

2011 ANNUAL EEO PUBLIC FILE REPORT

Boulder Community Broadcast Association, Inc

Stations:	KGNU(AM), Denver, CO KGNU-FM(NCE), Boulder, CO
Reporting Period:	November 21, 2010 – November 20, 2011
No. of Full-time Employees:	Between 5 – 10
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

*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).*

KGNU reaches out to its audience and the community through social media platforms Facebook and Twitter.

*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, upper-level hire during this period. The job was listed with the National Federation of Community Broadcasters list serve and Corporation for Public Broadcasting's Jobline.

*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: 92.

During the 2010-11 school year, KGNU provided two trainers for an after school radio training program at Boulder High School for Latino students.

In July 2011, we offered a three-day youth training workshop at our studios, attended by 8 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 2011, we also continued for the fourth year a mentoring program (separate from our internship program) for teens with learning disabilities 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. We plan to continue it in summer 2012.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
March 19, 2011	Membership Director	KGNU website

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
Corporation for Public Broadcasting's Jobline	0
National Federation of Community Broadcasters list serve	2
La Voz newspaper	0
Denver Craigslist	1
Andrew Hudson's Job List (on-line job board)	1
KGNU website	2

RECRUITING SOURCES USED

Job Title of Position: Membership Director

Date of Hire: March 19, 2011

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	1970 Broadway, suite 1000, Oakland, CA 94612	Ginny Berson	GinnyZ@nfc.org
Denver Craiglist	N	1381 9 th Ave., San Francisco, CA 94122	None specified	415-566-6394
Andrew Hudson's Job List	N	2458 Xavier St., Denver, CO 80212	None specified	720-350-4329 info@ahjobslist.com
KGNU website (kgnu.org)	N	4700 Walnut St., Boulder, CO 80301	Sam Fuqua	303-449-4885 sam@kgnu.org

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