

Colorado Public Television
KBDI/Ch. 12 Denver, Colorado
(d.b.a. Front Range Educational Media Corporation)

ANNUAL EEO PUBLIC FILE REPORT
September 30, 2004

Statement of EEO Policy

This EEO Public File Report is filed in compliance with the FCC's 2003 EEO Rule and has been prepared on behalf of KBDI-TV. KBDI is a public broadcasting station.

KBDI is an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Carol Davis, FCC EEO coordinator, by calling 303.296.1212, or writing to the attention of Carol Davis, KBDI-TV, 2900 Welton St., Denver, CO 80205.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the candidate accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the phone. The vacancies are listed below, followed by Recruitment Sources which are identified by number and listed with contact information.

Full-time Vacancies Filled during Reporting Period (October 1, 2003 to September 30, 2004)

Full-time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total # Interviewed from all Sources
Membership Manager	3, 4, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19	3	7
Chief Engineer	1, 2, 3, 15, 16, 17, 18, 19	1	3
Membership Accounts Coordinator	3, 4, 9, , 10, 11, 12, 13, 15, 16, 17, 18, 20	16	5
Operations Specialist	1, 2, 3, 4, 7, 9, 15, 16, 17, 18, 20, 21	2	6

Total number of persons interviewed during applicable period: 21

SUPPLEMENTAL RECRUITMENT MEASURES/MENU OPTION ITEMS:

Activity/Description	Date	Staff Participant	Sponsor
<u>Internship Program:</u> KBDI-TV provided approximately 3 unpaid internships for college undergraduates this year, all for Academic credit. Schools included Regis, Univ. of Denver, Metro State, Univ. of Colorado-Boulder.	Continuous	1.Vice President of Development & Mktg. 2.Production Director 3.Director of Marketing & Special Events	KBDI-TV

<p><u>Speaking Engagements about KBDI:</u> 1) Rotary-Denver 31 Club 2) NATAS, talking about public television; course of study needed; internship and job opportunities available; 3) Denver West High School, job fair day, exposure to TV opportunities 4) Metro State University, in-depth discussion of post-production and producing opportunities in TV. 5) Group 101- those preparing for opportunities in TV</p>	<p>Continuous</p>	<p>1. President 2. Production Director 3. Assistant to President 4a. Post-Production Supervisor 4b. Producer 5.. Editor</p>	<p>KBDI-TV</p>

RECRUITMENT SOURCES:

KBDI-TV will continue to strive to update, refine, and expand its mailing lists through further efforts in the months and years ahead and intends to use the improved mailing lists for virtually all job openings.

	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total Number Interviewees Provided by Source During Period	Full-time Positions for which this Source was Utilized
1.	Internal applicant/existing employee	1	1
2.	Employee Referral	1	0
3.	Recruiter Networking Kim Johnson, VP of Broadcast Operations Dominic Dezzutti, Production Director Shari Bernson, Membership Director Richard Eversley, Chief Engineer KBDI-TV 2900 Welton St. Denver, CO 80205	2	1
4.	Denver Post Newspaper 1560 Broadway Denver, CO 80202 303.832.3232	3	0
5.	La Voz Hispana de Colorado Hispanic Print Media LLC PO Box 11398 Denver, CO 80211 Phone: 303-936-8556	0	0
6.	Mayor's Office of Workforce Development Colorado's Job Bank/Statewide Workforce Offices Denver Employer Services – Jobs Unit 1391 Speer Blvd., 5 th Floor Denver, CO 80204 Contact: Michael Mabry Phone: 720.865.5608 Jobs.unit@mowd.org	0	0
7.	Ohio Center for Broadcasting 5800 W. Alameda Ave., Ste. #A Denver, CO 80226 Contact: Dan Smith, Placement Coordinator Phone: 303.937.7070	1	0
8.	University of Colorado Journalism Department Boulder, CO Contact: Beth Gaddaert Phone: 303.492.5007	0	0

	Elizabeth_Gaeddert@Colorado.edu		
9.	Colorado Broadcasters' Association P.O. Box 2369 Breckenridge, CO 80424 Contact: Marilyn Hogan, CEO/President Phone: 970.547.1388	0	0
10.	Metropolitan State College of Denver 1201 5 th Street Denver, CO 80204 303.556.2400, #2 Contact: Candis Ramirez	1	0
11.	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, CO 80204 Contact: Phil Rodriguez Phone: 303.595.8977 Fax: 303.595.8977	0	0
12.	Urban League of Metropolitan Denver 5900 E. 39 th Ave. Denver, CO 80207 Contact: Executive Director Phone: 303.388.5861 Fax: 303.388.3523	0	0
13.	Asian Community Website George Kuwamura Email: Gkuwamura@qwest.net	0	0
14.	Unsolicited Applications	4	0
15.	Manager's networking	2	0
16.	Colorado Association of Nonprofit Organizations 455 Sherman St., Ste. 207 Denver, CO 80203-4494 Barbara Shaw, Executive Director Phone: 303-832-5710	1	1
17.	KUVO 2900 Welton St. Denver, CO 80205 Phone: Att: Flo Hernandez, Executive Director	1	0
18.	DCTV 2900 Welton St. Denver, CO 80205 Phone: 303-295-4040 Attention: Nicole Licciano	2	0
19.	Regis University 3333 Regis Blvd. Denver, CO 80221 Phone: 303.458.4100 Att.: Linda Helwig.	1	0
20.	KBDI website	1	0
21.	Society of Broadcast Engineers website	0	0

*9/15/04