

2016 ANNUAL EEO PUBLIC FILE REPORT

Boulder Community Broadcast Association, Inc

Stations:	KGNU(AM), Denver, CO KGNU-FM(NCE), Boulder, CO
Reporting Period:	November 21, 2015 – November 20, 2016
No. of Full-time Employees:	8
Small Market Exemption:	No

During the Reporting Period, a total of one (2) full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

During this reporting period, KGNU hosted four (4) interns in our News & Public Affairs department, offering hands-on skill-building training for students from the University of Colorado at Boulder, Metro State University, Schools of Journalism. KGNU hosted an additional 3 interns from the University of Colorado at Boulder Engage Leadership Program charged with supporting the KGNU Strategic Plan.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

KGNU reaches out to its audience and the community through social media platforms Facebook and Twitter. During the Reporting Period, KGNU also staffed outreach booths at several large community events, including the Auraria Spring Fling, Auraria Fall Fest, Martin Luther King Parade, Five Points Jazz Festival, Denver Tool Library Concert Series, Underground Music Festival, Access La Alma, Endotrend, Americas Latino Eco Festival, Colorado Connected, People's Fair, Black Arts Festival, Pridefest, Juneteenth Festival, CFC Fair, Arvada Blues and BBQ for Better Housing, Amy Goodman presentation, Denver First Fridays in

May, June, July, August, September, The Charles Sawtelle Memorial Festival, Nedfest, NFCB National Conference, among others.

KGNU partnered with the Denver Public Schools ACE Career Paths program as host site for Creative Careers Day on 11/10/16. These are students on Individual Education Plans (IEPs) who gain work experience through DPS. KGNU showed the students the structural framework for working as a professional DJ, and gave them a chance to get a hands-on lesson in turntable scratching.

As members of the Community Shares philanthropic giving program, KGNU did outreach at several government worksite non-profit fairs during the reporting period. These included Buckley Airforce Base twice, the Lakewood Federal Center, Boulder's NOAA campus, the Community College of Denver, and the Community College of Aurora twice.

During the reporting period, KGNU held one outreach meeting for outreach coordinators in November of 2016, eight volunteers and staff attended.

Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

KGNU made two full-time, upper-level hires during this period. The jobs were listed with the National Federation of Community Broadcasters list serve and Corporation for Public Broadcasting's, and the Colorado Broadcast Association's Joblines among others.

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

KGNU has a radio training program for community volunteers, so that they can learn the skills needed for broadcast in news, public affairs and music. KGNU offers scholarships to those who need financial assistance. Training sessions are held every month (27 classes were offered during the reporting period); attendance at a KGNU orientation class is required before applicants are eligible. KGNU charges \$50 for regular radio training classes and use of studios. Total number of adult students during the period

in question: 55.

In June 2016, we offered one youth training workshop at our Boulder studios lasting three days. The total attendance was 12 students. Also in June, KGNU offered a workshop on creating effective collaborations across different news departments in community radio stations as part of and a separate workshop on producing HipHop. Both were given during the NFCB national conference in Denver.

June 20th-23rd, 27th - 30th 2016 Summer youth training camp: A radio training workshop given to 7 students from the Temple Grandin School for children on the autism spectrum. Participants learned radio production skills.

At our April 2016, All-Station Retreat, KGNU offered a Training workshop on producing on-air promos for board of directors, volunteers, on air hosts & producers. 20 people attended the workshop at this retreat.

In October 2016 and March 2016, KGNU offered training to volunteers on Social Media publication and forward promoting for the KGNU volunteers. 30 volunteers and staff participated in each workshop. Also in October, KGNU gave a workshop for CU Boulder undergrad anthropology students as part of their Democracy class. Did presentation and workshop on community media.

November 2016, KGNU held a training given to approximately 10 members of the League of Women Voters Boulder County on how to effectively communicate with media, write press releases and conduct interviews.

During the reporting period, KGNU actively promoted professional development for staff to better develop skillsets and to acquire additional professional skills relevant to KGNU's broadcast, digital storytelling and operational needs. Eight staff members attended workshops, conferences and trainings during the period. KGNU will

continue professional development during 2017.

*Established a **mentoring** program for station personnel.*

KGNU has an on-going mentoring program to encourage and support new volunteers at the station. KGNU has an on-going mentoring program with high-school students from the September School in Boulder Valley District. During the reporting period, two mentoring sessions where 5 students mentored 10 hours a month for six to nine months learning news gathering and production, editing and the production of news features.

KGNU hosted a group of students from Manuel High School in Denver with a discussion on community media and a recording session where the students recorded poems and essays that they had written. This is an on-going yearly program that KGNU strives to maintain to mentor youth from at-risk urban regions.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
April 18, 2016	Development Director	Free Speech TV General Manager
January 4, 2016	Music Director	KGNU listserv

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 16

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
CPB On-Line Job Board	1
National Federation of Community Broadcasters e-mail list	4
KGNU website	2
Colorado Assoc. of Non-Profits Job Board	1
Grassroots Radio Coalition (listserv)	1
Colorado Broadcasters Association job board	1
KGNU listserv	5
Free Speech TV	1

RECRUITING SOURCES USED

Job Title of Position: Development Director
 Job Title of Position: Music Director

Date of Hire: April 18, 2016
 Date of Hire: January 4, 2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CPB Job Board	N	401 Ninth St NW, Washington, DC 20004	None specified	202-879-9600 http://www.cpb.org/contact/
La Voz newspaper	N	4047 Tejon St., Denver, CO 80211	Romelia Ulibarri	303-936-8556 classsales@lavozcolorado.com
National Federation of Community Broadcasters e-mail list	N	Paonia, CO	Sally Kane	Sally@nfcbo.org
Denver Craigslist	N	1381 9 th Ave., San Francisco, CA 94122	None specified	415-566-6394
KGNU website and KGNU listserv (kgnu.org)	N	4700 Walnut St., Boulder, CO 80301	Evan Perkins	303-449-4885 evan@kgnu.org
Colorado Assoc. of Non-Profits job board	N	789 Sherman St. Denver, CO	None specified	303-832-5710 coloradononprofits.org
Rocky Mountain Community Radio e-mail list	N	c/o KSJD Cortez, CO	Jeffrey Pope	jeff@ksjd.org
Regis University Non-profit Network job board	N N	3333 Regis Blvd. Denver, CO	None specified None specified	303-458-4126 (562) 631-5328 info@thenonprofitnetwork.org
PubRadio email list	N	Pittsburgh, PA	None specified	info@pubradio.org pubradio@lists.pubradio.org
Natl. Assoc. of Hispanic Journalists website	N	Washington D.C.	None specified	nahj@nahj.org 888.281.9066 http://www.nahjcareercenter.com/recruiters/products
Latino Public Radio Consortium website	N	PO Box 8862, Denver, CO 80201	Debbie Boneta	303-877-4251 debbie@latinopublicradioconsortium.org
Journalism Jobs	N	Washington D.C.	None specified	510-508-7386 info@journalismjobs.com

Idealist	N	302 Fifth Avenue, 11th Floor New York, NY 10001	None specified	646-786-6886
Grassroots Radio Coalition (listserv)	N	None specified	None specified	grc@maillist.peak.org
Boulder Backpage	N	Boulder, CO	None Specified	http://posting.boulder.backpage.com
Colorado Broadcasters Association	N	Englewood, CO	Justin Sasso	(720) 536-5427 Justin@ColoradoBroadcasters.org
Boulder Craigslist	N	Boulder, CO	None Specified	Craigslist.org
Idealist.org	N	302 Fifth Avenue, 11th Floor New York, NY 10001 United States	None Specified	http://www.idealists.org/add-org
The Non Profit Network	N	4018 City Terrace Drive Los Angeles, CA 90063	None Specified	http://thenonprofitnetwork.org/
Radio Survivor	N	171 Andover Street San Francisco, CA 94110.	None Specified	(415) 685-3082
Boulder Chamber	N	2440 Pearl St, Boulder, CO 80302	None Specified	(303) 442-1044
Front Range Source	N	P.O. Box 2043 Boulder, CO 80306	None Specified	303-502-7114 info@frontrangesource.com
Greater Public Jobline	N	401 North 3rd Street, Suite 370 Minneapolis, MN 55401	None Specified	(888) 454-2314
Philanthropy News Digest	N	32 Old Slip, 24th Floor New York, NY 10005	None Specified	http://philanthropynewsdigest.org/jobs
La Voz Bilingue	N	12021 Pennsylvania St., #201 Thornton, CO 80241	None Specified	classsales@lavozeolorado.com 303-936-8556
Free Speech TV	N	P.O. Box 44099, Denver CO 80201	Jon Stout	jon@freespeech.org 303.442.8445

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.