

KBDI-TV
EEO PUBLIC FILE REPORT
December 1, 2024 – November 30, 2025

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
Photojournalist/Editor	1-2, 4-9,11-13,15,19-20	4
Producer/Editor	1-2, 4-9, 11-13, 15, 19-20	4
Station Manager	1-2, 4-9, 11-13, 15	1
VP of Corporate & Community Partnerships	1-9, 11-13, 15	4
VP of Membership & Individual Giving	1-9 11-13, 15	2
Digital Content Manager	1-2, 4-9, 11-13, 15	2
Production Technology Specialist	1-2, 6, 8-911-13, 24, 25	25
Marketing & Communications Manager	1-2, 4-9, 11-13	4
Photojournalist & Internship Program Lead	1-2, 4-7, 9, 11-13, 15, 25	25

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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	5
2	Station Website Postings <i>www.pbs12.org</i>	No	10
3	Andrew Hudson Job List <i>www.andrewhudsonjoblist.com</i>	No	1
4	PBS12 Social Media Outlets – LinkedIn <i>https://www.linkedin.com/company/colorado-public-television---cpt12</i>	No	30
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	8
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	0
12	PBS12 Community Advisory Board e-mail	No	0
13	Colorado Broadcasters Association <i>www.coloradobroadcasters.org</i>	No	0

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Media Match <i>www.media-match.com/usa</i>	No	0
25	Internal Postings	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			56

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On February 13, 2025, KBDI-TV (PBS12) hosted the Northglenn Senior Group for a tour of the Station/control room conducted by our Studio Manager, during which he shared information about the various career opportunities in television broadcasting. Following the tour, the group was invited to observe a studio shoot of the show <i>Colorado Inside Out</i> . After the shoot, our Host and four community leaders involved in the production of the show interacted with the group for a question-and-answer session about broadcast television production.
2	Host event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On May 21, 2025, KBDI-TV (PBS12) hosted the Black Youth Excellence high school club from DSST Green Valley Ranch for a tour of our Station by our Studio Manager. The students received a brief introduction to television broadcasting, during which career opportunities in television broadcasting were discussed, and observed our new studio set up and how the cameras work.
3	Host event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On June 26, 2025, our Station hosted 12 students from the Arts Hub Kids Film Festival (winners) to tour the studio and sit in on a taping of our weekly show, <i>Colorado Inside Out</i> , during which career opportunities in television broadcasting were discussed with our show Host/Contract employee and our Studio Manager.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	September 21–25, 2025, PBS12 hosted the National Press Photographers Association (NPPA) for a week-long training workshop. Fifty photojournalists from across the country participated, and one of PBS12’s own photojournalists helped lead the program by overseeing the event and teaching one of the sessions. This outreach supported professional development within the industry and fostered broader engagement with emerging and established media professionals.
5	Host event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On November 30, 2025, PBS12 hosted a group of high school students from DMLK Fayola Man Career Academy. This group of young men were given a tour of our studios, control room, and editing bays by our Studio Manager and our Production Technical Specialist, during which they shared information about the various career opportunities in television broadcasting. They also explained how technology has changed the Station’s production efforts.