

**Colorado Public Television, Inc.  
KBDI/Ch. 12 Denver, Colorado**

**ANNUAL EEO PUBLIC FILE REPORT  
September 30, 2006**

**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, 2005 to September 30, 2006)**

Full-time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total # Interviewed from all Sources
Studio Technician	4,5,6,7,9,11,12,16,17,18,19,21	KUVO posting	4
Underwriting Associates (2)	4,5,6,7,9,11,12,16,17,18,19,21	Newspaper ad	6
Network Operations Professional	2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19, 20, 21	Website	6

Total number of persons interviewed during applicable period: 16

**SUPPLEMENTAL RECRUITMENT MEASURES/MENU OPTION ITEMS:**

Activity/Description	Date	Staff Participant	Sponsor
<u>Award:</u> Broadcast Citizen of the Year Award	March 11, 2006	Willard D. Rowland, Jr. President and CEO	Colorado Broadcasters Association
<u>Internship Program:</u> KBDI-TV provided 3 unpaid internships for college undergraduates and H.S. senior this year, all for Academic credit. Schools included Regis, Wartburg College, Cherry Creek H.S.	Continuous	1. Production Director	KBDI-TV
<u>Leadership Roles in PBS Community:</u> 1) President of Small Stations' Assoc.;	Continuous	1. President and CEO 2. Production Director	KBDI-TV

<p>Member of Affinity Coalition Group; Member of Board of Directors of PBS Differentiated Stations; Member of Board of Directors of Colorado Broadcasters Assoc.; Member of Board of Directors of Five Points Media Corp.</p> <p><u>Interactive Leadership Roles:</u></p> <p>1) Denver Rotary – student sponsor; Mentoring for Research project destined to become thesis for Master’s degree, University of Colorado at Denver; University of Co.-Denver, Master’s program in business, directed study of KBDI as business project.</p> <p>2) NATAS, President of local chapter, talking about public television; course of study needed; internship and job opportunities available.</p>			
<p>1) Class offered to 7 Asian students in the Master’s program at University of Colorado-Denver.</p> <p>1) Class offered to Ohio School of Broadcasting students, Apr. 26</p> <p>1) Presentations to Town &amp; Gown, Boulder, CO, March 10, 2006.</p> <p>1) Presentation given to Rotary at University Club, June 28, 2006.</p> <p>1) Presentation given to Executive Management group, Park Meadows Inverness, CO.</p> <p>1) Mentoring Korean Graduate School of Public Affairs student, University of Colorado-Denver Health Sciences Center, Sept. 13, 2006</p> <p>2) KBDI offers tours of the station to scouting troops, schools, community organizations. Some tours to date include: Tiger Pack 55, Pack 174 (Englewood); Pack 252; Pack 171; Pack 489.</p>	Continuous	<p>1. President</p> <p>2. Production Director, Production staff and Interns</p>	KBDI-TV
<p><u>Outreach</u> – Senior Citizen Meetings.</p>	Continuous	<p>1. Vice Chairman of the Board of Directors and Chairman of the Community Advisory Board</p> <p>2. President</p>	KBDI-TV
<p>Metro Volunteers 16<sup>th</sup> Street Mall KBDI Information Booth</p>	Continuous	1. Volunteer Coordinator	KBDI-TV
<p>Kids Expo Denver Convention Center Community Outreach-KBDI Booth</p>		<p>1. Vice President of Development &amp; Marketing</p> <p>2. Volunteer Coordinator</p>	KBDI-TV

## 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	0	4
2.	Employee Referral	0	4
3.	Recruiter Networking Kim Johnson, VP of Broadcast Operations Dominic Dezzutti, Production Director Shari Bernson, Membership Director Mark Seewald, Technology Director Kirby McClure, Programming Director KBDI-TV 2900 Welton St. Denver, CO 80205	0	4
4.	Denver Post Newspaper 1560 Broadway Denver, CO 80202 303.832.3232	5	4
5.	La Voz Hispana de Colorado Hispanic Print Media LLC PO Box 11398 Denver, CO 80211 Att.: Barb Lipton (classifieds@LaVozColorado.com) Phone: 303-936-8556	0	4
6.	Mayor's Office of Workforce Development Colorado's Job Bank/Statewide Workforce Offices Denver Employer Services – Jobs Unit 1391 Speer Blvd., 5 <sup>th</sup> Floor Denver, CO 80204 Contact: Al O'Hara Phone: 720.865.5556 <a href="mailto:Al.Ohara@ci.denver.co.us">Al.Ohara@ci.denver.co.us</a>	0	4
7.	Ohio Center for Broadcasting 5800 W. Alameda Ave., Ste. #A Denver, CO 80226 Contact: William Homann, Placement Coordinator Phone: 303.937.7070 Email: <a href="mailto:education.denver@beonair.com">education.denver@beonair.com</a>	0	4
8.	University of Colorado School of Journalism and Mass Communication Boulder, CO Contact: Beth Gaddaert Phone: 303.492.5007 <a href="mailto:Elizabeth_Gaeddert@Colorado.edu">Elizabeth_Gaeddert@Colorado.edu</a>	0	4
9.	Colorado Broadcasters' Association Website P.O. Box 2369 Breckenridge, CO 80424 Contact: Marilyn Hogan, CEO/President Phone: 970.547.1388	0	4
10.	Metropolitan State College of Denver 1201 5 <sup>th</sup> Street Denver, CO 80204 303.556.2400, #2 Contact: Candis Ramirez	0	4
11.	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, CO 80204	0	4

	Contact: Phil Rodriguez Phone: 303.595.8977 Fax: 303.595.8977		
12.	Urban League of Metropolitan Denver 5900 E. 39 <sup>th</sup> Ave. Denver, CO 80207 Contact: Sharon Alexander Holt Phone: 303.388.5861 Fax: 303.321.1245	0	4
13.	Asian Community Website George Kuwamura Email: <a href="mailto:Gkuwamura@qwest.net">Gkuwamura@qwest.net</a>	0	4
14.	Unsolicited Applications	0	0
15.	Manager's networking	0	4
16.	Colorado Nonprofits Organization 455 Sherman St., Ste. 207 Denver, CO 80203-4494 Charley Shimanski, President and CEO Phone: 303-832-5710 <a href="mailto:jobs@coloradononprofits.org">jobs@coloradononprofits.org</a> <a href="http://www.coloradononprofits.org">www.coloradononprofits.org</a>	0	4
17.	KUVO 2900 Welton St. Denver, CO 80205 Phone: Att: Flo Hernandez, Executive Director	0	4
18.	Regis University 3333 Regis Blvd. Denver, CO 80221 Phone: 303.458.4100 Att.: Linda Helwig.	0	4
19.	KBDI website	8	4
20.	Society of Broadcast Engineers website	2	2
21.	NATAS Audrey Elling, Executive Director 303.722.0916 <a href="mailto:office@emmyawards.tv">office@emmyawards.tv</a>	0	4

\*9/13/06