

2003 ANNUAL EEO PUBLIC FILE REPORT

BOULDER COMMUNITY BROADCAST ASSOCIATION, INC.

Station: KGNU-FM (NCE)
(list all that are included within Employment Unit)

Community of License: Boulder, CO

Date of Annual Report: November 20, 2003

No. of Full-time Employees: Between 5 and 10

This report for the employment unit of Boulder Community Broadcast Association, Inc., covers the period between March 10, 2003, the effective date of the FCC's EEO Rule, and November 20, 2003. During the reporting period, no full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

BROAD OUTREACH AND INITIATIVES

During the reporting period, the Employment Unit has engaged in the following:

- Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment. KGNU has an internship program designed to equip members of the community to acquire skills needed for broadcast employment. Prospective interns design their own programs, in collaboration with station staff. The following interns participated in the departments listed below:

MUSIC INTERNS

- Student from New Vista High School, Sept-Nov 03
- Student from New Vista High School, Sept-Nov 03
- Student from CU - INVST Community Studies, University of Colorado, Sept 02- to conclude Dec 03

NEWS, DEVELOPMENT INTERNS

-Student from New Vista High School, Sept. 03- to conclude May 04

-Student from New Vista High School, Jan. 03- to conclude Dec. 03

- 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. At least two training sessions are held each month; attendance at a KGNU orientation session is required before applicants are eligible. KGNU charges \$50 for regular radio training classes and use of studios by students; scholarships are to cover the cost of the training.

YOUTH TRAINEES

30 trainees, 4 with scholarships

ADULT TRAINEES

60 trainees, 4 with scholarships

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

KGNU has a mentoring program for station personnel. News/PA Director and Music Director train volunteers one on one, and also assist in helping find more accomplished volunteers to mentor in specific areas.