

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

**ANNUAL EEO PUBLIC FILE REPORT
January 1, 2016 – December 31, 2016**

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 (January 1, 2016 – December 31, 2016):

FULL-TIME POSITION	RECRUITMENT SOURCES USED	RECRUITMENT SOURCE FOR SUCCESSFUL APPLICANT	TOTAL # OF APPLICANTS FROM ALL SOURCES
General Ledger Specialist <ul style="list-style-type: none"> • Position opened: 4/19/16 • Position filled: 5/23/16 • Position start: 5/31/16 	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 17, 18, 19, 20, 25, 26	25	56
Content Management Operator <ul style="list-style-type: none"> • Position opened: 6/21/16 • Position filled: 7/20/16 • Position start: 6/8/15 	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 17, 18, 19, 20, 21, 22, 23, 24, 27	0	6

*Total number of persons interviewed for full-time positions during applicable period: **62***

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.

	RECRUITMENT SOURCE: NAME, CONTACT, EMAIL, PHONE #, ADDRESS	TOTAL # INTERVIEWEES PROVIDED BY SOURCE DURING PERIOD	FULL-TIME POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED
0.	Unknown source / Generic online search	3	1
1.	Internal candidate / Former employee	1	
2.	Employee Referral		
3.	Recruiter Networking: Kim Johnson, President & GM; Dominic Dezzutti, VP of Content Development; 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		
4.	Unsolicited Applications		
5.	Manager Networking		
6.	CPT12 Website: www.cpt12.org	1	
7.	CPT12 Board of Directors		
8.	CPT12 Community Advisory Board (CAB)		
9.	Media Match: Site: media-match.com/ (TV & Film Professional job board/membership site)		
10.	Colorado Nonprofit Association: Site: coloradononprofits.org Contact: Linda Chaisson, Office Manager Email: info@coloradononprofits.org Phone: (303) 832-5710 Address: 789 Sherman St., Denver 80203 (Nonprofit Professional job board)		
11.	Colorado Broadcasters Association (CBA): Site: coloradobroadcasters.org Contact: Sarah Weber, Administrative Assistant Address: 333 W. Hampden Ave., Englewood, 80110 Phone: (720) 536-5427 (TV & Film Professional job board)		
12.	Mayor's Office of Workforce Development: Site: connectingcolorado.com Address: 1391 Speer Blvd., 5 th Fl., Denver, 80204 Contact: Al O'Hara		

	<p>Mayor's Office of Workforce Development (cont.): Email: al.ohara@ci.denver.co.us Phone: (720) 865-5556 (Colorado's Job Bank/Statewide Workforce Offices/Denver Employer Services & Job Unit)</p>		
13.	<p>The Society of Broadcast Engineers Site: 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 Site: www.tvjobs.com Email: info@tvjobs.com Phone: (760) 754-8177 Address: P.O. Box 4116, Oceanside, CA 92052 (Broadcasting job database)</p>	1	
15.	<p>Andrew Hudson's Job List Site: 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 <i>(requires fee)</i></p>		
16.	<p>Current (newspaper) Site: 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 <i>(requires fee)</i></p>		
17.	<p>Five Points Business District: Contact: Nell Washington, Project Manager Email: nashington@fivepointsbiz.org Site: www.fivepointsbiz.org Phone: (303) 832-5000 Site: fivepointsbiz.org/ Address: 2444 Washington St., Denver 80205</p>	1	
18.	<p>Gay, Lesbian, Bisexual & Transgender (GLBT) Community Center of Colorado: Contact: Kelly Nichols, COO Email: 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 Email: info@denverurbanleague.org Website: www.denverurbanleague.org Phone: (303) 377-2790 Address: 700 E. 24th Ave., Ste. 8, Denver, 80205</p>		
20.	<p>CLLARO – Colorado Latino Leadership, Advocacy and Research Organization: Email: cllaro@cllaro.org / ricardo.rocha@cllaro.org Contact: Ricardo Rocha Site: www.cllarocolorado.org Phone: (303) 722-5150 Address: 309 W. 1st Ave., Denver, 80223</p>		
21.	<p>The National Academy of Television Arts & Sciences (NATAS): -National Job Bank: Contact: Bob Lazo Email: rlazo@emmyonline.tv Site: http://emmyonline.org Phone: (212) 586-8424 Address: 1697 Broadway, New York, NY 10019 -NATAS Heartland Chapter: Contact: Audrey Elling Email: 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 Email: 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 & Mass Communication (Boulder, CO): Contact: Christine Mahoney, Internship and Career Coordinator Email: Christine.mahoney@colorado.edu Site: www.journalism.colorado.edu Phone: (303) 492-5480 Address: 1511 University Ave., 478 UCB, Boulder, 80309 Career Buffs Job Board: http://www.myinterfase.com/cuboulder_cmci/employer/</p>		
24.	<p>Metropolitan State College of Denver: Contact: Kate Agathon, Employer Relations Specialist Email: kagathon@msudenver.edu Site: www.msudenver.edu Phone: (303) 556-3664 Address: 890 Auraria Pkwy., Denver, 80204</p>		

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

SUPPLEMENTAL RECRUITMENT MEASURE / MENU OPTION ITEMS:

ACTIVITY/DESCRIPTION	DATE	STAFF PARTICIPANT	SPONSOR/GROUP
LEADERSHIP ROLES IN PBS COMMUNITY:			
CPT12 TOURS FOR COMMUNITY ASSOCIATIONS:			
COMMUNITY PARTNERSHIPS:			
	2016	Pam Parker	American Graduate Partners: <ul style="list-style-type: none"> • Denver Public Schools; • Youth on Record; • StoryCenter; • Picture Me Here; • Denver Minor Disturbance; • Art From Ashes; • United Way; • Zero Dropouts; • Colorado Youth for a Change; • Denver Chamber of Commerce • My Brother's Keeper
	4/2016	Shari Bernson, Andrea Metzger	• Donation: Silent Auction Donation to Community Shares "30 th Anniversary Summer Celebration" event. (Value: \$202.00)
	5/18/2016	Joshua Hassel	• Promotion: CPT12 Jewish Heritage Night
	6/1/2016	Shari Bernson, Andrea Metzger	• Donation: Silent Auction donation to Community Shares "Summer Celebration" Event
	7/23/2016	Paula Roth	• Mayan Screening: "Dog by

			Dog” to benefit Colorado Citizens for Canine Welfare (Puppy mill awareness)
	10/2016	Shari Bernson, Andrea Metzger	• Donation: Donation to Southern Plains Land Trust “Celebration of the Prairie” benefit. (Value: \$333.00)
	10/22/2016	Paula Roth	• Bow Wow Film Fest to benefits Colorado Pet Pantry (Pet food bank)
COMMUNITY EVENTS:			
	7/23/2016	Paula Roth	• Mayan Screening: “Dog by Dog” to benefit Colorado Citizens for Canine Welfare (Puppy mill awareness)
	10/22/2016	Paula Roth	• Bow Wow Film Fest to benefits Colorado Pet Pantry (Pet food bank)
INTERNSHIPS:			
	1/4/2016	Dominic Dezzutti	Intern: Jesse Kielman School: Wartburg College
	6/1/2016 – 8/25/2016	Dominic Dezzutti	Intern: Dawn Detwieler School: Denver Chamber of Commerce – Zero Dropouts Program