

# 2021 Rocky Mountain Public Media, Inc. Annual EEO Public File Report

For the period December 1, 2020 – November 30, 2021

This report lists all fulltime vacancies **filled** during the reporting period for Rocky Mountain Public Media, Denver Station Employment Unit, consisting of KRMA-TV (Denver) and KUVU-FM (Denver).

Full-Time Vacancies (all located in Denver, Colorado, unless otherwise noted):

Job Title	Date Filled	Total Interviewed	Recruitment Sources (and Total Number Referred by Recruitment Source)	Source of Hire
Creative Producer	12/8/20	15	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed (2), Glassdoor (2), Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association, CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (4), Publicmediajobs.org, LinkUp, Monster Controlled (1) (1), MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired (1), Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (3), Job Fairs, rmpbs.org/jobs (1), kuvo.org/jobs	rmpbs.org/jobs
Customer Support Specialist	12/9/20	10	Current.org, Twitter, Andrew Hudson Job Board (1), Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed (2), Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (3), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US	Employee Referral

			Jobs, ZipRecruiter Organic, Employee Referrals (2), Job Fairs, rmpbs.org/jobs (2), kuvo.org/jobs	
Multimedia Journalist	12/20/20	6	Twitter, Andrew Hudson Job Board (1), Corporation for Public Broadcasting (1), University of Colorado-Denver, Colorado Broadcasters Associations, Indeed, Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (3), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (1), Job Fairs, rmpbs.org/jobs kuvo.org/jobs	2 hires: LinkedIn (1) Employee Referral (1)
HR Manager	3/12/20	8	Twitter, Andrew Hudson Job Board (1), Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed (2), Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (3), Publicmediajobs.org, SHRM (1), LinkUp (1), Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals, Job Fairs, rmpbs.org/jobs kuvo.org/jobs	LinkUp
Leadership Giving Assistant	3/29/21	11	Twitter, Andrew Hudson Job Board (1), Indeed (2), Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association (1), CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (2), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired (1), Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (2), Job Fairs, rmpbs.org/jobs (2), kuvo.org/jobs	LinkedIn

Digital Content Producer	6/3/21	11	Twitter (1), Andrew Hudson Job Board, Corporation for Public Broadcasting (1), University of Colorado-Denver, Colorado Broadcasters Associations, Indeed, Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards (1), Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Joodle, JuJu.com, LinkedIn Organic (3), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (4), Job Fairs, rmpbs.org/jobs (1), kuvo.org/jobs	2 hires: Twitter (1) Employee Referral (1)
Master Control/Traffic Technician	6/7/21	3	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed, Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Joodle, JuJu.com, LinkedIn Organic, Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals, Job Fairs, rmpbs.org/jobs kuvo.org/jobs	Employee Referral
Executive Assistant to the CEO	7/27/21	7	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed, Glassdoor (1), Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association, CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Joodle, JuJu.com, LinkedIn Organic (2), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, Refer.io (1), SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (2), Job Fairs, rmpbs.org/jobs (1) kuvo.org/jobs	Refer.io
Account Executive	8/2/21	2	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed,	Employee Referral

			Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic, Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (2), Job Fairs, rmpbs.org/jobs kuvo.org/jobs	
Philanthropy Manager	8/17/21	8	Twitter, Andrew Hudson Job Board, Corporation Nonprofit Association (1), Colorado Planned Giving Roundtable (1), Indeed, Glassdoor (1), Current.org, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association (1), CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (3), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired (1), Trovit, Upward.net, US Jobs, ZipRecruiter Organic (1), Employee Referrals (1), Job Fairs, rmpbs.org/jobs, kuvo.org/jobs	LinkedIn
DEI Specialist	8/18/21	1	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, , Indeed, Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic, Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals, Job Fairs, rmpbs.org/jobs (1), kuvo.org/jobs	Internal Promotion
Director of Broadcast Engineering	8/26/21	10	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Association, Indeed, Glassdoor (2), Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com,	LinkedIn

			LinkedIn Organic (6), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (1), Job Fairs, rmpbs.org/jobs (1), kuvo.org/jobs	
Traffic Media Assistant	8/29/21	4	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed (1), Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (2), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (1), Job Fairs, rmpbs.org/jobs kuvo.org/jobs	LinkedIn
Senior Graphic Designer	9/26/21	10	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed, Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (3), Publicmediajobs.org, LinkUp, Monster Controlled (1), MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic (2), Employee Referrals (3), Job Fairs, rmpbs.org/jobs (2), kuvo.org/jobs	Employee Referral
HR Coordinator	10/13/21	7	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed (3), Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (4), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US	LinkedIn

			Jobs, ZipRecruiter Organic, Employee Referrals, Job Fairs, rmpbs.org/jobs kuvo.org/jobs	
Customer Support Specialist	10/29/21	5	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed, Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (3), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (2), Job Fairs, rmpbs.org/jobs kuvo.org/jobs	Employee Referral
On-Air Host, 104.7 THE DROP	11/15/21	8	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed, Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (3), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals (4), Job Fairs, rmpbs.org/jobs (1), kuvo.org/jobs	Employee Referral
Engagement Manager	11/16/21	3	Twitter, Andrew Hudson Job Board, Corporation for Public Broadcasting, University of Colorado-Denver, Colorado Broadcasters Associations, Indeed, Glassdoor, Adzuna, AppCast, CareerCentric Organic, Colorado Nonprofit Association CareerJet, Facebook Job Boards, Job Inventory, JobBoost, Jobbydoo, JobCase, JobisJob, Jooble, JuJu.com, LinkedIn Organic (2), Publicmediajobs.org, LinkUp, Monster Controlled, MyJobHelper, Neuvo, Oodle.com, Recruit.net, SimplyHired, Trovit, Upward.net, US Jobs, ZipRecruiter Organic, Employee Referrals, Job Fairs, rmpbs.org/jobs (1), kuvo.org/jobs	LinkedIn

**Colorado Broadcasters Association**

333 W Hampden Ave #400  
Englewood, CO 80110  
720-536-5427

<http://www.coloradobroadcasters.org>

**Indeed**

6433 Champion Grandview Way, Bldg 1  
Austin, TX 78750  
<https://www.indeed.com>

**University of Colorado - Denver via Handshake**

Career Center - Tivoli 267 (2nd Floor)  
900 Auraria Parkway  
Denver, CO 80204  
303-315-7315  
<https://ucdenver.joinhandshake.com/>

**Rocky Mountain PBS**

2101 Arapahoe Street  
Denver CO 80205  
<http://www.rmpbs.org/jobs/>

**Colorado Non-Profit Association**

789 Sherman, #240  
Denver CO 80203  
303-832-5710

**Glassdoor**

100 Shoreline Hwy,  
Mill Valley, CA 94941  
[www.glassdoor.com](http://www.glassdoor.com)

**Andrew Hudson's Job Board**

5130 S Hanover Way  
Englewood CO 80111  
720-350-4359  
[www.andrewhudsonsjobslist.com](http://www.andrewhudsonsjobslist.com)

**Corporation for Public Broadcasting**

401 9th Street NW  
Washington DC 20004  
202-879-9600  
<https://www.cpb.org>

**KUVO Radio**

2101 Arapahoe Street  
Denver CO 8205  
[www.kuvo.org/](http://www.kuvo.org/)  
303-480-9272  
[studio@kuvo.org](mailto:studio@kuvo.org)

**Twitter**

1355 Market Street Suite 900  
San Francisco, CA 94103  
[www.twitter.com](http://www.twitter.com)

**Colorado Planned Giving Roundtable**

PO Box 547  
Pine, CO 80470  
720-739-1119; [cpgr@q.com](mailto:cpgr@q.com)  
[www.cpgr.org](http://www.cpgr.org)

**Adzuna**

[www.adzuna.com](http://www.adzuna.com)

**AppCast**

10 Water St.

Lebanon, NH 03766

[www.appcast.com](http://www.appcast.com)

[contact@appcast.io](mailto:contact@appcast.io); 1 (800) 570-5430

**CareerJet**

[www.Careerjet.com](http://www.Careerjet.com)

**JobBoost**

John M. Keynesplein

12-461066 EP Amsterdam

[www.jobboost.nl](http://www.jobboost.nl)

[mail@jobboost.nl](mailto:mail@jobboost.nl)

**JobCase**

Cambridge, MA

[www.jobcase.com](http://www.jobcase.com)

**JobisJob**

Barcelona, Spain

[www.jobisjob.com](http://www.jobisjob.com)

**Juju.com**

(212) 537-3898

[www.juju.com](http://www.juju.com)

[pree@juju.com](mailto:pree@juju.com)

**CareerCentric Organic**

[www.careercentric.com](http://www.careercentric.com)

[sales@careercentric.com](mailto:sales@careercentric.com)

**Facebook Job Boards**

1 Hacker Way

Menlo Park, CA 94025

<https://www.facebook.com/jobs/>

**Jobbydoo**

[www.jobted.com](http://www.jobted.com)

[info@fabulabs.com](mailto:info@fabulabs.com)

**Publicmediajobs.org**

4400 Massachusetts NW

Washington, DC 20016

(202) 885-6412

<https://jobs.current.org/>

**Jooble**

+44 20 3239 2317

[rp@jooble.com](mailto:rp@jooble.com)

[www.jooble.com](http://www.jooble.com)

**LinkedIn Organic**

605 W Maude Ave,

Sunnyvale, CA 94085

650-687-3600

[www.linkedin.com](http://www.linkedin.com)



**LinkUp**

430 1st Avenue North, Suite 790  
Minneapolis, MN 55401  
Phone: 866-359-9360  
[www.linkup.com](http://www.linkup.com)

**MyJobHelper**

33 Irving Place FL3  
New York, NY 10003  
info@MyJobHelper.com  
[www.myjobhelper.com](http://www.myjobhelper.com)

**Recruit.net**

[www.Recruit.net](http://www.Recruit.net)

**Upward.net**

280 Park Ave. Suite 2056  
New York, NY 10017  
1.866.505.2163  
[www.upward.net](http://www.upward.net)

**ZipRecruiter Organic**

604 Arizona Avenue Santa Monica  
Santa Monica, California 90401  
(877) 252-1062  
[www.ziprecruiter.com](http://www.ziprecruiter.com)

**Monster Controlled**

133 Boston Post Road  
Weston, MA 02493  
978-461-8000  
[www.monster.com](http://www.monster.com)

**Oodle.com**

340 S Lemon Ave #3604  
Walnut, CA 91789  
[www.Oodle.com](http://www.Oodle.com)

**Refer.io**

Ryan Kay  
41 N 300 W Suite B  
Washington, Utah 84780  
[ryank@refer.io](mailto:ryank@refer.io)  
[www.refer.io](http://www.refer.io)

**SimplyHired**

370 San Aleso Avenue Suite 200  
Sunnyvale, CA 94085  
408-400-4770  
[www.Simplyhired.com](http://www.Simplyhired.com)

## Referring Agencies:

Organizations may request to be added to our job opening mailing list. Those that have requested notification are marked with an asterisk (\*) and have been notified of all openings since they made the request.

Resource	Contact Name	Contact Information

## FCC Designated Supplemental Outreach Activities

Initiative	Involvement
Internship Opportunities	Designed to assist High School and College students in acquiring skills needed for broadcast employment. Internship Program was on hold due to Covid-19 for 2020 into early 2021. Ad-hoc internship opportunities across the organization began again in the Summer of 2021, with 5 part time interns hired to date.
Participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting	RMPM did not participate in in-person events during the 2021 COVID pandemic. However, RMPM partners with Fort Lewis College and Colorado Mesa to continuously teach and mentor career-seeking professionals in broadcasting via direct academic and/or programmatic initiatives. Carol Fleischer of the DEI team teaches Film at Fort Lewis College from which interns and supporters often come. Carrie McKee and Alex Forsett manage the relationship with Colorado Mesa University as our station continues to endeavor statewide initiatives.
Community events to inform and educate the public as to broadcasting employment opportunities	RMPM previously conducted 28 station tours to various groups, including educational, community organizations, etc. in 2019. This was put in hold prior to launch in 2020 due to Covid-19.
Other programs designed to promote outreach generally	NATIVE LENS is an ongoing program/initiative that invites Native and Indigenous storytellers to share their stories. It is a collaborative storytelling project; the topic is theirs to choose as we welcome submissions from Native and/or Indigenous storytellers of all ages for their stories of love, grief, laughter, tradition, art, inspiration, inequity, how your their life has changed because of COVID-19, or something else entirely. We hope to share their vision on our public media platforms to ensure that they are seen and heard. The project is lead by Carol Fleischer of the DEI team and supported by the Content department as a whole.
Training to management level personnel on ensuring equal employment opportunity and preventing discrimination	Anti-Harassment training took place on Friday 9/10/21 and Friday 10/8/2021 via All Staff Zoom Meeting. All staff attended one of the two sessions.

Session 1: Helen Alvillar, Luisa Alvarez, Genevieve Binder, Marlon Boyce, Thomas Busch, Kristina Cafarella, Maria Cardwell, Victoria Carodine, Carlos Cartagena, Christina Cartagena, Diane Cerafici, Olga Chalagina, Steven Chavis, Emory Collinson, Kyle Cooke, Tiara De Boer, Margaret Delahunty, Dennis Diamond, Tyler Donovan, Timmale Dotson, Laura Esterly, Kelly Flink, Lindsey Ford, Paul Gapinski, Susan Gatschet, Arturo Gomez-Crus, Christopher Graham, Nikki Giron, Sonia Gutierrez, Clarissa Guy, Karla Hanlon, Aaliah Hartley, Bradley Haug, Shanton Henderson, Scott Hennelly, Natalie Herrera, Enrique Jiminez-Chavez, Aaron Johns, Jennifer Johnson, Rane Kaseman, Alexis Kikoen, Joseph Kloss, Linda Kotsaftis, Nicholas Larson, Carrie McKee, Mark Montour-Larson, Amanda Mountain, Sarah Newberry, Caitlin (O'Brien) Shoutta, Andy O'Leary, John Pantoya, Rodney Pearcey, Kate Perdoni, ALdO Pillitteri, Nicholas Rieth, Kairee Robles, Julie Rumery, Julio Sandoval, Carol Scobby, Stephen Shuba, Kathy Smith, Lesley Smolik, Samantha Soto, Alissa Swarn, Matthew Thornton, Claire Tobin, Keegan Vail, Marlene Vioria, Charles Wagner, Ashley Williamson, Brian Willie, Kirby Witten-Smith

Session 2: Rodney Byers, Jennifer Castor, Jacob Chais, Kim Clemensen, Claudia Fernandez, Alex Forsett, Rodney Franks, Deborah Higgs, Amanda Horvath, Katherine McDonnell, Maria Ortiz, Arvida Rascon, Janine Santana, Patience Syrus, Joshua Kriner