

**KBDI-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 – November 30, 2022**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
VP of Content & Partnerships	1-8, 11-13, 15-21	4
VP of Development & Marketing	1-8, 11-13, 15-23	1
Director of Business and Fund Development	1-7, 11-23	1
Digital Media Coordinator	1-7, 11-13, 20-22	2
Executive Assistant and Office Manager	1-7, 11-13	3
Director of Marketing	1-7, 11-23	4

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Word-of-Mouth Referral</b>	No	2
2	<b>Station Website Postings</b> <i>www.pbs12.org</i>	No	3
3	<b>Andrew Hudson Job List</b> <i>www.andrewhudsonjoblist.com</i>	No	1
4	<b>PBS12 Social Media Outlets – LinkedIn</b> <i>https://www.linkedin.com/company/colorado-public-television---cpt12</i>	No	12
5	<b>PBS12 Social Media Outlets – Facebook</b> <i>www.facebook.com/PBS12.CO</i>	No	0
6	<b>Colorado Non-Profit Association</b> 789 Sherman Street, Suite 240, Denver, CO 80203 <i>www.coloradononprofits.org</i>	No	0
7	<b>Colorado Women’s Chamber</b> 444 Sherman Street, Denver, CO 80203 <i>www.cwcc.org</i>	No	0
8	<b>Corporation for Public Broadcasting</b> CPB Jobline <i>www.cpb.org</i>	No	0
9	<b>TV Jobs: Broadcast Employment Services</b> <i>www.tvjobs.com</i>	No	0
10	<b>The Society of Broadcast Engineers</b> <i>Chris Scherer/Member Communications Director</i> <i>www.sbe.org/resources/jobs</i>	No	0
11	<b>PBS12 Board of Directors e-mail</b>	No	0
12	<b>PBS12 Community Advisory Board e-mail</b>	No	0
13	<b>Colorado Broadcasters Association</b> <i>www.coloradobroadcasters.org</i>	No	0
14	<b>Mayor’s Office of Workforce Development</b> <i>www.connectingcolorado.com</i> <i>al.ohara@ci.denver.co.us</i>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	<b>Five Points Business Improvement District</b> 1515 Arapahoe Street, Tower 3, Ste. 100 Denver, CO 80202 <i>fivepointsbid@gmail.com</i> <i>www.fivepointsbid.com</i>	No	0
16	<b>Colorado Hispanic Chamber of Commerce</b> 444 Sherman Street, Denver, CO 80203 <i>www.hispanicchamberdenver.com</i>	No	0
17	<b>Denver Metro Chamber of Commerce</b> 1445 Market Street, Denver, CO 80202 <i>info@denverchamber.org</i>	No	0
18	<b>Colorado LGBTQ Chamber of Commerce</b> <i>www.colgbtqcc.org</i>	No	0
19	<b>Colorado Asian Chamber of Commerce</b> 444 Sherman Street, Ste. DBC, Denver, CO 80203 <i>president@acccolorado.org</i> <i>www.acccolorado.org</i>	No	0
20	<b>Colorado Black Chamber of Commerce</b> 444 Sherman Street, Denver, CO 80203 <i>staff@coloradoblackchamber.org</i> <i>www.coloradoblackchamber.org</i>	No	0
21	<b>Colorado Media School</b> Belmar, 404 S. Upham Street, Lakewood, CO 80226 <i>tcuff@beonair.com</i> <i>http://beonair.com</i>	No	0
22	<b>Univ. of Colorado, Boulder: School of Journalism &amp; Mass Communications</b> 1511 University Avenue, 478 UCB, Boulder, CO 80309 <i>Jacob.jedamus-Denu@Colorado.EDU</i> <i>https://boulder.joinhandshake.com</i>	No	0
23	<b>Regis University</b> 3333 Regis Boulevard, Denver, CO 80221 <i>kmetzger@regis.edu</i> <i>www.regis.edu</i>	No	0
24	<b>Media Match</b> <i>www.media-match.com/usa</i>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			18

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment For Current Staff	All current KBDI-TV staff members were required to complete the Anti-Harassment Webinar presented by the Corporation for Public Broadcasting by the end of September 30, 2022.
<b>2</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment For Onboarding of New Staff	All new KBDI-TV staff members are required to complete the Anti-Harassment Webinar, presented by the Corporation for Public Broadcasting within 45 days of their start date.