

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

**ANNUAL EEO PUBLIC FILE REPORT  
December 1, 2007 – December 1, 2008**

**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 (December 1, 2007 to December 1, 2008)**

<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>Director of Marketing</b>	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	21	12
<b>Major Gifts Manager</b>	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24	<b>3</b>	5
<b>Part-Time Position</b> Accounts Payable Clerk/General Accounting Assistant	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25	25	4
<b>Master Control Operator 1</b>	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 18, 19, 20, 21, 23, 24, 25, 26	1	6
<b>Master Control Operator 2</b>	1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 18, 19, 20, 21, 23, 24, 26	25	6

Total number of persons interviewed during applicable period: 36

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

<b>Activity/Description</b>	<b>Date</b>	<b>Staff Participant</b>	<b>Sponsor</b>
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Station Internships	2007-2008	1. Director of Marketing	Brittany Hammond UNC graduate <u>Source:</u> Colorado Press Women  Aaron Duignan Metropolitan State College of Denver <u>Source:</u> MSCD's Cooperative Education Internship Center  Cacey Stradley Metropolitan State College of Denver <u>Source:</u> MSCD's Cooperative Education Internship Center
	2007-2008	2. Director of Production	Rachel Wear University of Colorado at Denver June 1-Aug. 26, 2008  Barron Davison Ohio School of Broadcast Sept. 1, 2008 to present  Isaac Vigil Ohio School of Broadcast Oct. 1, 2008 to present
University of Toulouse, France, six-week teaching sabbatical on public broadcasting in the United States.	February-March, 2008	1. President and CEO	University of Toulouse, France, School of Mass Communications
Meeting and station tour with Charles W. Lee, Director, Press Division, Taipei Economic & Cultural Office, Chicago, IL.	April 3, 2008	1. President and CEO	
Rotary Fellowship lunch, tour and presentation, approx. 22	July 16, 2008	1. President and CEO	Rotary Club 31, Denver
Presentation to Visiting Saudi Arabian radio and TV journalists re Socially Responsible Media	October 28, 2008	1. President and CEO 2. Producer	Institute of International Education
<b><u>Leadership Roles in PBS Community:</u></b>			
BETA Board Member, general PTV system planning	2003-2008	1. President and CEO	BETA Station Board
AGC Immediate Past Chair, Member, CSG review panel 2006-07, Co-Chair, Task Force on Editorial Integrity	2007-2008	1. President and CEO	AGC
Small Stations Association: Immediate Past Chair, general PTV system planning	2007-2008	1. President and CEO	Small Stations Association
Corporation for Public Broadcasting Small Station Advisory Panel, national funding project planning and grant reviews	2007-2008	1. President and CEO	Corporation for Public Broadcasting
Communication Days at the University of Colorado-Denver, talk entitled "The	April 9, 2008	2. Producer	University of Colorado-Denver

Role of a Television Producer.”			
<b><u>KBDI Tours for Community Associations</u></b>			
Leawood Elementary School Lynn Thill Pack 572, Tiger Cub Den 12 303-797-0354	February 15, 2008	2. Producer	
Denver Educational Seniors Watt Pye 303-549-0033 10 adults	April 4, 2008	1. President and CEO	
Bruce Randolph Summer School Project for At-Risk Students Linda Drake, 720-854-8415 13 students, 2 teachers	June 17, 2008	2. Producer	

### **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	5
2.	Employee Referral	3	5
3.	Recruiter Networking Kim Johnson, VP of Broadcast Operations Dutch Hodges, VP, Marketing & Development Dominic Dezzutti, Production Director Shari Bernson, Membership Director Mark Seewald, Technology Director Brad Haug, Programming Director KBDI-TV 2900 Welton St. Denver, CO 80205		5
4.	Denver Post Newspaper 1560 Broadway Denver, CO 80202 303.832.3232		
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		
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>		5
7.	Ohio Center for Broadcasting 5800 W. Alameda Ave., Ste. #A		5

	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>		
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>		5
9.	Colorado Broadcasters' Association Website P.O. Box 2369 Breckenridge, CO 80424 Contact: Marilyn Hogan, CEO/President Phone: 970.547.1388		5
10.	Metropolitan State College of Denver 1201 5 <sup>th</sup> Street Denver, CO 80204 303.556.2400, #2 Contact: Monique Seals, 303.556.6106 <a href="http://www.ecampusrecruiter.com/mscd">www.ecampusrecruiter.com/mscd</a>	2	5
11.	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, CO 80204 Contact: Phil Rodriguez Phone: 303.595.8977 Fax: 303.595.8977	1	5
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		5
13.	Unsolicited Applications	1	
14.	Manager's networking		5
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>	3	5
16.	KUVO 2900 Welton St. Denver, CO 80205 Phone: Carlos Lando, Executive Director	1	5
17.	Regis University 3333 Regis Blvd. Denver, CO 80221 Phone: 303.458.4100 Att.: Karen Metzger-Aducci <a href="mailto:kmetzger@regis.edu">kmetzger@regis.edu</a> 303.458.3509	2	4
18.	KBDI website <a href="http://www.kbdi.org">www.kbdi.org</a>	1	5
19.	Society of Broadcast Engineers website		2
20.	NATAS Audrey Elling, Executive Director 303.722.0916 <a href="mailto:office@emmyawards.tv">office@emmyawards.tv</a>		5
21.	Community Advisory Board Colorado Public Television Gary Burandt, Chair 2900 Welton Street Denver, CO 80205 Phone: 303-991-5039	1	5

22.	Andrew Hudson's Rocky Mountain PR Jobs List <a href="http://www.prjobslist.com">www.prjobslist.com</a>	1	3
23.	Free Speech Television 2900 Welton Street, Suite 300 Denver, CO 80205 Phone: 303.442.8445, x100 Sean M. Cone <a href="mailto:sean@freespeech.org">sean@freespeech.org</a>		5
24.	LaRasa Polly Baca, Executive Director 309 W. 1 <sup>st</sup> Ave. Denver, CO 80223		5
25.	Craig's List <a href="http://www.denver-craigslist.org">www.denver-craigslist.org</a> Offshoot website: Indeed.com	2	2
26.	Job Bank Website <a href="http://jobbank.emmyonline.org">http://jobbank.emmyonline.org</a>		5

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