



Public Broadcasting of Colorado, Inc. EEO Program Requirements November 2014 – October 2016

Job fairs (4):

PBC began participating in the Colorado Broadcaster's Association virtual job fairs in 2014. These have a statewide reach and connect to a significant audience of potential candidates. Personnel = Dan Murphy, Vice President Human Resources.

February 2nd – February 6th, 2015

August 24 – August 28, 2015

May 9 – May 13, 2016

PBC participated in the "Public Media Village" in August 2016, a booth with NPR and about 30 other public media organizations at the National Association of Black Journalists/National Association of Hispanic Journalists conference in Washington, D.C. Personnel = Anthony Cotton, News Producer.

Fellowship Program:

PBC began offering a fellowship program in 2015 with two tracks, one that rotates through the news department and one on the music/production team. These are a one-year paid position with benefits, and actively recruited through college websites in the spring (e.g., Colorado Consortium of Collegiate Candidates). Of the first four fellows we had from July 2015 through June 2017, PBC has hired three of them for regular, continued employment.

Training Program:

- PBC has a strong commitment to training, with budgeted funds to support the program. Employees are encouraged to identify classes or other learning opportunities that would be helpful to their career.
- Multiple PBC staff attend a number of annual conferences, meetings, and webinars.
- PBC has worked with a management consultant for the past twenty years – all new managers take a six-part course, with small groups of three or four other PBC managers, to review tools necessary to become a successful manager. The group can then apply those tools to specific situations they are currently addressing.

Management Training:

PBC has initiated a “Management 101” course over the past several years, to make sure all managers have current information on employment matters from recruiting & hiring, to orientation, & through termination. This includes a legal review of employment matters such as EEO, FMLA, ADA, FLSA, etc. Any manager that supervises employees has taken this two-part course over the last two years.