

2009 EEO Public File Report KCME 88.7 FM

The purpose of this EEO Public File Report (Annual EEO Report) is to comply with Section 73.2080(c)(6) of the FCC Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station.

The information contained in this Annual EEO Report covers the time period from **December 1, 2008 to, and including, December 1, 2009** (the Applicable Period). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each station's public inspection file on **December 1, 2009**, and posted on the station's web site, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **December 1, 2008-December 1, 2009**

Station in Employment Unit: **KCME 88.7 FM**

Positions Filled By Job Title and Date Filled	# Interviewed	Recruitment Source of Hiree
Director of Development—March 30, 2009	10	Center for Nonprofit Excellence; she also heard about the position from colleagues in the nonprofit community.
Administrative Assistant to General Manager and Director of Development. (Position was posted to all sources and to the KCME website on Nov. 24, 2009)	To date Dec. 1, 2009, there have been 2 interviews. The position remains open as of this submittal – December 1, 2009.	Hiring and interview process is still underway. One interviewee learned of the position from a person who works at KCME-FM; the second interviewee learned about the job opening from Irene Elgart— Assistance to Bill Hybl—CEO and President of El Pomar Foundation.

SECTION 2: Recruitment Sources

Time Period Covered: **December 1, 2008-December 1, 2009**
 Station in Employment Unit: **KCME 88.7 FM**

Recruitment Source (Name, Address, Telephone Number, Website)	Total Number of Interviewees This Source Has Provided During This Period	Positions for Which This Source Was Utilized	Requested Info?
Colorado Nonprofit Association 355 Sherman St., Suite 207 Denver, CO 80203 (303) 832-5710/(800) 333-6554 info@coloradononprofits.org	0	All	No
Regis University Career Center jobs@regis.edu www.ECAMPUSRECRUITER.com/Regis (303) 458-3509/(303) 964-5493 (fax)	0	All	Yes
The Independent 235 S. Nevada Colorado Springs, CO 80903 andrea@csindy.com https://class.avenews.com/adSubmit/index.cfm?referrer=http://www.csindy.com	0	All	No
KCME-FM 1921 N Weber St Colorado Springs, CO 80907 719-578-5263 genmanager@kcme.org http://kcme.org/Pages/Situations%20Vacant.htm	0(on air) 1(web posting)	All	n/a
Black Chamber of Commerce P.O. Box 10287 Colorado Springs, CO 80932 (719) 487-9176/(719) 481-2833 (fax) Jstewart231@earthlink.net http://www.csblackchamber.org/	0	All	No
I.N.R.O.A.D.S. 4615 Northpark Dr., Suite 203 Colorado Springs, CO 80918 (719) 599-9158/(719) 599-5429 (fax) JFederico@inroads.org http://www.inroads.org/affiliate.jsp?affiliateID=9303A1356F3ED67386256A640068E2BA	0	All	No
Colorado Association of Black Journalists Amani Ali PO Box 48192 Denver, CO 80204 (303) 713-8500 amaniali@clearchannel.com	0	All	No

<p>Colorado College Worner Center 226 14 E Cache La Poudre Colorado Springs, CO 80903 (719) 389-6893/(719) 389-6804 (fax) careercenter@coloradocollege.edu http://www.coloradocollege.edu/CareerCenter/employerinfo/index.asp#postings</p>	0	All	No
<p>Hispanic Chamber of Commerce of Colorado Springs P.O. Box 2014 Colorado Springs, CO 80901 (719) 635-5001/(719) 635-6311 jaldaz@hcccs.com (Joe Aldaz, President) http://www.hcccs.com/gc_job_openings.asp?pageid=5</p>	0	All	No
<p>HispaniaNet Career Center 2225 S. Buchtel Blvd., Suite 803 Denver, CO 80210 (720) 296-8974/(303) 484-2171 (fax) advertising@hispanianet.com http://www.hispanianet.com/hispanianet/JobListings.asp</p>	0	All	No
<p>Latino Chamber of Commerce of Pueblo 215 S. Victoria Avenue Pueblo, CO 81003 (719) 542-5513/(719) 542-4657 (fax) toni@pueblolatinochamber.com http://www.pueblolatinochamber.com/frameset.asp?aid=168</p>	0	All	No
<p>University of Colorado at Colorado Springs (Scott) P.O. Box 7150 Colorado Springs, CO 80933 (719) 262-3454/(719) 262-3650 stuemp@uccs.edu http://www.uccs.edu/~stuemp/howtopost.shtml</p>	0	All	No
<p>Hispania News 411 Lakewood Circle, Suite C206B Colorado Springs, CO 80910 (719) 540-0220 Bill http://www.hispanianews.com/classified_ads.htm</p>	0	All	No
<p>Pikes Peak Community College, Career Center (719) 576-7711/(719) 540-7059 (fax) career@PPCC.edu www.ECAMPUSRECRUITER2.com/PPCC</p>	0	All	No
<p>Colorado Tech University 4435 N. Chester St. Colorado Springs, CO 80907 (719) 590-6704 (Career Services) http://cs.coloradotech.edu/about_coloradosprings/career_services.asp</p>	0	All	No
<p>Everest College 828 Wooten Rd. Colorado Springs, CO 80915 (888) 844-3583 x738 http://everest-college.com/main_employers.php</p>	0	All	No

The African American Voice P.O. Box, 25340 Colorado Springs, CO 80904 (719) 528-1954/(719) 218-9500 (fax) advertise@africanamericanvoice.net www.africanamericanvoice.net	0	All	No
Center for Nonprofit Excellence 518 N. Nevada Avenue Colorado Springs, CO 80903 (719)575-4341/ (719) 955-0765 (fax) Info@CNEcoloradosprings.org http://www.cncoloradosprings.org/Employment%20Opportunities.htm	5	All	No
Air Force Academy Career Center Jeannielopez@usafa.af.mil/ 719-333-3444	0	All	No
El Pomar Emerging Leaders Development Program (ELDP) (Training and Development Program to train minority candidates to become engaged in civic and community-based activities, service on nonprofit boards, commissions, and employment.) El Pomar Foundation 10 Lake Avenue Colorado Springs, CO 80906 Theophilus D. Gregory – Vice President tgregory@elpomar.org 719-577-7081 - Fax: 719-577-7037 www.elpomar.org	0	All	No
El Pomar Foundation – 10 Lake Avenue, Colorado Springs, CO 80906 Irene Elgart – Assistance to the CEO and President of El Pomar Foundation. 719-633-7733 ielgart@elpomar.com She has a Distribution List to which she, in turn, disseminates information about the job opening. [List is available in KCME's EEO Public File]	1 (for the Administrative Assistant position)	All	No
Association of Fund Raising Professionals Southern Colorado Chapter Angela Graham – President www.afpsc.memberlodge.org [The Association does not have a “brick and mortar” location. The Association accepts job postings to the website – only.]	2	All	No
Development Exchange Initiative for Public Radio- www.deiworksitesite.org [Look for “Job Line Postings” on the sidebar to the left of the screen.]	2	All	No

<p>PRADO: Public Radio Association of Development Officers This professional association works in partnership with Development Exchange Initiative (see listing above). When a job posting is listed with DEI – it is also posted on the PRADO website. www.pradoweb.org KCME posted the Development Director position on both the DEI and PRADO websites – and as a result, two applicants were interviewed as a result of having seen both postings.</p>	<p>(2) (See explanation in the PRADO listing. The PRADO and DEI interview numbers are not counted twice.)</p>		
<p>Referrals from KCME Employees, or other outside sources</p>	<p>1 (For the Administrative Assistant position. Referred by the KCME Volunteer Coordinator)</p>		

Total interviewed for Development Director position: 10

Total Interviewed for Administrative Assistant position (to date) 2

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **December 1, 2008-December 1, 2009**

Station in Employment Unit: **KCME 88.7 FM**

1. Internship Program:

KCME offers an on-going intern program to train qualified candidates for classical music on-air host announcing positions. Regularly scheduled announcements are aired during all day-parts, and an announcement appears continually on KCME’s website under *Employment Opportunities*. The ideal applicant for the intern program has knowledge of classical music, clarity of enunciation and knowledge of major foreign languages. Training includes on-air protocol specific to classical music, and Federal Communications Commission (FCC) mandated procedures such as Emergency Alert System (EAS) protocols, maintenance of FCC documents and reporting procedures. During the reporting time period in this EEO Report for 2009, KCME received 26 resumes, of which seven (7) were interviewed and three (3) were offered admission into the internship program. One intern is of African-American heritage. Out of those admitted, to date, one (1) intern program “graduate” was hired during the report time period.

(For a complete accounting of the total number of resumes, interviews conducted and interns brought into the program, see the Table following this section.)

2. Job Fairs and Community Outreach:

- On January 28, 2009, General Manager, Jeanna Wearing, participated in the Teen Leadership Academy of the Boys and Girls Club of Colorado Springs. She was invited to talk about public broadcasting, and the different types of careers that exist in the public radio sector. The audience was comprised almost exclusively of young people belonging to the minority communities.
- On February 25, 2009, General Manager, Jeanna Wearing, participated in the Colorado College Job Fair in Worner Hall. She distributed information about the many aspects of public broadcasting and the types of careers that are available to individuals with an interest in the public radio sector. She also distributed information and job descriptions about the KCME Internship Program in hopes that some student would be interested in learning more about the opportunity offered by KCME for “hands-on” training as a classical announcer.
- On March 26, 2009, KCME General Manager Jeanna Wearing, and members of the staff, participated in the *2009 Nonprofit Day*. KCME was also a sponsor of the event that offers a venue for different nonprofits to present information about their respective non-profits. Non-profits are encouraged to offer

the job descriptions of positions that are usually found in their respective nonprofit organizations, and to talk about career opportunities that the nonprofit organization offers to interested individuals.

3. **Web/On-Air:**

KCME maintains active job postings on its website at: <http://kcme.org/Pages/employment.html> and regularly airs on-air announcements regarding the Internship Program and any open staff positions. In the time period covered by this report (December 1, 2008 through December 1, 2009) KCME has received the following:

Resumes for Internship Program Received in Reporting Period from December 1, 2008 to December 1, 2009	Source	Number of Interviews Conducted	Number of Candidates admitted to Internship Program
<u>Total:</u> 26 resumes received	On-air announcements	7 (6 "in-person" 1 by telephone)	3