

2004 ANNUAL EEO PUBLIC FILE REPORT

THE COLORADO COLLEGE

Stations: KRCC(FM-NCE) / KRLJ(FM-NCE)
(list all that are included within Employment Unit)

Communities of License: Colorado Springs / La Junta, CO

Date of Annual Report: November 21, 2004

No. of Full-time Employees: Between 5 and 10

Small Market Exemption: No

This report for the employment unit of The Colorado College covers the period between November 22, 2003, and November 21, 2004. During the reporting period, one full-time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

BROAD OUTREACH AND INITIATIVES

During the reporting period, the Employment Unit has engaged in the following:

- Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment. In conjunction with our training program (see below), we solicit listeners to train for on air show host slots. It is promoted via our newsletter and on air announcements. During the reporting period, the employment unit had 24 "on air" volunteers, 5 regularly-scheduled part-timers, and a waiting list of 13 volunteers without show assignments. Two of the volunteers are current Colorado College students. The rest are community members from all walks of life and backgrounds.

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

The employment unit has an ongoing commitment to hiring from within by training volunteers for part-time slots, and encouraging the best to increase their skills and widen the scope of their experience. During the reporting period, Spring training occurred during March through May 2004. Six trainees were invited to attend and only 3 made it through all classes. Of those, 1, a Colorado College student, is still with the station. During the Fall training (September - Nov 2004), six trainees were invited to attend the classes, 5 trainees (1 Colorado College student and 4 community members) made it to the waiting list. All training sessions are 2 hours on a Saturday morning and cover the following areas: Week 1, Orientation, conducted by the Station Manager & Operations Manager; Week 2, Music & On Air Rules, conducted by the Music Director & Operations Manager.; Week 3, Fundraising & Show hosting, conducted by the Office Manager & Operations Manager; Week 4, On Air Techniques, conducted by the Operations Manager.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
Nov 2004	News producer	Listener newsletter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 1

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
KRCC newsletter to member listeners	1

RECRUITING SOURCES USED

Job Title of Position: **KRCC NEWS PRODUCER/EDITOR**

Date of Hire: NOV 2004

Page 1 of 1

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
THE GAZETTE		30 S. Prospect St. Colorado Springs, Co 80903		(719) 636-0266
THE PUEBLO CHIEFTAIN		825 West Sixth Street Pueblo, Colorado 81003		(719) 544-3520
CPB JOB LINE		401 Ninth Street, NW Washington, DC 20004		
KRCC NEWSLETTER		912 N. Weber Street Colorado Springs, Co 80903	Mario Valdes	719-473-4801 mario@krcc.org
EMAIL TO COLORADO PUBLIC STATIONS		Various		
POSTED AT HUMAN RESOURCES OFFICE	Y	14 E. Cache La Poudre Street Colo. Spgs., Co 80903	Pam Butler	389-6421 pbutler@coloradocollege.edu

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).