

2006 ANNUAL EEO PUBLIC FILE REPORT

THE COLORADO COLLEGE

Stations: KRCC(NCE-FM) / KRLJ(NCE-FM)¹

Communities of License: Colorado Springs / La Junta, CO

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

Small Market Exemption: No

This report for the Employment Unit of The Colorado College, as licensee of KRCC(NCE-FM) and KRLJ(NCE-FM), covers the period between November 21, 2005, and November 21, 2006. During the reporting period, no full-time positions were filled other than through internal promotions. The information required by FCC Rule 73.2080(c)(6) is provided below.

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.

KRCC provides extensive opportunities for members of both the College student community and the community at large to acquire skills needed for broadcast employment. In conjunction with its training program (see below), KRCC solicits listeners to train for on air show host slots and to contribute news pieces to the stations' local news programming. The program is promoted via the KRCC newsletter and on air announcements.

Two paid student interns regularly participate in all aspects of preparing the twice weekly 30 minute news magazine, *Western Skies*. An intern from the local community regularly assists in the recording of news commentaries.

During the reporting period, KRCC provided opportunities to learn skills needed for broadcast employment to the following: 28 on air volunteers, 12 freelance news contributors, 5 regularly scheduled part-timers, 4 substitute part-timers, and a waiting list of 13 volunteers without show assignments. Five of the on-air volunteers are/were Colorado College students, and of the 12 freelance news contributors, 4 are/were Colorado College students. In addition to on

¹ KRLJ(FM) simulcasts the KRCC(FM) programming and is operated from the KRCC(FM) studios pursuant to a main studio waiver granted by the FCC. For ease of reference, the two full-power stations of which the College is licensee will be jointly referred to in this report as "KRCC."

air hosts and freelance news contributors, KRCC also had 14 office volunteers, all of whom were from the Colorado Springs community.

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

KRCC has an ongoing commitment to hire from within by training volunteers for part-time slots and freelance opportunities, and encouraging the best to increase their skills and widen the scope of their experience. During the reporting period, Spring training for on air hosts occurred during March through May of 2006. Nine trainees were invited to attend and 6 made it through all of the classes. Of those, one was a Colorado College student. All of the training sessions are 2 hours for 4 consecutive Saturdays, 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; Week 3, Fundraising & Show Hosting, conducted by the Office Manager & Operations Manager; Week 4, On Air Techniques, conducted by the Operations Manager.

During the reporting period, KRCC also provided training for prospective freelance news contributors in conjunction with the Colorado College Journalism Dept. Of the 12 trainees, 5 are/were Colorado College students. Training sessions were conducted at various times throughout the reporting period, and were conducted by the News Director.

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.

During the report period, KRCC ran on air announcements and web postings for volunteer announcers, freelance news reporters, and office staffing.

LIST OF POSITIONS FILLED OTHER THAN THROUGH INTERNAL PROMOTION

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|-----------|------------------------------------|
| NONE | N/A | N/A |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year for Positions not Filled through Internal Promotion:
0

| Recruitment Sources Used in Preceding Year | Number of Persons Interviewed that the Source Referred |
|--|--|
| N/A | N/A |