

2019 ANNUAL EEO PUBLIC FILE REPORT

Boulder Community Broadcast Association, Inc.

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

Reporting Period: November 21, 2018 – November 20, 2019

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 eight (8) interns in our News & Public Affairs department, offering hands-on skill-building training for students including (6) from the University of Colorado, MSU, Oberlin, and (2) from Workforce Boulder County. KGNU hosted additional high school interns through the Denver Public Schools, and Arapaho Community College in Denver. The KGNU Music Department hosted (3) 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 two (2) University of Colorado, Boulder – College of Media Communication and Information job fairs for university students seeking internships and employment in the field of media and communication. We also staffed outreach at several large community events, including the City Park Jazz Festival, A Taste of Puerto Rico, Colorado Black Arts Festival, Juneteenth Festival, Blues and BBQ for Better Housing, Reggae on the Grass, Veterans Day Denver, Destination Freedom, among others.

During the reporting period, KGNU held (6) outreach trainings for outreach coordinators.

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes*

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.

substantial participation of women and minorities.

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

At our January 2019, All-Station Retreat, KGNU offered four Training workshops on news reporting 101, effectively preparing a music program and traffic software, outreach and fundraising 101, and digital editing & refining your audio, for board of directors, staff, volunteers, on air hosts & producers. Over fifty people attended the workshops 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, NFCB, PMDMC, and the Colorado Broadcast Association) and trainings during the reporting period. KGNU also offered professional Coaching opportunities to three Director level staff. KGNU will continue professional development during 2020.

*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 Northern Arapaho Youth and Longmont City youth from the Longmont Sister Cities project who were trained and mentored in audio story telling by KGNU's Indian Voices host and KGNU youth Media trainers, with focused discussion on community media and a recording session where the students recorded stories that they had prepared. This is a program that KGNU strives to mentor youth from at-risk urban and rural 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 11/9/19. 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
August 15, 2019	Bilingual Equity Reporter	KGNU eNewsletter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: **1**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
KGNU eNewsletter	1

RECRUITING SOURCES USED

Job Title of Position: **Bilingual Equity Reporter**

Date of Hire: **August 15, 2019**

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/
National Federation of Community Broadcasters e-mail list	N	Paonia, CO	Sally Kane	Skane@nfcbo.org
KGNU website, eNewsletter, and KGNU listserv (kgnu.org)	Y	4700 Walnut St., Boulder, CO 80301	Evan Perkins	303-449-4885 evan@kgnu.org
Rocky Mountain Community Radio e-mail list	N	c/o KDNK Carbondale, CO	None specified	RMCR@LISTSERV1. COLORADOCOLLEG E.EDU
PubRadio email list	N	Pittsburgh, PA	None specified	info@pubradio.org

				pubradio@lists.pubradio.org
National Association of Hispanic Journalists	N	PO Box 117 Windsor, CA 95492	None specified	info@nahjcareers.org 626 792 3846
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
KGNU Facebook and Twitter	Y	4700 Walnut Street, Boulder, CO	Evan Perkins	evan@kgnu.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
Suma Latina Job Board	N	1301 Spruce St, Boulder, CO 80302	Guillermo Estrada	info@thebouldercountysuma.com
Colorado Media Project	N	Denver, CO	Nancy Watzman	https://coloradomediaproject.com/join
Boulder County Latino Chamber	N	332 Main Street, Longmont, CO 80501	Pete Salas	info@latinochamberCO.org

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