

2011 ANNUAL EEO PUBLIC FILE REPORT

Colorado College

Station(s): KRCC, KCCS, KECC	KRCC (NCE-FM) / KECC (NCE-FM) / KCCS (NCE-FM)
Community(ies) of License:	Colorado Springs, La Junta, Starkville, CO
Reporting Period:	11/30/11-11/30/12
No. of Full-time Employees:	Between 5 – 10
Small Market Exemption:	No

During the Reporting Period, no full time positions were 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):

*Participated in ___ **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

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

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

*Established an **internship** program*

KRCC was fortunate in having enough

designed to assist members of the community to acquire skills needed for broadcast employment.

*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).*

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

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

*Established a **mentoring** program for station personnel.*

*Participated in at least 4 **events or programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

*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.*

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast*

community volunteers (previously trained by the station) to fulfill all available on air slots. The station will most surely offer another DJ training program to members of the community at large sometime in 2012.

On October 15th, 2011 KRCC operated a 'science experiment' booth at the "Cool Science" fair on the UCCS campus. The fair is designed to promote science awareness first and foremost. However, it also provided KRCC an opportunity to engage the community in a different way and show that this public radio station is in fact involved in the community on many levels.

In August, 2011, KRCC participated in a career day fair at Rampart High School. The fair was primarily aimed at the IB students at Rampart. Several dozen students visited the KRCC booth and of those, several individuals requested DJ applications.

employment and/or other career development assistance pertinent to broadcasting

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

LIST OF POSITIONS FILLED

No fulltime positions were filled during the reporting period.