

**COLORADO PUBLIC TELEVISION  
CHANNEL 12 (CPT12)  
Denver, Colorado**

**ANNUAL EEO PUBLIC FILE REPORT  
December 1, 2018 through November 30, 2019**

**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 CPT12. CPT12 is a public broadcasting station.

CPT12, 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 Kasandra Cooper, FCC EEO coordinator, by calling (303) 296-1212, or writing to the attention of Kasandra Cooper, CPT12, 2900 Welton Street, Denver, CO 80205.

For purposes of this Public File 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.

Additional inquiries regarding CPT12's Employment Statistical Report (as required by CPB Compliance requirements) can be made to Kasandra Cooper (kcooper@cpt12.org / (303) 296-1212) or found at the offices of Colorado Public Television: 2900 Welton Street, Denver, CO 80205.

**FULL-TIME VACANCIES DURING REPORTING PERIOD (December 1, 2018 to November 30, 2019):**

<b>FULL-TIME POSITION</b>	<b>RECRUITMENT SOURCES USED</b>	<b>RECRUITMENT SOURCE FOR SUCCESSFUL APPLICANT</b>	<b>TOTAL # OF APPLICANTS FROM ALL SOURCES</b>
Creative Services Coordinator	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 28	1	30

*Total number of persons interviewed for full-time positions during applicable period: 6*

**RECRUITMENT SOURCES:**

*CPT12 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, CONTACT, EMAIL, PHONE #, ADDRESS</b>	<b>TOTAL # INTERVIEWEES PROVIDED BY SOURCE DURING PERIOD</b>	<b>FULL-TIME POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED</b>
0.	Unknown source / Generic online search		
1.	Internal candidate / Former employee	3	1
2.	Employee Referral		
3.	Recruiter Networking: Kim Johnson, President & GM; Heather Dalton, Production Director Dominic Dezzutti, VP of Content; Mark Seewald, VP of Station Operations; Shari Bernson, Director of Development; Paula Roth, Director of Corp Support & Special Events; Pam Parker, Director of Marketing & Communications; Kim White, Director of Finance; Sally Wicks, Director of Content Management		
4.	Unsolicited Applications		
5.	Manager Networking		
6.	CPT12 Website: <a href="http://www.cpt12.org">www.cpt12.org</a>	1	
7.	CPT12 Board of Directors		
8.	CPT12 Community Advisory Board (CAB)		
9.	Media Match: <b>Site:</b> <a href="http://media-match.com/">media-match.com/</a> (TV & Film Professional job board/membership site)		
10.	Colorado Nonprofit Association: <b>Site:</b> <a href="http://coloradononprofits.org">coloradononprofits.org</a> Contact: Linda Chaisson, Office Manager Email: <a href="mailto:info@coloradononprofits.org">info@coloradononprofits.org</a> Phone: (303) 832-5710 Address: 789 Sherman St., Denver 80203 (Nonprofit Professional job board)	1	
11.	Colorado Broadcasters Association (CBA): <b>Site:</b> <a href="http://coloradobroadcasters.org">coloradobroadcasters.org</a> Contact: Sarah Weber, Administrative Assistant Address: 333 W. Hampden Ave., Englewood, 80110 Phone: (720) 536-5427 (TV & Film Professional job board)		

12.	<p>Mayor's Office of Workforce Development:  <b>Site:</b> connectingcolorado.com  Address: 1391 Speer Blvd., 5<sup>th</sup> Fl., Denver, 80204  Contact: Al O'Hara  Email: al.ohara@ci.denver.co.us  Phone: (720) 865-5556  (Colorado's Job Bank/Statewide Workforce  Offices/Denver Employer  Services &amp; Job Unit)</p>		
13.	<p>The Society of Broadcast Engineers  <b>Site:</b> www.sbe.org  Contact: Chris Scherer, Member Services Director  Email: cscherer@sbe.org  Phone: (317) 846-9000  (Broadcasting engineering job board)</p>		
14.	<p>TVJobs.com  <b>Site:</b> www.tvjobs.com  Email: info@tvjobs.com  Phone: (760) 754-8177  Address: P.O. Box 4116, Oceanside, CA 92052  (Broadcasting job database)</p>		
15.	<p>Andrew Hudson's Job List  <b>Site:</b> www.andrewhudsonsjoblist.com  Contact: Andrew Hudson  Email: info@ahjobslist.com  Site: www.andrewhudsonsjoblist.com  Phone: (720) 350-4329  Address: 5130 S. Hanover Way, Englewood, 80111</p>		
16.	<p>Current (newspaper)  <b>Site:</b> www.current.org  Contact: Emily  Email: advertising@current.org  Site: www.current.org  Phone: (877) 745-8776 X1  Address: 6930 Carroll Ave., Tacoma Park, MD 20912</p>		
17.	<p>Five Points Business District:  Contact: Nell Washington, Project Manager  <b>Email:</b> nwashington@fivepointsbiz.org  Site: www.fivepointsbiz.org  Phone: (303) 832-5000  Site: fivepointsbiz.org/  Address: 2444 Washington St., Denver 80205</p>		
18.	<p>Gay, Lesbian, Bisexual &amp; Transgender (GLBT) Community  Center of Colorado:  Contact: Kelly Nichols, COO  <b>Email:</b> knichols@glbtcolorado.org  Site: www.glbtcolorado.org  Phone: (303) 733-7743  Address: 1301 E. Colfax Ave., Denver, 80218</p>		

19.	<p>Urban League of Metropolitan Denver:  Contact: N’Neka Woulard  <b>Email:</b> info@denverurbanleague.org  Website: www.denverurbanleague.org  Phone: (303) 377-2790  Address: 700 E. 24<sup>th</sup> Ave., Ste. 8, Denver, 80205</p>		
20.	<p>CLLARO – Colorado Latino Leadership, Advocacy and Research Organization:  <b>Email:</b> cllaro@cllaro.org / ricardo.rocha@cllaro.org  Contact: Ricardo Rocha  Site: www.cllarocolorado.org  Phone: (303) 722-5150  Address: 309 W. 1<sup>st</sup> Ave., Denver, 80223</p>		
21.	<p>The National Academy of Television Arts &amp; Sciences (NATAS):  -National Job Bank:  Contact: Bob Lazo  <b>Email:</b> rlazo@emmyonline.tv  Site: http://emmyonline.org  Phone: (212) 586-8424  Address: 1697 Broadway, New York, NY 10019  -NATAS Heartland Chapter:  Contact: Audrey Elling  <b>Email:</b> office@emmyawards.tv  Site: http://emmyawards.tv  Phone: (303) 722-0916  Address: 1247 Eureka Court, Highlands Ranch, 80126</p>		
22.	<p>Colorado Media School:  Contact: Terry Cuff, Career Services Director  <b>Email:</b> tcuff@beonair.com  Site: http://beonair.com  Phone: (303) 937-7070  Address: Belmar, 404 S. Upham St., Lakewood, 80226</p>		
23.	<p>University of Colorado, School of Journalism &amp; Mass Communication (Boulder, CO):  Contact: Christine Mahoney, Internship and Career Coordinator  <b>Email:</b> Christine.mahoney@colorado.edu  Site: www.journalism.colorado.edu  Phone: (303) 492-5480  Address: 1511 University Ave., 478 UCB, Boulder, 80309  <b>Career Buffs Job Board:</b>  <a href="http://www.myinterfase.com/cuboulder_cmci/employer/">http://www.myinterfase.com/cuboulder_cmci/employer/</a></p>		
24.	<p>Metropolitan State College of Denver:  Contact: Kate Agathon, Employer Relations Specialist  <b>Email:</b> kagathon@msudenver.edu  Site: www.msudenver.edu  Phone: (303) 556-3664  Address: 890 Auraria Pkwy., Denver, 80204</p>		

25.	Craigslist.org <b>Site:</b> www.craigslist.org Contact: n/a - National job board		
26.	Indeed.com <b>Site:</b> www.indeed.com Contact: n/a - National job board		
27.	Regis University <b>Site:</b> www.regis.edu Contact: Karen Adducci, Employer Relations Developer		
28.	LinkedIn	1	

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

ACTIVITY/DESCRIPTION	DATE	STAFF PARTICIPANT	SPONSOR/GROUP
<b>LEADERSHIP ROLES IN PBS COMMUNITY:</b>			
	2019	Kim Johnson	<ul style="list-style-type: none"> <li>Kim Johnson, President and General Manager: Member of PBS Board of Directors</li> </ul>
	2019	Kim Johnson	<ul style="list-style-type: none"> <li>Kim Johnson, President and General Manager: Acting Vice President of the affinity group, IPTSA (Independent Public Television Station Association)</li> </ul>
	2019	Sally Wicks	<ul style="list-style-type: none"> <li>Sally Wicks, Director of Content Management, Member of Traffic Advisory Committee</li> </ul>
<b>CPT12 TOURS FOR COMMUNITY ASSOCIATIONS:</b>			
	7/2019	Dominic Dezzutti	<ul style="list-style-type: none"> <li>Private tour: N. Eckerling</li> </ul>
	8/2019	Dominic Dezzutti	<ul style="list-style-type: none"> <li>Private tour: A. Levisia</li> </ul>
<b>COMMUNITY PARTNERSHIPS:</b>			
	2019	Paula Roth/Pam Parker	<ul style="list-style-type: none"> <li>Freedom Service Dogs</li> </ul>
	2019	Pam Parker	<ul style="list-style-type: none"> <li>Women's Bean Project</li> </ul>
	2019	Pam Parker	<ul style="list-style-type: none"> <li>Comeback Yoga</li> </ul>
	2019	Paula Roth/Pam Parker	<ul style="list-style-type: none"> <li>Adoption Options</li> </ul>

	2019	Shari Bernson	• Community Shares Workplace Giving Campaign
<b>COMMUNITY EVENTS:</b>			
	6/2019	Paula Roth/Sam Safarian	• Red Rocks Concert: Brit Floyd - The World's Greatest Pink Floyd Show
	7/2019	Paula Roth/Sam Safarian	• Red Rocks Concert: Killer Queen
	8/2019	Paula Roth/Sam Safarian	• Red Rocks Concert: "1964" The Tribute - The #1 Beatles Show in the World
	9/2019	Paula Roth	• Colorado Collectibles: Forney Museum of Transportation
	9/2019	Paula Roth/Sam Safarian	• Red Rocks Concert: Get the Led Out - The American Led Zeppelin
<b>INTERNSHIPS:</b>			
	1/2019	Dominic Dezzutti	• Intern: Chelsea Hernandez, University of Denver
	8/2019	Heather Dalton	• Intern: Chris Wilburn, Developmental Disabilities Resource Center