

2022 ANNUAL EEO PUBLIC FILE REPORT
Boulder Community Broadcast Association, Inc.

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

Reporting Period: November 21, 2021 – November 20, 2022

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

During the Reporting Period, a total of one (0) 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 two (2) interns in our Denver Production studios, offering hands-on skills-building training for the students from Denver Public Schools Career Connect program. KGNU hosted one (1) intern in our Membership Department in Boulder via the I Have A Dream Foundation's summer internship College & Careers Program. KGNU hosted nine (9) additional interns at the Boulder Studios across our News, Music and Development Departments, all recruited through the University of Colorado, Boulder.

*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 two (2) outreach and recruitment events at the University of Colorado, Boulder – College of Media Communication and Information job fair for university students seeking internships and employment in the field of media and communication (Spring and Fall 2022) and staffed outreach at several large community events including the Denver Black Arts Fest, RockyGrass, Louisville Street Faire, Charles Sawtelle Mtn Jam, the Longmont Juneteenth Celebration, 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 NO upper-level hires during the reporting period.

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

During the reporting period, KGNU offered several professional development opportunities 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 trainings, workshops, conferences, and participated in industry cohorts including the CPB/Poynter Digital Transformation Project, NFCB’s Community Counts Initiative, Greater Public, RMCR Annual Conference, Boulder Leadership Fellows, Colorado Media Project’s Advancing Equity in Local Media Forum, among others during the reporting period. KGNU will continue to provide professional development opportunities during 2023.

*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, Lafayette Youth Action Committee, the I Have A Dream Foundation, and Boulder High School’s Avid Program during the spring and fall of 2022 mentoring youth media makers in community media, storytelling, and recording techniques where the students recorded stories that they prepared to air on the station or post on the station website. This is a program that KGNU strives to offer to youth from at-risk and underrepresented populations locally.

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

N/A

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
N/A	N/A	N/A

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: **N/A**

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

RECRUITING SOURCES USED

Job Title of Position: **N/A**

Date of Hire: **N/A**