

**2023 ANNUAL EEO PUBLIC FILE REPORT**  
**Boulder Community Broadcast Association, Inc.**

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

Reporting Period: November 21, 2022 – November 20, 2023

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 two (4) interns in our Denver Production studios, offering hands-on skills-building training for the students from Denver Public Schools Career Connect program and Metro State University. KGNU hosted six (6) additional interns at the Boulder Studios across our News, Music and Development Departments, all recruited through the University of Colorado, Boulder. KGNU also hosted two (2) interns through WorkForce Boulder County, who acquired on-the-job training as morning Headlines producers in the News Department.

*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 2023) and staffed outreach at several large community events including the Denver Black Arts Fest, RockyGrass, Louisville Street Faire, Charles Sawtelle Mtn Jam, the Boulder Farmers Market, 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 Annual Conference and Training, Greater Public online training, RMCR Annual Conference, Colorado Media Project’s Advancing Equity in Local Media Forum, the Hearken Engaged Elections Fellowship, and Report For America trainings, 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 students during the spring and fall of 2023 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
7/5/2023	Climate & Environment Reporter (RFA Corps Member)	Report For America

**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed during the Reporting Period: **5**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Report For America	4
KGNU Website/Newsletter/Social Media	1

**RECRUITING SOURCES USED**

Job Title of Position: **Climate & Environment Reporter (RFA Corps Member)** Date of Hire: **7/5/2023**

RECRUITING SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Report For America	N	<a href="https://www.reportforamerica.org/">https://www.reportforamerica.org/</a>	Teri Hayt	thayt@reportforamerica.org
KGNU	N	4700 Walnut St, Boulder CO 80301 <a href="https://www.kgnu.org">https://www.kgnu.org</a>	Evan Perkins	303-449-4885 evan@kgnu.org