

PBS12
Denver, Colorado

ANNUAL EEO PUBLIC FILE REPORT
December 1, 2020 through November 30, 2021

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/conference. 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, 2020 to November 30, 2021):

FULL-TIME POSITION	RECRUITMENT SOURCES USED	RECRUITMENT SOURCE FOR SUCCESSFUL APPLICANT	TOTAL # OF APPLICANTS FROM ALL SOURCES
Content Producer and Strategist	1-14; 17-24; 26-28	1	20
President and General Manager	1-28 (Montague & Associates (Executive Search and Consulting Firm) hired to conduct national hiring processes for the President and General Manager position)	n/a (closed search) - See Montague & Associates	n/a (closed search) - See Montague & Associates

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

RECRUITMENT SOURCES:

PBS12 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, CONTACT, EMAIL, PHONE #, ADDRESS	TOTAL # INTERVIEWEES PROVIDED BY SOURCE DURING PERIOD	FULL-TIME POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED
0.	Unknown source / Generic online search		
1.	Internal candidate / Former employee	1	
2.	Employee Referral		
3.	Recruiter Networking: Kim Johnson, President & GM; Heather Dalton, Production Director Dominic Dezzutti, Station Manager; Mark Seewald, VP of Station Operations; Shari Bernson, Director of Development; Pam Parker, Director of Marketing & Communications; Kim White, Director of Finance; Sally Wicks, Director of Content Management		
4.	Unsolicited Applications		
5.	Manager Networking		
6.	PBS12 Website: www.cpt12.org		
7.	PBS12 Board of Directors		
8.	PBS12 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 Chaisson, 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.	<p>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)</p>		
13.	<p>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)</p>		
14.	<p>TVJobs.com Site: www.tvjobs.com Email: info@tvjobs.com Phone: (760) 754-8177 Address: P.O. Box 4116, Oceanside, CA 92052 (Broadcasting job database)</p>		
15.	<p>Andrew Hudson's Job List Site: www.andrewhudsonsjoblist.com Contact: Andrew Hudson Email: info@ahjobslist.com Site: www.andrewhudsonsjoblist.com Phone: (720) 350-4329 Address: 5130 S. Hanover Way, Englewood, 80111</p>		
16.	<p>Current (newspaper) Site: 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</p>		
17.	<p>Five Points Business District: Contact: Nell Washington, Project Manager Email: nashington@fivepointsbiz.org Site: www.fivepointsbiz.org Phone: (303) 832-5000 Site: fivepointsbiz.org/ Address: 2444 Washington St., Denver 80205</p>		
18.	<p>Gay, Lesbian, Bisexual & Transgender (GLBT) Community Center of Colorado: Contact: Kelly Nichols, COO Email: knichols@glbtcOLORADO.org Site: www.glbtcOLORADO.org Phone: (303) 733-7743 Address: 1301 E. Colfax Ave., Denver, 80218</p>		

19.	<p>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</p>		
20.	<p>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</p>		
21.	<p>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</p>		
22.	<p>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</p>		
23.	<p>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.myinterfase.com/cuboulder_cmci/employer/</p>		
24.	<p>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</p>		

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		

SUPPLEMENTAL RECRUITMENT MEASURE / MENU OPTION ITEMS:

ACTIVITY/DESCRIPTION	DATE	STAFF PARTICIPANT	SPONSOR/GROUP
LEADERSHIP ROLES IN PBS COMMUNITY:			
	2021	Kim Johnson	<ul style="list-style-type: none"> Kim Johnson, President and General Manager: Member of PBS Board of Directors
	2021	Kim Johnson	<ul style="list-style-type: none"> Kim Johnson, President and General Manager: Acting Vice President of the affinity group, IPTSA (Independent Public Television Station Association)
	2021	Sally Wicks	<ul style="list-style-type: none"> Sally Wicks, Director of Content Management, Member of Traffic Advisory Committee
PBS12 TOURS FOR COMMUNITY ASSOCIATIONS:			
COMMUNITY PARTNERSHIPS:			
COMMUNITY EVENTS:			
INTERNSHIPS:			