

2017 ANNUAL EEO PUBLIC FILE REPORT

Boulder Community Broadcast Association, Inc.

Stations:

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

Reporting Period:

November 21, 2016 – November 20, 2017

No. of Full-time Employees:

8

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 seven (7) interns in our News & Public Affairs department, offering hands-on skill-building training for students from the University of Colorado at Boulder - School of Journalism and INVST program, Oberlin University, and the League of Women Voters Boulder County. KGNU hosted an additional (5) interns from the University of Colorado at Boulder, Engage Leadership 4000 program charged with supporting the KGNU Strategic Plan. KGNU hosted an additional (3) high school interns through the Denver Public Schools. The KGNU Music Department hosted (6) 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 several large community events, including the Auraria Fall Fest, Martin Luther King Parade, Five Points Jazz Festival, Underground Music Festival, Colorado Black Arts Festival, Pridefest, Juneteenth Festival, Arvada Blues and BBQ for Better Housing, among others.

During the reporting period, KGNU held (eight) 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 February 2017, All-Station Retreat, KGNU offered a Training workshop on producing on-air promos for board of directors, staff, volunteers, on air hosts & producers. 15 people attended the workshop at this retreat.

In May 2017, an all Staff, Committee Chair and Board Retreat was hosted to develop strategic planning skills.

During the reporting period, KGNU actively promoted professional development for staff to better develop skillsets and to acquire additional professional skills relevant to KGNU’s broadcast, digital storytelling and operational needs. Staff members attended workshops, conferences (NFCB, RMCR, Solutions Journalism, Agora Engaged Media Conference, Collaborative Media Conference) and trainings during the reporting period. KGNU will continue professional development during 2018.

*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 students from Manuel High School in Denver with a discussion on community media and a recording session where the students recorded poems and essays that they had written. This is an on-going yearly program that KGNU strives to maintain to mentor youth from at-risk urban 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 11/9/17. 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
February 1, 2017	Music Director	Idealist.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: **7**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
CPB On-Line Job Board	1
National Federation of Community Broadcasters e-mail list	1
KGNU website	1
Idealist.org	1
Indy.com	1
La Voz Bilingue Newspaper	1
Rocky Mountain Community Radio Listserv	1

RECRUITING SOURCES USED

Job Title of Position: **Music Director**

Date of Hire: **February 1, 2017**

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/
La Voz newspaper	N	4047 Tejon St., Denver, CO 80211	Romelia Ulibarri	303-936-8556 classsales@lavozcolorado.com
National Federation of Community Broadcasters e-mail list	N	Paonia, CO	Sally Kane	Skane@nfcbo.org
Denver Craigslist	N	1381 9 th Ave., San Francisco, CA 94122	None specified	415-566-6394
KGNU website and KGNU listserv (kgnu.org)	N	4700 Walnut St., Boulder, CO 80301	Evan Perkins	303-449-4885 evan@kgnu.org
Colorado Assoc. of Non-Profits job board	N	789 Sherman St. Denver, CO	None specified	303-832-5710 coloradononprofits.org
Rocky Mountain Community Radio e-mail list	N	c/o KSJD Cortez, CO	Jeffrey Pope	jeff@ksjd.org
Regis University Non-profit Network job board	N N	3333 Regis Blvd. Denver, CO	None specified None specified	303-458-4126 (562) 631-5328 info@thenonprofitnetwork.org

PubRadio email list	N	Pittsburgh, PA	None specified	info@pubradio.org pubradio@lists.pubradio.org
Natl. Assoc. of Hispanic Journalists website	N	Washington D.C.	None specified	nahj@nahj.org 888.281.9066 http://www.nahjcareercenter.com/recruiters/products
Idealist	N	302 Fifth Avenue, 11th Floor New York, NY 10001	None specified	646-786-6886
Grassroots Radio Coalition (listserv)	N	None specified	None specified	grc@maillist.peak.org
Boulder Backpage	N	Boulder, CO	None Specified	http://posting.boulder.backpage.com
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
Idealist.org	N	302 Fifth Avenue, 11th Floor New York, NY 10001 United States	None Specified	http://www.idealist.org/add-org
The Non Profit Network	N	4018 City Terrace Drive Los Angeles, CA 90063	None Specified	http://thenonprofitnetwork.org/
Boulder Chamber	N	2440 Pearl St, Boulder, CO 80302	None Specified	(303) 442-1044
Front Range Source	N	P.O. Box 2043 Boulder, CO 80306	None Specified	303-502-7114 info@frontrangesource.com
Greater Public Jobline	N	401 North 3rd Street, Suite 370 Minneapolis, MN 55401	None Specified	(888) 454-2314
Andrew Hudson's Jobs List	N	5130 South Hanover Way Englewood, CO 80111	None Specified	info@ahjobslist.com 720-350-4329
Media Match Inc. online job listings	N	P. O. Box 48220 Los Angeles, CA 90048	None Specified	http://www.media-match.com
National Association of Black Journalists job listings website	N	NABJ Career Center 8800 Lakewood Dr #117 Windsor, CA 95492	None Specified	info@nabjcareers.org 626 792 3846

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