



Annual EEO Public File Report

For the Period December 1, 2022 and ending November 30, 2023*

This Report Is Not Required If Unit Has Fewer Than Five Full-Time Employees

This Report Consists of:

Part 1: Station Information

Part 2: Recruitment sources/interviews for each full-time vacancy

Part 3: Recruitment Initiatives

Preparer: Breeze Richardson

Signature:

A handwritten signature in black ink that reads "B. Richardson".

Title: Executive Director

Date: November 30, 2023

Telephone: 970-920-9000

*This report, which usually covers the prior 12-month period, is to be placed in each station's public file and website every year on the anniversary of the due date of the station's renewal application.

Part 1

This report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community Of License</u>	<u>State</u>
KAJX	FM	3009	Aspen	CO
KCJX	FM	85785	Carbondale	CO

Attached is the information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this Report.

A total of 1 full-time vacancy was issued during the employment unit; a total of 1 person has been interviewed for this vacancy, and it remains unfilled as of this posting.

Part 2

FULL-TIME VACANCY #1

Job Title: News Director
Date Filled: (still open)
Total Number of Interviewees: 1

Recruitment Sources

The following recruitment sources were utilized to fill this vacancy:

Name of Source

Address | Contact Phone | # of Interviewees Referred

AIRMedia

178 Columbus Ave #237190 New York, NY 10023 | 617-825-4400 | 0

Aspen Public Radio website

110 E. Hallam St. #134 Aspen, CO 81611 | 970-920-9000 | 1

Colorado Broadcast Association

333 W Hampden Ave Ste 400, Englewood, CO 80110 | 720-536-5427 | 0

CBA Virtual Job Fair

Online April 10-15, 2023 | 720-536-5427 | 0

Corporation for Public Broadcasting

401 9th St., NW Washington, D.C. 20004 | 202-879-9600 | 0

Greater Public

PO Box 303279 Austin, TX 78703 | 800-454-2314 | 0

National Association of Black Journalists

1100 Knight Hall, #3101 College Park, MD 20742 | 301-405-0248 | 0

National Association of Hispanic Journalists

1050 Connecticut Ave Washington, D.C. 20036 | 626-792-3846 | 0

National Educational Telecommunications Association

PO Box 50008, Columbia, SC 29250 | 803-799-5517 | 0

National Federation of Community Broadcasters

PO Box 806, Paonia, CO 81428 | 970-279-3411 | 0

Public Media Journalists Association

PO Box 838 Sturgis, SD 57785 | 605-863-9919 | 0

Rocky Mountain Community Radio coalition email listserve

110 E. Hallam St. #134 Aspen, CO 81611 | 970-920-9000 | 0

Radio Television Digital News Association

529 14th St., NW Ste. 1240 Washington, DC 20045 | 202-221-4282 | 0

Part 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY #1

Activity: Colorado Broadcasters Association Virtual Job Fair

Dates: Week of April 10-14, 2023

Host/Sponsor of the Activity: Colorado Broadcasters Association

Participating Station Personnel: Executive Director Breeze Richardson, Office Manager and Membership Coordinator Lauri Jackson, Program Director and Operations Manager Daniel Costello

ACTIVITY #2

Activity: Preventing Harassment and Discrimination Training

Dates: 4/15/2023-9/30/2023

Host/Sponsor of the Activity: Corporation for Public Broadcasting

Participating Station Personnel: Executive Director Breeze Richardson, Office Manager and Membership Coordinator Lauri Jackson, Program Director and Operations Manager Daniel Costello, Producer James Barrs, Reporter Eleanor Bennett, Reporter Halle Zander, Reporter Caroline Llanes, Reporter Kaya Williams, Managing Editor Maeve Conran

Annual workplace harassment and bias prevention training online course committed to maintaining a work environment that is free from all forms of harassment and bias and appreciate your cooperation with the measures we are taking to enforce that commitment.

ACTIVITY #3

Activity: Investigative Reporters & Editors Conference

Date: June 22-25, 2023

Host/Sponsor of Activity: IRE

Participating Station Personnel: Reporter Eleanor Bennett

Conference courses included topics such as: How to deliver local election stories that count, Investigative techniques you can use in everyday reporting, Covering housing inequities: Lessons learned, Trauma-informed reporting, Networking: LGBTQIA+ journalists, Police accountability: From data to narrative, Covering Indigenous communities: Investigating untold histories, How to build a trauma-informed newsroom, Creating leadership opportunities for journalists of color.

ACTIVITY #4

Activity: Aspen VisionXChange 2023

Dates: 7/30-8/2/2023

Host/Sponsor of the Activity: The Aspen Institute

Participating Station Personnel: Executive Director Breeze Richardson and Community Engagement Producer James Barrs

Discussion panels included: Integrating Wisdom: What Indigenous Communities Have Always Known, This is What Civic Imagination Looks Like: transform American politics, to build consensus and bridge our widening divides, Mental Health is the New Normal.

ACTIVITY #5

Activity: Carbondale Business Confluence

Dates: 9/20/2023

Host/Sponsor of the Activity: Carbondale Chamber of Commerce

Participating Station Personnel: Executive Director Breeze Richardson

This business community conference featured trends and updates on the State of Colorado, Garfield County, and updates on the Town of Carbondale. The confluence program also

included a panel discussion with industry leaders looking at key issues facing Carbondale in the Construction, Banking, Education, Healthcare, Financial and Real Estate sectors.

ACTIVITY #6

Activity: Equity Speaker Series: Building a More Disability-Inclusive Workforce

Dates: 9/28/2023

Host/Sponsor of the Activity: TACAW and The Equity Action Project

Participating Station Personnel: Executive Director Breeze Richardson, Office Manager and Membership Coordinator Lauri Jackson, Program Director and Operations Manager Daniel Costello, Community Engagement Producer James Barrs

Presented by TACAW and The Equity Action Project, the panel celebrated National Disability Employment Awareness Month with a discussion on building a more disability-inclusive workforce featuring different perspectives from the community. The goal of the conversation was to help businesses and community members gain a better understanding of the opportunities and challenges that individuals living with disabilities face when seeking employment, as well as available resources.

ACTIVITY #7

Activity: 2023 Rocky Mountain Community Radio Annual Conference

Dates: 10/24-10/26/2023

Host/Sponsor of the Activity: KRFC

Participating Station Personnel: Executive Director Breeze Richardson, Reporter Halle Zander, Reporter Kaya Williams, and RMCR Managing Editor Maeve Conran

This professional development conference included: The Why, When, What and How of Data Reporting - A discussion of how radio reporters can use data to add context to their stories, how to access data (public records requests), how to access, interpret and use data that is already available to the public and reporters, all the while, keeping people at the heart of the story. How to Cover Elections - How to use community engagement in election coverage to report on issues important to your community. The Mountain West News Bureau Indigenous Cultural Workshop - an indigenous cultural training workshops for journalists. Reporter Roundtable - Peer feedback and ideas in this essential editorial discussion, where news reporters can discuss current projects they're working on, share tape, and receive peer feedback.

ACTIVITY #8

Activity: Being an Inclusive Team Member Online Course

Dates: 10/23/2023

Host/Sponsor of the Activity: American Red Cross

Participating Station Personnel: Office Manager and Membership Coordinator Lauri Jackson

This online course, using the Inclusive Leadership Compass (ILC) framework, spotlights competencies of inclusive leadership that inspire learners to fully realize inclusion principals and values through simple, everyday acts of inclusion.