>
<td>2019</td>
<td>Pam Parker</td>
<td>• Comeback Yoga</td>
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<tr>
<td></td>
<td>2019</td>
<td>Paula Roth/Pam Parker</td>
<td>• Adoption Options</td>
</tr>
</tbody>
</table>

*Last updated November 27, 2019*
<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>Shari Bernson</td>
<td>Community Shares Workplace Giving Campaign</td>
</tr>
<tr>
<td>7/2019</td>
<td>Paula Roth/Sam Safarian</td>
<td>Red Rocks Concert: Killer Queen</td>
</tr>
<tr>
<td>8/2019</td>
<td>Paula Roth/Sam Safarian</td>
<td>Red Rocks Concert: “1964” The Tribute - The #1 Beatles Show in the World</td>
</tr>
<tr>
<td>9/2019</td>
<td>Paula Roth</td>
<td>Colorado Collectibles: Forney Museum of Transportation</td>
</tr>
<tr>
<td>1/2019</td>
<td>Dominic Dezzutti</td>
<td>Intern: Chelsea Hernandez, University of Denver</td>
</tr>
<tr>
<td>8/2019</td>
<td>Heather Dalton</td>
<td>Intern: Chris Wilburn, Developmental Disabilities Resource Center</td>
</tr>
</tbody>
</table>