

# 2019 Rocky Mountain Public Media, Inc. KRMA Annual EEO Public File Report

For the period December 1, 2018 – November 30, 2019

This report lists all fulltime vacancies filled during the reporting period for Rocky Mountain Public Broadcasting Network, Inc.'s Denver Station Employment Unit, consisting of KRMA-TV (Denver) and KUVU-FM (Denver).

Full-Time Vacancies (all located in Denver, Colorado, unless otherwise noted):

Job Title	Date Posted	Total Interviewed	Recruitment Sources (and Total Number Referred by Recruitment Source)	Source of Hire
<b>Manager of Development Communications &amp; Foundation Relations - Denver</b>	11/5/2018	2	Andrew Hudson Job Board, Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Broadcasters Association, Colorado Media School, Colorado Non-Profit Association, Colorado Women's Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasters, Current.org, Denver Indian Center, La Voz Newspaper, Mi Casa Resource Center, Native American Rights Fund, rmpbs.org/jobs, KUVU Staff Referral(1)	Referred by Tina Garbin (1) Staff Referral (1)
<b>Arts District Producer - Video Journalist</b>	11/29/2018	6	Regis University – Handshake, Corporation For Public Broadcasting, University of Colorado - Denver – Handshake, Colorado State University – Handshake, Colorado NonProfit Association, Colorado Broadcasters Association, Andrew Hudsons Job List, rmpbs.org/jobs, employee referral	Referral (2) Applied (2) CO Non-Profit Assoc. (1) Andrew Hudson (1)
<b>Marketing &amp; Engagement Specialist - KUVU Jazz</b>	12/3/2018	6	Regis University – Handshake, Metropolitan State University of Denver, Corporation For Public Broadcasting, Colorado, Womens Chamber of Commerce, University of Colorado - Denver – Handshake, Colorado NonProfit Association, Colorado Broadcasters Association, Andrew Hudsons Job List, Asian Chamber of Commerce - Email Feed, Mi Casa Resource Center - Email, rmpbs.org/jobs	Staff referral (1) Indeed (2) CPB (1) Andrew Hudson (1) Staff Referral (1)
<b>Chief Content Officer</b>	1/18/2019	4	Metropolitan State University of Denver, Corporation For Public Broadcasting, Colorado Womens Chamber of Commerce, University of Colorado - Denver – Handshake, Colorado State University – Handshake, Colorado Broadcasters Association, Mi Casa Resource Center – Email, Asian Chamber of Commerce - Email Feed, rmpbs.org/jobs	Rick Gever's blog (1) LinkedIn (1) CPB (1) Current.org (1)

<b>Receptionist / Office Assistant</b>	1/23/2019	4	University of Colorado - Denver – Handshake, Colorado State University – Handshake, Regis University – Handshake, Metropolitan State University of Denver, Colorado Womens Chamber of Commerce, Andrew Hudsons Job List, Mi Casa Resource Center – Email, Asian Chamber of Commerce - Email Feed, rmpbs.org/jobs	Andrew Hudson (3) Staff Referral (1)
<b>Volunteer &amp; HR Specialist</b>	3/8/2019	5	Corporation For Public Broadcasting, Colorado Womens Chamber of Commerce, Colorado NonProfit Association, Colorado Broadcasters Association, Andrew Hudsons Job List	RMPBS Staff (1) RMPBS Website (2) CO Non-Profit Assoc. (1) Employeers Council (1)
<b>HR Manager</b>	3/8/2019	10	Corporation For Public Broadcasting, Colorado Womens Chamber of Commerce, Colorado NonProfit Association, Colorado Broadcasters Association, Andrew Hudsons Job List, Glassdoor.com	Colo Nonprofit Assoc. (1) Glassdoor (4) Mile High SHRM (3) Andrew Hudson (1) Indeed (1)
<b>Investigative Videographer/Editor</b>	3/12/2019	2	Andrew Hudson Job List, Asian Chamber of Commerce, Business Professional Women of Colorado, Colorado Broadcasters Association, Colorado Media School, Colorado Nonprofit Association, Colorado Women’s Chamber of Commerce, Corporation for Public Broadcasting, Denver Indian Center, Indeed, La Voz Newspaper, Mi Casa Resource Center, National Association of Black Journalist, National Association of Hispanic Journalist, Native American Rights Fund, TV Jobs, RMPBS Employee Referral(1), Personal Referral(1)	Staff Referral (1) Indeed (1)
<b>Creative Producer</b>	4/9/2019	1	Andrew Hudson Job Board, Colorado Broadcasting Association, Colorado Nonprofit Association, Colorado State University, University of Colorado – Denver, Colorado Women’s Chamber of Commerce, Connecting Colorado, Corporation for Public Broadcasting, Compri Consulting(1), Indeed, Regis University, rmpbs.org/jobs	Compri Consulting (1)
<b>Chief Sales and Marketing Officer</b>	6/12/2019	1	Andrew Hudson Job Board, LinkedIn Organic, Glassdoor.com, ZipRecruiter Organic, Recruit.net, Monster Controlled (USA Only), rmpbs.org/jobs	Contrator (1)

<b>Account Executive -- Denver</b>	8/28/2019	3	University of Colorado - Denver – Handshake, Regis University – Handshake, Colorado State University – Handshake, Corporation For Public Broadcasting, Colorado Womens Chamber of Commerce, Colorado NonProfit Association, Colorado Broadcasters Association, Andrew Hudsons Job List, Asian Chamber of Commerce - Email Feed, Mi Casa, esource Center – Email, Neuvoo, Indeed Organic, JobCase, Oodle.com, JobisJob, Jooble, Recruit.net, CareerCentric, rganic (US Only), JuJu.com (USA Only), SimplyHired, CareerJet, LinkedIn Organic, Trovit, Glassdoor.com, LinkUp, US Jobs, Job Inventory, Monster Controlled (USA Only), ZipRecruiter Organic, JobBoost, MyJobHelper, Indeed Organic, Jobbydoo, employee referral: Gaby Cardwell	Employee referral (2) Andrew Hudson (1)
<b>Customer Support Specialist</b>	9/20/2019	4	Andrew Hudson Job Board, ACCColorado.org, Colorado Media School, Colorado Nonprofit Association, Colorado Planned Giving Roundtable, Colorado State University, University of Colorado - Denver, Colorado Women’s Chamber of Commerce, Corporation for Public Broadcasting, Colorado Broadcasters Association, Metropolitan State University of Denver, Mi Casa Resource Center, Regis University, rmpbs.org/jobs	Indeed (2) RMPBS Website (2)
<b>Production Manager</b>	9/25/2019	3	University of Colorado, Colorado Springs (UCCS), Corporation For Public Broadcasting, Colorado Womens Chamber of Commerce, Regis University – Handshake, Colorado State University – Handshake, University of Colorado - Denver – Handshake, Colorado NonProfit Association, Andrew Hudsons Job List, Mi Casa Resource Center – Email, Asian Chamber of Commerce - Email Feed	Referral (2) Andrew Hudson (1)

### Recruitment Sources

**Colorado Womens Chamber of Commerce**

1350 17th Street, #100  
Denver CO 80202  
303-458-0200  
[www.cwcc.org](http://www.cwcc.org)

**Andrew Hudson's Job Board**

5130 S Hanover Way  
Englewood CO 80111  
720-350-4359  
[www.andrewhudsonsjobslist.com](http://www.andrewhudsonsjobslist.com)

**Colorado Broadcasters Association**

333 W Hampden Ave #400

**Corporation for Public Broadcasting**

401 9th Street NW

Englewood, CO 80110  
720-536-5427  
<http://www.coloradobroadcasters.org>

Washington DC 20004  
202-879-9600  
<https://www.cpb.org>

**Asian American Journalists Association**  
5 Third Street #1108  
San Francisco CA 94103  
415-346-6343  
<http://www.aaja.org>

**Regis University**  
3333 Regis Blvd  
Denver CO 80221  
[877-812-5965](tel:877-812-5965)  
[www.regis.edu](http://www.regis.edu)

**Indeed**  
6433 Champion Grandview Way, Bldg 1  
Austin, TX 78750  
<https://www.indeed.com>

**Denver Chamber of Commerce**  
1445 Market Street  
Denver CO 80202  
<https://denverchamber.org>

**University of Colorado - Denver via Handshake**  
Career Center - Tivoli 267 (2nd Floor)  
900 Auraria Parkway  
Denver, CO 80204  
303-315-7315  
<https://ucdenver.joinhandshake.com/>

**KUVO Radio**  
2101 Arapahoe Street  
Denver CO 8205  
[www.kuvo.org/](http://www.kuvo.org/)

**Rocky Mountain PBS**  
2101 Arapahoe Street  
Denver CO 80205  
<http://www.rmpbs.org/jobs/>

**Mi Casa Resource Center**  
345 S Grove Street  
Denver CO 80219  
303-573-1302  
[casaresourcecenter](http://casaresourcecenter)

**Colorado Non-Profit Association**  
789 Sherman, #240  
Denver CO 80203  
303-832-5710

### FCC Designated Supplemental Outreach Activities

Initiative	Involvement
Internship Program	Designed to assist High School and College students in acquiring skills needed for broadcast employment.

<p>Participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting</p>	<p>RMPM provides student opportunities in our News Internship Program. Programs include Arts District, Colorado Experience, Insight with John Ferrugia, and KUVU-FM.</p>
<p>Community events to inform and educate the public as to broadcasting employment opportunities</p>	<p>RMPM conducted 42 station tours to various groups, including educational, community organizations, etc.</p>
<p>Other programs designed to promote outreach generally</p>	<p>RMPM participates in community recruitment opportunities. Diversity Recruiters Network, Current Public Media Virtual Career Fair</p>
<p>Training to management level personnel on ensuring equal employment opportunity and preventing discrimination</p>	<p>Anti-Harassment training were completed 12/12/2017 and 01/25/2018</p>