

KBDI-TV
EEO PUBLIC FILE REPORT
December 1, 2023 – November 30, 2024¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Underwriting Account Executive	1-4, 6, 8-9, 11, 15, 17-20, 26	4
Manager of Fund & Business Development	1-4, 7-9, 11-12, 15, 20-21, 26	4
Executive Producer	1-2, 4, 6-9, 11-12, 15, 19-21, 24, 26	4
Content Management Operator	1-2, 11-12, 26	2
President & General Manager	1-2, 11-12, 25-26	25

¹ This Report was revised in October 2025 to address reporting issues.

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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	Word-of-Mouth Referral	No	0
2	Station Website Postings <i>www.pbs12.org</i>	No	1
3	Andrew Hudson Job List <i>www.andrewhudsonjoblist.com</i>	No	0
4	PBS12 Social Media Outlets – LinkedIn <i>https://www.linkedin.com/company/colorado-public-television---cpt12</i>	No	15
5	PBS12 Social Media Outlets – Facebook <i>www.facebook.com/PBS12.CO</i>	No	0
6	Colorado Non-Profit Association 789 Sherman Street, Suite 240, Denver, CO 80203 <i>www.coloradononprofits.org</i>	No	0
7	Colorado Women’s Chamber 444 Sherman Street, Denver, CO 80203 <i>www.cwcc.org</i>	No	0
8	Corporation for Public Broadcasting CPB Jobline <i>www.cpb.org</i>	No	0
9	TV Jobs: Broadcast Employment Services <i>www.tvjobs.com</i>	No	0
10	The Society of Broadcast Engineers <i>Chris Scherer/Member Communications Director</i> <i>www.sbe.org/resources/jobs</i>	No	0
11	PBS12 Board of Directors e-mail	No	1
12	PBS12 Community Advisory Board e-mail	No	0
13	Colorado Broadcasters Association <i>www.coloradobroadcasters.org</i>	No	0
14	Mayor’s Office of Workforce Development <i>www.connectingcolorado.com</i> <i>al.ohara@ci.denver.co.us</i>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Five Points Business Improvement District 1515 Arapahoe Street, Tower 3, Ste. 100 Denver, CO 80202 fivepointsbid@gmail.com www.fivepointsbid.com	No	0
16	Colorado Hispanic Chamber of Commerce 444 Sherman Street, Denver, CO 80203 www.hispanicchamberdenver.com	No	0
17	Denver Metro Chamber of Commerce 1445 Market Street, Denver, CO 80202 info@denverchamber.org	No	0
18	Colorado LGBTQ Chamber of Commerce www.colgbtqcc.org	No	0
19	Colorado Asian Chamber of Commerce 444 Sherman Street, Ste. DBC, Denver, CO 80203 president@acccolorado.org www.acccolorado.org	No	0
20	Colorado Black Chamber of Commerce 444 Sherman Street, Denver, CO 80203 staff@coloradoblackchamber.org www.coloradoblackchamber.org	No	0
21	Colorado Media School Belmar, 404 S. Upham Street, Lakewood, CO 80226 tcuff@beonair.com http://beonair.com	No	0
22	Univ. of Colorado, Boulder: School of Journalism & Mass Communications 1511 University Avenue, 478 UCB, Boulder, CO 80309 Jacob.jedamus-Denu@Colorado.EDU https://boulder.joinhandshake.com	No	0
23	Regis University 3333 Regis Boulevard, Denver, CO 80221 kmetzger@regis.edu www.regis.edu	No	0
24	Media Match www.media-match.com/usa	No	0
25	DDJ Myers, an ALM First Company Executive Recruitment 4340 E Indian School Rd., Ste. 21-472 Phoenix AZ 85018 deedeemyers@ddjmyers.com	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Internal Posting	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment.	During this reporting period and by September 30, 2024, all current KBDI-TV staff members were required to complete the Anti-Harassment Webinar presented by the Corporation for Public Broadcasting.
2	Sponsor event for or on behalf of an educational institution related to career opportunities in broadcasting	On February 7, 2024, KBDI-TV (PBS12) hosted the Valley High School leadership class for a tour of our Station. The students received a brief introduction to television broadcasting, observed a studio shoot, and sat in on a panel discussion among eight (8) members of our staff about their jobs and responsibilities. Every department was represented and, following the exchange, students were encouraged to ask questions.
3	Sponsor event for or on behalf of an educational institution related to career opportunities in broadcasting	On May 17, 2024, our Station (PBS12) hosted a large group of students from the Wyatt Academy for a tour to explore our studio, discover how TV shows are produced, and learn a bit about the various job opportunities in television broadcasting. They spent time in the control room and were thrilled to sit on the set and watch themselves on the big screen.
4	Internship Program	During the summer of 2024, our Station hosted an intern from the University of Northern Colorado. This student was supervised by our Director of Content & Programming for school credit and received a comprehensive introduction to television production. She shadowed the production crew, learned about and assisted with all aspects of the production of the Station's weekly program, observed and assisted in pre-production planning, camera operation, audio setup, editing, and live production workflows.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Diversity, Equity, Inclusion, Accessibility & Belonging (“DEIAB”) training	Between March 13 and May 8, 2024, all KBDI-TV staff participated in two (2) sessions of DEIAB training which tackled subjects such as: • Psychological safety • Unconscious bias testing known as the Implicit Association Test (“IAT”) • Generational differences in the workplace
6	Sponsor event for or on behalf of an educational institution related to career opportunities in broadcasting	On October 31, 2024, KBDI-TV (PBS12) hosted a high school group from Robert F. Smith STEAM Academy for a tour of our Station. The students received a brief introduction to television broadcasting, observed a studio shoot, and sat in on a panel discussion among eight (8) members of our staff about their jobs and responsibilities. Every department was represented and, following the exchange, students were encouraged to ask questions.
7	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 30, 2024, our Vice President of Fund and Business Development was invited to speak with students in a Public Relations class at the University of Denver, during which she spoke about her role at KBDI-TV as well as the importance of public relations for non-profits in media.