

2018 ANNUAL EEO PUBLIC FILE REPORT

Boulder Community Broadcast Association, Inc.

Stations: KGNU(AM), Denver, CO
KGNU-FM(NCE), Boulder, CO

Reporting Period: November 21, 2017 – November 20, 2018

No. of Full-time Employees: 9
Small Market Exemption: No

During the Reporting Period, a total of one (1) full-time position was 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 seven (6) interns in our News & Public Affairs department, offering hands-on skill-building training for students from the University of Colorado at Boulder - School of Journalism and INVST program, Oxford University, Colby College, Workforce Boulder County and Fairview High school. KGNU hosted an additional (4) high school interns through the Denver Public Schools and (1) intern from University of Colorado, Denver. The KGNU Music Department hosted (5) interns to learn about the music industry during the reporting period.

*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).*

During the Reporting Period, KGNU staffed outreach booths at several large community events, including the People's Fair, the City Park Jazz Festival, Underground Music Festival, Colorado Black Arts Festival, Juneteenth Festival, Reggae on the Grass, among others.

During the reporting period, KGNU held (18) outreach trainings for outreach coordinators.

*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 one full-time, upper-level hire during this period. The job opening was listed with the National Federation of Community Broadcasters list serve and Corporation for Public Broadcasting and the Colorado Broadcast Association's job lines among others.

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

At our January 2018, All-Station Retreat, KGNU offered a Training workshop on using google suite shared documents for board of directors, staff, volunteers, on air hosts & producers. 17 people attended the workshop at this retreat.

During the reporting period, KGNU actively promoted professional development for staff to better develop skill sets and to acquire additional professional skills relevant to KGNU’s broadcast, digital storytelling and operational needs. Staff members attended workshops, conferences (RMCR, Colorado Creative Leadership, and the Colorado Broadcast Association) and trainings during the reporting period. KGNU also offered professional Coaching opportunities to Executive and Director level staff. KGNU will continue professional development during 2019.

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

KGNU has an on-going mentoring program to encourage and support new volunteers at the station.

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.

*Hosted at least one **job fair**.*

KGNU partnered with the Denver Public Schools ACE Career Paths program as host site for Creative Careers Day on 11/8/18. 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.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
October 1, 2018	Membership Coordinator	Andrew Hudson's Job List

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: **3**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Andrew Hudson's Job list	1
KGNU eNewsletter	1
KGNU Facebook	1

RECRUITING SOURCES USED

Job Title of Position: **Membership Coordinator**

Date of Hire: **October 1, 2018**

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@lavozeolorado.com
National Federation of Community Broadcasters e-mail list	N	Paonia, CO	Sally Kane	Skane@nfcbo.org
Denver Craigslist	N	1381 9 th Ave., San Francisco, CA 94122	None specified	415-566-6394
KGNU website, eNewsletter, and KGNU listserv (kgnu.org)	Y	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 KDNK Carbondale, CO	None specified	RMCR@LISTSERV1. COLORADOCOLLEGE.EDU
PubRadio email list	N	Pittsburgh, PA	None specified	info@pubradio.org

				pubradio@lists.pubradio.org
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
Colorado Broadcasters Association	N	Englewood, CO	Justin Sasso	(720) 536-5427 Justin@ColoradoBroadcasters.org
Current Newspaper	N	6930 Carroll Avenue, Suite 625 Takoma Park, Maryland 20912	None Specified	https://jobs.current.org
KGNU Facebook and Twitter	Y	4700 Walnut Street, Boulder, CO	Evan Perkins	evan@kgnu.org
Idealist.org	N	302 Fifth Avenue, 11th Floor New York, NY 10001 United States	None Specified	http://www.idealist.org/add-org
The Non Profit Network	N	4018 City Terrace Drive Los Angeles, CA 90063	None Specified	http://thenonprofitnetwork.org/
Latino Public Radio Consortium	N	709 Creekwater Terrace #203, Lake Mary, FL 32746	Magaly Rivera	mag@latinopublicradioconsortium.org 407 401-8850
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
Andrew Hudson's Jobs List	Y	5130 South Hanover Way Englewood, CO 80111	None Specified	info@ahjobslist.com 720-350-4329
PRADO listserv	N		None Specified	prado@listserv.syr.edu

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