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 PBS12. PBS12 is a public broadcasting station.

PBS12, 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, PBS12, 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 PBS12’s Employment Statistical Report (as required by CPB Compliance requirements) can be made to Kasandra Cooper (kcooper@pbs12.org / (303) 296-1212) or found at the offices of PBS12: 2900 Welton Street, Denver, CO 80205.

FULL-TIME VACANCIES DURING REPORTING PERIOD (December 1, 2019 to November 30, 2020):

<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>No full-time vacancies during the reporting period</td>
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</tbody>
</table>

Total number of persons interviewed for full-time positions during applicable period: N/A

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.

<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>0. Unknown source / Generic online search</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Internal candidate / Former employee</td>
<td></td>
<td></td>
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<tr>
<td>2. Employee Referral</td>
<td></td>
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<tr>
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</tr>
</tbody>
</table>
| 3. | Recruiter Networking:  
Kim Johnson, President & GM;  
Heather Dalton, Production Director  
Dominic Dezzuti, VP of Content;  
Mark Seewald, VP of Station Operations;  
Shari Bernson, Director of Development;  
Paula Roth, Director of Corp Support & Special Events;  
Pam Parker, Director of Marketing & Communications;  
Kim White, Director of Finance;  
Sally Wicks, Director of Content Management |
| 4. | Unsolicited Applications |
| 5. | Manager Networking |
| 6. | CPT12 Website: www.cpt12.org |
| 7. | CPT12 Board of Directors |
| 8. | CPT12 Community Advisory Board (CAB) |
| 9. | Media Match:  
**Site:** media-match.com/  
(TV & Film Professional job board/membership site) |
| 10. | Colorado Nonprofit Association:  
**Site:** coloradononprofits.org  
Contact: Linda Chaissen, Office Manager  
Email: info@coloradononprofits.org  
Phone: (303) 832-5710  
Address: 789 Sherman St., Denver 80203  
(Nonprofit Professional job board) |
| 11. | Colorado Broadcasters Association (CBA):  
**Site:** coloradobroadcasters.org  
Contact: Sarah Weber, Administrative Assistant  
Address: 333 W. Hampden Ave., Englewood, 80110  
Phone: (720) 536-5427  
(TV & Film Professional job board) |
| 12. | Mayor’s Office of Workforce Development:  
**Site:** 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  
Contact: Chris Scherer, Member Services Director  
Email: cscherer@sbe.org  
Phone: (317) 846-9000  
(Broadcasting engineering job board) |
<table>
<thead>
<tr>
<th></th>
<th>Name</th>
<th>Site</th>
<th>Contact</th>
<th>Email</th>
<th>Phone</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.</td>
<td>TVJobs.com</td>
<td>Site: <a href="http://www.tvjobs.com">www.tvjobs.com</a></td>
<td></td>
<td>Email: <a href="mailto:info@tvjobs.com">info@tvjobs.com</a></td>
<td>Phone: (760) 754-8177</td>
<td>Address: P.O. Box 4116, Oceanside, CA 92052 (Broadcasting job database)</td>
</tr>
<tr>
<td>15.</td>
<td>Andrew Hudson’s Job List</td>
<td>Site: <a href="http://www.andrewhudsonsjoblist.com">www.andrewhudsonsjoblist.com</a></td>
<td>Contact: Andrew Hudson</td>
<td>Email: <a href="mailto:info@ahjobslist.com">info@ahjobslist.com</a></td>
<td>Phone: (720) 350-4329</td>
<td>Address: 5130 S. Hanover Way, Englewood, 80111</td>
</tr>
<tr>
<td>16.</td>
<td>Current (newspaper)</td>
<td>Site: <a href="http://www.current.org">www.current.org</a></td>
<td>Contact: Emily</td>
<td>Email: <a href="mailto:advertising@current.org">advertising@current.org</a></td>
<td>Site: <a href="http://www.current.org">www.current.org</a></td>
<td>Phone: (877) 745-8776 X1</td>
</tr>
<tr>
<td>17.</td>
<td>Five Points Business District:</td>
<td></td>
<td>Contact: Nell Washington, Project Manager</td>
<td>Email: <a href="mailto:nwashington@fivepointsbiz.org">nwashington@fivepointsbiz.org</a></td>
<td>Site: <a href="http://www.fivepointsbiz.org">www.fivepointsbiz.org</a></td>
<td>Phone: (303) 832-5000</td>
</tr>
<tr>
<td>18.</td>
<td>Gay, Lesbian, Bisexual &amp; Transgender (GLBT) Community Center of Colorado:</td>
<td>Contact: Kelly Nichols, COO</td>
<td>Email: <a href="mailto:knichols@glbtcolorado.org">knichols@glbtcolorado.org</a></td>
<td>Site: <a href="http://www.glbtcolorado.org">www.glbtcolorado.org</a></td>
<td>Phone: (303) 733-7743</td>
<td>Address: 1301 E. Colfax Ave., Denver, 80218</td>
</tr>
<tr>
<td>19.</td>
<td>Urban League of Metropolitan Denver:</td>
<td>Contact: N’Neka Woulard</td>
<td>Email: <a href="mailto:info@denverurbanleague.org">info@denverurbanleague.org</a></td>
<td>Website: <a href="http://www.denverurbanleague.org">www.denverurbanleague.org</a></td>
<td>Phone: (303) 377-2790</td>
<td>Address: 700 E. 24th Ave., Ste. 8, Denver, 80205</td>
</tr>
<tr>
<td>20.</td>
<td>CLLARO – Colorado Latino Leadership, Advocacy and Research Organization:</td>
<td>Email: <a href="mailto:cllaro@cllaro.org">cllaro@cllaro.org</a> / <a href="mailto:ricardo.rocha@cllaro.org">ricardo.rocha@cllaro.org</a></td>
<td>Contact: Ricardo Rocha</td>
<td>Site: <a href="http://www.cllarocolorado.org">www.cllarocolorado.org</a></td>
<td>Phone: (303) 722-5150</td>
<td>Address: 309 W. 1st Ave., Denver, 80223</td>
</tr>
</tbody>
</table>
| 21. | The National Academy of Television Arts & Sciences (NATAS):  
- National Job Bank:  
  Contact: Bob Lazo  
  **Email**: rlazo@emmyonline.tv  
  Site: [http://emmyonline.org](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](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](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](http://www.journalism.colorado.edu)  
  Phone: (303) 492-5480  
  Address: 1511 University Ave., 478 UCB, Boulder, 80309  
  **Career Buffs Job Board**:  
| 24. | Metropolitan State College of Denver:  
  Contact: Kate Agathon, Employer Relations Specialist  
  **Email**: kagathon@msudenver.edu  
  Site: [www.msudenver.edu](http://www.msudenver.edu)  
  Phone: (303) 556-3664  
  Address: 890 Auraria Pkwy., Denver, 80204 |
| 25. | Craigslist.org  
  **Site**: [www.craigslist.org](http://www.craigslist.org)  
  Contact: n/a - National job board |
| 26. | Indeed.com  
  **Site**: [www.indeed.com](http://www.indeed.com)  
  Contact: n/a - National job board |
| 27. | Regis University  
  **Site**: [www.regis.edu](http://www.regis.edu)  
  Contact: Karen Adducci, Employer Relations Developer |
| 28. | LinkedIn |
### 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>
<td></td>
<td>2020</td>
<td>Kim Johnson</td>
<td>• Kim Johnson, President and General Manager: Member of PBS Board of Directors</td>
</tr>
<tr>
<td></td>
<td>2020</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>2020</td>
<td>Sally Wicks</td>
<td>• Sally Wicks, Director of Content Management, Member of Traffic Advisory Committee</td>
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<tr>
<td><strong>CPT12 TOURS FOR COMMUNITY ASSOCIATIONS:</strong></td>
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<tr>
<td><strong>COMMUNITY PARTNERSHIPS:</strong></td>
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<tr>
<td><strong>COMMUNITY EVENTS:</strong></td>
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<td></td>
<td>1/2020</td>
<td>Adrian Eatman</td>
<td>• Educating Children of Color Summit</td>
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<tr>
<td><strong>INTERNSHIPS:</strong></td>
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