

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

**ANNUAL EEO PUBLIC FILE REPORT
December 1, 2008 – December 1, 2009**

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, 2008 to December 1, 2009)

| Full-time Position | Recruitment Sources Used | Recruitment Source for Successful Applicant | Total # Interviewed from all Sources |
|------------------------------|---|--|---|
| Programming Assistant | 1, 2, 3, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 23, 24, 26, 27 | 23 | 7 |
| Producer | 1, 2, 3, 7, 9, 14, 15, 16, 17, 18, 21, 22, 23, 25 | 18 | 22 |

Total number of persons interviewed during applicable period: 29

SUPPLEMENTAL RECRUITMENT MEASURES/MENU OPTION ITEMS:

| Activity/Description | Date | Staff Participant | Sponsor |
|--|-------------------|--------------------------|--|
| Economics of Digital Transition Conference, Columbia University, New York, Willard D. Rowland, Jr., speaker, “Policy Issues with the Digital Transition” | December 12, 2008 | 1. President | Columbia University Institute for Tele-Information |
| Willard D. Rowland, Jr., speaker, “The Digital Conversion: The Real Story and Its Impact on Public Television.” | January 29, 2009 | 1. President | Rotary Club of Denver, Club 31 |

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|--|---|--|---|
| Willard D. Rowland, Jr., panelist, "Saving the News: Denver and the Future of Journalism." | September 16, 2009 | 1. President | Free Press Action Fund Colorado History Museum Denver, Colorado |
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| <u>Leadership Roles in PBS Community:</u> | | | |
| | | | |
| 2009 Recipient of the APTS National Advocacy Award | February 9, 2009 | 1. President | Association of Public Television Stations |
| | | | |
| 2009 Emmy Awards (2) for <i>Colorado Inside Out</i> and <i>Studio 12</i> | September, 2009 | 2. Director of Production | Colorado Broadcasters Association |
| | | | |
| <u>KBDI Tours for Community Associations</u> | | | |
| | | | |
| Cub Scout tour, 8 boys, Phillip Kay, scoutmaster, 303.646.7933 | January 29, 2009 | 2. Director of Production | Colorado Public Television |
| | | | |
| Cub Scout tours, Aurora, Centennial and Lakewood packs | April, 2009 | 2. Director of Production | Colorado Public Television |
| | | | |
| School tour, students from Evergreen, Colorado | April, 2009 | 2. Director of Production | Colorado Public Television |
| | | | |
| Elementary students, Centennial School District | April, 2009 | 2. Director of Production | Colorado Public Television |
| | | | |
| Ralston Elementary 5 th grade | May, 2009 | 2. Director of Production | Colorado Public Television |
| | | | |
| <u>Community Events</u> | | | |
| | | | |
| Juneteenth – Event sponsor and booth at event, produced a PSA and provided copies of the PSA to area TV stations. | June 20, 2009 | 3. Director of Marketing | Colorado Public Television |
| | | | |
| Dragon Board Festival, Sloans Lake, booth as part of outreach to Asian community. | July 25-26, 2009 | 3. Director of Marketing | Colorado Public Television |
| | | | |
| Indigenous Film Festival, sponsor. Produced and aired PSA and special 90-minute <i>Studio 12</i> . | October 13-18, 2009 | 1. President and CEO 2. Director of Marketing | Colorado Public Television |
| | | | |
| LGBT Community – produced a <i>Studio 12</i> program. | June 24, 2009 | 2. Director of Marketing | Colorado Public Television |
| | | | |
| Outreach to American Indian community with film "We Shall Remain" | Aired a 6-week series on the plight of the American Indians | 2. Director of Marketing | Colorado Public Television |
| | | | |
| European Festival – primary media sponsor, produced and aired PSA, sponsored a booth at event which reached 30 ethnic communities, including Russian, etc. | September 26, 2009 | 2. Director of Marketing | Colorado Public Television |
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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 candidate, former employee | | 2 |
| 2. | Employee Referral | 1 | 2 |
| 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 | 2 | 2 |
| 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 th Floor Denver, CO 80204 Contact: Al O'Hara Phone: 720.865.5556 Al.Ohara@ci.denver.co.us | 0 | 1 |
| 7. | Ohio Center for Broadcasting 5800 W. Alameda Ave., Ste. #A Denver, CO 80226 Contact: William Homann, Placement Coordinator Phone: 303.937.7070 Email: education.denver@beonair.com | 3 | 2 |
| 8. | University of Colorado School of Journalism and Mass Communication Boulder, CO Contact: Beth Gaddaert Phone: 303.492.5007 Elizabeth_Gaeddert@Colorado.edu | 0 | 1 |
| 9. | Colorado Broadcasters' Association Website P.O. Box 2369 Breckenridge, CO 80424 Contact: Marilyn Hogan, CEO/President Phone: 970.547.1388 | 2 | 2 |
| 10. | Metropolitan State College of Denver 1201 5 th Street Denver, CO 80204 303.556.2400, #2 Contact: Monique Seals, 303.556.6106 | 2 | 1 |

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| | www.ecampusrecruiter.com/mscd | | |
| 11. | Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, CO 80204 Contact: Phil Rodriguez Phone: 303.595.8977 Fax: 303.595.8977 | | 1 |
| 12. | Urban League of Metropolitan Denver 5900 E. 39 th Ave. Denver, CO 80207 Contact: Sharon Alexander Holt Phone: 303.388.5861 Fax: 303.321.1245 | | 1 |
| 13. | Unsolicited Applications | | |
| 14. | Manager's networking | 3 | 2 |
| 15. | Colorado Nonprofits Organization 455 Sherman St., Ste. 207 Denver, CO 80203-4494 Charley Shimanski, President and CEO Phone: 303-832-5710 jobs@coloradononprofits.org www.coloradononprofits.org | 1 | 2 |
| 16. | KUVO 2900 Welton St. Denver, CO 80205 Phone: Carlos Lando, Executive Director | 0 | 2 |
| 17. | Regis University 3333 Regis Blvd. Denver, CO 80221 Phone: 303.458.4100 Att.: Karen Metzger-Aducci kmetzger@regis.edu 303.458.3509 | 2 | 2 |
| 18. | KBDI website www.kbdi.org | 1 | 2 |
| 19. | Society of Broadcast Engineers website | | |
| 20. | NATAS http://jobbank.emmyonline.org | 0 | 2 |
| 21. | Community Advisory Board Colorado Public Television Gary Burandt, Chair 2900 Welton Street Denver, CO 80205 Phone: 303-991-5039 | 1 | 2 |
| 22. | Andrew Hudson's Rocky Mountain PR Jobs List www.prjobslist.com | 1 | 2 |
| 23. | Free Speech Television 2900 Welton Street, Suite 300 Denver, CO 80205 Phone: 303.442.8445, x100 Sean M. Cone sean@freespeech.org | 1 | 2 |
| 24. | LaRasa Polly Baca, Executive Director 309 W. 1 st Ave. Denver, CO 80223 | | |
| 25. | Craig's List www.denver-craigslis.org Offshoot website: Indeed.com | 4 | 1 |
| 26. | Job Bank Website http://jobbank.emmyonline.org | | 1 |
| 27. | Northeast Denver Islamic Center Imam Ali, Director NDIC34@aol.com 303-297-8010, x112 | | |