

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

**ANNUAL EEO PUBLIC FILE REPORT  
December 1, 2007**

**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, 2006 to December 1, 2007).**

<b>Full-time Position</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total # Interviewed from all Sources</b>
<b>Programming Assistant/Traffic Specialist</b>	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 20, 21, 22	19	5
<b>Underwriting Senior Account Executive</b>	3, 6, 7, 8, 9, 10, 11, 12, 13,14, 15, 16, 17, 18, 20, 21, 22	13	4

Total number of persons interviewed during applicable period: 9

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

<b>Activity/Description</b>	<b>Date</b>	<b>Staff Participant</b>	<b>Sponsor</b>
National conference of distinguished & diverse panel of speakers in DC and Denver (including Mayor Hickenlooper), discussing why every American should be concerned about the loss of the diverse, independent journalistic voices that used to connect our nation, serve our local communities & provide the foundation for our democracy.	June 29, 2007	Willard D. Rowland, Jr. President and CEO	Leadership Conference on Civil Rights, partnership with Common Cause, Moveon.org, Free Press, Free Speech TV, and New America Media.

Denver Lions Club presentation to 25 members on public television, history and future, Maggiano's Restaurant, Denver	October 24, 2006	President and CEO	Denver Lions Club
Denver Rotary Club Chair, Communications Committee Lead web development, gave presentation to members, continuous project.	September 20, 2007	President and CEO	Denver Rotary Club 31
<u>Democracy Now</u> – Award-winning journalist Amy Goodman lecture and book signing, introduction by Willard Rowland, 625 people in attendance.	September 15, 2007	President and CEO	Central Presbyterian Church 1660 Sherman St. Denver, CO
<u>Ohio Center for Broadcasting</u> Lecture on production, starting out, various aspects, etc. by Dominic Dezzutti, Director of Production	May, 2007	Production Director	Ohio Center for Broadcasting 5800 W. Alameda Lakewood, CO
<u>Internship Program:</u> Shawn Warren, University of Colorado – Denver Lisa Swope – Ohio Center for Broadcast	Continuous	1. Production Director	KBDI-TV
<u>Leadership Roles in PBS Community:</u> 1) PBS Foundation strategic planning consulting team process. Extensive interview support. October 2006	Continuous	1. President and CEO 2. Production Director	KBDI-TV
<u>Outreach</u> – 1. Cub Scout Tour, Troop 264, Keith Smith, Troop Leader, 303-757-8232, 5 scouts, 5 parents.	Nov. 14, 2006	1. Director of Production	KBDI-TV
Colorado Department of Labor, KBDI filmed job fair and producing a video to use for unemployment benefits education.	September 6, 2007	1. Director of Production	KBDI-TV
Colorado Department of Labor, KBDI produced a public service announcement with Gov. Bill Ritter.	Fall 2007	1. Director of Production	KBDI-TV
Underwriting Dept. is working on a reading program that included spots with Gov. Ritter and Rep. Ed Perlmutter	Continuous	1. Director of Underwriting	KBDI-TV
Ohio Center for Broadcasting, Denver, Colorado, Member, Board of Directors	Continuous	1. Membership Director	KBDI-TV
National Academy of Television Arts & Sciences, Denver, Colorado, Member, Board of Governors	Continuous	1. Underwriting Director	KBDI-TV
Colorado Humane Society, Member, Board of Directors	Continuous	1. Underwriting Director	KBDI-TV
Sungate Foundation (Ed McCaffrey, former Bronco founder) Member, Board of Directors	Continuous	1. Underwriting Director	KBDI-TV
Colorado Humane Voters League, Board President and Volunteer	Continuous	1. Membership Gift Coordinator 2. Membership Outreach Coordinator	KBDI-TV
Cat Care Society; KUVO Radio, Volunteer	Continuous	1. Membership Outreach Coordinator	KBDI-TV

Sierra Club and Human Rights Campaign, Volunteer	2007	1. Membership Manager	KBDI-TV
Denver Turnverein, Human Resources Rep./Volunteer	Continuous	1. Membership Account Coordinator	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.

	<b>Recruitment Source: Name, Address, Contact Person, Telephone Number</b>	<b>Total Number Interviewees Provided by Source During Period</b>	<b>Full-time Positions for which this Source was Utilized</b>
1.	Internal candidate, former employee	1	1
2.	Employee Referral	0	1
3.	Recruiter Networking Kim Johnson, VP of Broadcast Operations Dominic Dezzutti, Production Director Shari Bernson, Membership Director Mark Seewald, Technology Director Brad Haug, Programming Director KBDI-TV 2900 Welton St. Denver, CO 80205	1	2
4.	Denver Post Newspaper 1560 Broadway Denver, CO 80202 303.832.3232	0	0
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	1
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	2
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	2
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	2
9.	Colorado Broadcasters' Association Website P.O. Box 2369 Breckenridge, CO 80424 Contact: Marilyn Hogan, CEO/President	0	2

	Phone: 970.547.1388		
10.	Metropolitan State College of Denver 1201 5 <sup>th</sup> Street Denver, CO 80204 303.556.2400, #2 Contact: Candis Ramirez	1	2
11.	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, CO 80204 Contact: Phil Rodriguez Phone: 303.595.8977 Fax: 303.595.8977	0	2
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	2
13.	Unsolicited Applications	1	1
14.	Manager's networking	0	2
15.	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	2
16.	KUVO 2900 Welton St. Denver, CO 80205 Phone: Att: Flo Hernandez, Executive Director Carlos Lando, Interim Executive Director (05/01/07)	1	2
17.	Regis University 3333 Regis Blvd. Denver, CO 80221 Phone: 303.458.4100 Att.: Linda Helwig.	1	2
18.	KBDI website	3	2
19.	Society of Broadcast Engineers website	0	0
20.	NATAS Audrey Elling, Executive Director 303.722.0916 <a href="mailto:office@emmyawards.tv">office@emmyawards.tv</a>	0	2
21.	KBDI Community Advisory Board	1	2
22.	KBDI Board of Directors		2