

2008 ANNUAL EEO PUBLIC FILE REPORT

[Boulder Community Broadcast Association, Inc.]

Station(s): KGNU-FM (NCE) KGNU-AM (NCE)
Community(ies) of License:
Boulder, CO/Denver, CO

Reporting Period: November 21,
2007-November 20, 2008

No. of Full-time Employees: 5 – 10 x / More than 10 _____
Small Market Exemption:

During the Reporting Period, a total of 0 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

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

KGNU has an intern 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:

NEWS INTERNS:

CU Boulder student in the INVST Program assisted in the La Lucha Sigue program, news about Latin America. Assisted in the production of the show, wrote and read headlines and helped produce the show with the regular host. He also produced the entire show alone by the end of his internship. Sept-Dec 07 10 hours/week

Regis University student
Was morning news anchor and produced news features for the news department Jan - April 08: 10 hours/week

Metro State student
wrote and read headlines in the morning news cast, produced news features for the news department, worked of a variety of editing projects for the news department.
March - May 08: 25 hours/week

CU Boulder Journalism School student
Morning news anchor, produced interviews and news features for the news department: May - Aug 08: 25 hours/week

University of British Columbia, Vancouver student
Afternoon news anchor, produced interviews and news

features for the news department: June - August 08: 8 hours/week

Niwot High School senior, assisted in the morning news cast by writing and reading headlines, produced features for the news department and assisted in general editing assignments: June - August 08: 8 hours/week

Longmont High School student (intern through YEP: Youth Employment Program through Boulder County Workforce) Helped with miscellaneous editing projects for the news department. Produced 2 news features, aired on the morning news. Helped in editing audio for the stations website. 6 weeks: June - August 08: 35 hours/week

Niwot Middle School student (intern through YEP: Youth Employment Program through Boulder County Workforce) Helped with miscellaneous editing projects for the news department. Produced 2 news features, aired on the morning news. Helped in editing audio for the stations website. 6 weeks: June - August 08: 35 hours/week

Boulder High School student (intern through YEP: Youth Employment Program through Boulder County Workforce) Helped with miscellaneous editing projects for the news department. Produced 2 news features, aired on the morning news. Helped in editing audio for the stations website. 6 weeks: June - August 08: 35 hours/week

Boulder High School student (intern through YEP: Youth Employment Program through Boulder County Workforce) Helped with miscellaneous editing projects for the news department. Produced 3 news features, aired on the morning news. Did interviews for Arts show. Answered calls during phone in shows. 6 weeks: September - November 08: 20 hours/week

Lafayette High School student (intern through YEP: Youth Employment Program through Boulder County Workforce) Helped with miscellaneous editing projects for the news department. Answered calls during phone in shows. 6 weeks: September - November 08: 10 hours/week

*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 every month; 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: 94. In July, we offered a three-day youth training workshop, attended by 12 students.

Established a mentoring program for station personnel.

KGNU has an on-going mentoring program to encourage and support new volunteers at the station. During summer of 2008, we also set up a special ten-week mentoring program (separate from our internship program) for three African-American teens from the Denver Public Schools. The students came to our Denver studio for ten hours every week where, after initial training, they were mentored by station personnel in an effort to develop their skills as audio editors and DJs. The students and DPS were enthusiastic about the program and we plan to continue it in summer 2009.

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 hire during the reporting period: A Denver Fundraising and Outreach Director. We advertised this position with the following publications and organizations:

- Grassroots Radio Coalition e-mail list
- National Federation of Community Broadcasters e-mail list
- Corporation for Public Broadcasting website job listings
- La Voz --Bilingual newspaper serving Hispanic population in metro Denver (30,000 circulation)
- Greater Park Hill Newspaper serving Denver neighborhood with large African-American population.