

2021 ANNUAL EEO PUBLIC FILE REPORT

Boulder Community Broadcast Association, Inc.

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

Reporting Period: November 21, 2020 – November 20, 2021

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 one (1) intern in our Denver Production studios, offering hands-on skills-building training for the student from Denver Public Schools Career Connect program.

*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 at several large community events, including the, KGNU Yard Bazaar, RockyGrass, Louisville Street Faire, Charles Sawtelle Mtn Jam, Suave Fest, among others.

During the reporting period, KGNU held (6) volunteer orientations online to share the history of the station and to offer information on volunteer opportunities and training programs available at KGNU.

*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 upper-level hire during the reporting period. The listing was widely posted with media job banks/boards, newsletters, and media groups specializing in reaching women and minorities.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them*

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,

for higher level positions.

and participating in industry cohorts (NFCB – Community Counts Initiative, Greater Public, Building Bridges, RMCR, Boulder Leadership Fellows, among others) and trainings during the reporting period. KGNU hosted a yearlong DEIJ training on a monthly basis for all staff. KGNU offered professional Coaching opportunities to several staff. KGNU designed and hosted a 9 month equity reporting fellowship during the reporting period that was designed to strengthen community-centered engaged journalism, recruit new, diverse and emerging storytellers and to strengthen talent pipelines. KGNU will continue to provide professional development opportunities during 2022.

Established a mentoring program for station personnel.

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

KGNU partnered with New Vista High School and the Lafayette Youth Action Committee during the spring and fall of 2021 mentoring youth media makers in community media, storytelling, and recording techniques where the students recorded stories that they prepared to air on the station. This is a program that KGNU strives to offer to youth from at-risk urban and rural regions.

Hosted at least one job fair.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
04/01/2021	News and Public Affairs Director	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: **6**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	2
KGNU Website	2
Public Media (Current) Jobs Board	1
CPB Jobline	1

RECRUITING SOURCES USED

Job Title of Position: **News and Public Affairs Director**

Date of Hire: **04/01/2021**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Air Media	N	airmedia.org	None Specified	listings@airmedia.org
Boulder Chamber	N	2440 Pearl St, Boulder, CO 80302	None Specified	(303) 442-1044
Boulder County Latino Chamber	N	332 Main Street, Longmont, CO 80501	Pete Salas	info@latinochamberCO.org 1 (720) 491-1986
Colorado Broadcasters Association	N	Englewood, CO	Justin Sasso	(720) 536-5427 Justin@ColoradoBroadcasters.org
Colorado Press Association	N	https://coloradopressassociation.com/	None Specified	303-571-5117, info@colopress.net
CPB Job Board	N	401 Ninth St NW, Washington, DC 20004	None specified	202-879-9600 http://www.cpb.org/contact/
Craigslist	N	n/a	None Specified	https://denver.craigslist.org/
Current (pubmediajobs.org)	N	jobs.current.org	None Specified	https://jobs.current.org/job/news-director/54913983/
Emma Bowen Foundation Job Board	N	https://www.emmabowenfoundation.com/jobs	None Specified	https://www.emmabowenfoundation.com/contact_us
Facebook	N	4700 Walnut Street, Boulder, CO	Evan Perkins	evan@kgnu.org
Grassroots Radio Coalition (listserv)	N	None specified	None specified	grc@maillist.peak.org
Grassroots Radio Coalition list	N	n/a	None Specified	grc@maillist.peak.org
Greater Public	N	PO Box 303279 Austin, TX 78703-0055	None Specified	(800) 454-2314 https://greaterpublic.org/jobs/
Handshake	N	CU Boulder, CU Metro CMCI	none Specified	https://joinhandshake.com/
Idealist	N	https://www.idealists.org/en/	None Specified	https://www.idealists.org/en/about/contact
Indeed	N	https://www.indeed.com/	None Specified	https://www.indeed.com/
Journalism Jobs	N	Journalism Jobs	None Specified	info@journalismjobs.com 510-508-7386
KGNU e-newsletter	N	4700 Walnut Street, Boulder, CO	Evan Perkins	evan@kgnu.org
KGNU Facebook and Twitter	Y	4700 Walnut Street, Boulder, CO	Evan Perkins	evan@kgnu.org
KGNU website, eNewsletter, and KGNU listserv (kgnu.org)	Y	4700 Walnut St., Boulder, CO 80301	Evan Perkins	303-449-4885 evan@kgnu.org
LinkedIn	N	https://www.linkedin.com	None Specified	https://www.linkedin.com
Mightyrecruiter.com	N	Mightyrecruiter.com	None Specified	recruiterhelp@mightyrecruiter.com

National Association of Hispanic Journalists Job Listings website	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	None Specified	626 792 3846 info@nahjcareers.org
National Federation of Community Broadcasters e-mail list	N	Paonia, CO	Sally Kane	Skane@nfc.org
NFCB Job Board	N	Paonia, CO	Ernesto Aguilar	ernesto@nfc.org
NFCB list	N	Paonia, CO	Ernesto Aguilar	ernesto@nfc.org
NLGJA	N	https://www.nlgja.org/	none Specified	https://www.nlgja.org/
Open Media Foundation Career Engines Services	N	2101 Arapahoe Street, Denver, CO 80205 http://openmediafoundation.org/	Ammiee Brown	careers@openmediafoundation.org
PMJA / PRNDI	N	P.O. Box 838 Sturgis, SD 57785	Christine Paige Diers	christine@pmja.org
PubRadio email list	N	Pittsburgh, PA	None specified	info@pubradio.org pubradio@lists.pubradio.org
Rocky Mountain Community Radio e-mail list	N	c/o KBUT Crested Butte, CO	Tyler Lucas	tyler@rockymountaincommunityradio.org
Suma Boco / Suma Latina Job Board	N	3482 Broadway, Boulder, CO 80301	Guillermo Estrada	info@thebouldercountysuma.com 303-413-7095
The Non Profit Network	N	4018 City Terrace Drive Los Angeles, CA 90063	None Specified	http://thenonprofitnetwork.org/

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