

2011 EEO Public File Report KCME 88.7 FM and KMPZ 88.1 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. Please note: KMPZ-88.1 FM – licensed to Salida, Colorado – has been given a *Main Studio Waiver* by the Federal Communications Commission. The station in Salida broadcasts the signal from KCME-FM, in Colorado Springs – and KMPZ does not have a physical location.

The information contained in this Annual EEO Report covers the time period from **December 1, 2010 to, and including, December 1, 2011** (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, 2011**, 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, 2010-December 1, 2011**
Station in Employment Unit: **KCME 88.7 FM**

Positions Filled By Job Title and Date Filled	# Interviewed	Recruitment Source of Hiree
Development Assistant to Director of Development. (Position was posted to all sources and to the KCME website on June 22, 2011). This was a <u>part-time</u> position of 20 hours per week. Position filled: July 18 th , 2011	A total of 5 individuals were interviewed	Sean's Place at the University of Colorado – Colorado Springs

SECTION 2: Recruitment Sources

Time Period Covered: **December 1, 2010-December 1, 2011**
 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 455 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) 0 (web postings)	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. – Rocky Mountain Region 6200 So. Quebec., Suite 330 Greenwood Village, CO 80111 (303) 967-5488 JFederico@inroads.org http://www.inroads.org/affiliate.jsp?affiliateID=9303A1356F3ED67386256A640068E2BA	0	All	No
Colorado Association of Black Journalists 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.myinterfase.com/coloradocollege/employerCareerCenter/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 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 <i>Sean's Place UCCS</i> 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>	4	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	none	No
<p>Everest College 828 Wooten Rd. Colorado Springs, CO 80915 (888) 844-3583 x738 http://everest-college.com/main_employers.php</p>	0	none	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	0	All	No
Air Force Academy Career Center Jeannielopez@usafa.af.mil/ 719-333-3444 Submission only by e-mail.	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]	0	All	No
Association of Fund Raising Professionals Southern Colorado Chapter 701 West Cucharras Street: Colorado Springs, CO 719-475-7100 www.afpsoco.org or www.afpsc.memberlodge.org	0	All	No
Development Exchange Initiative for Public Radio- www.deiworksites.org [Look for "Job Line Postings" on the sidebar to the left of the screen.]	0	All	No
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	0		

Referrals from KCME Employees, or other outside sources –[the interview with the individual was conducted via telephone.]	1	N/a	N/a
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Total Interviewed for part-time Development Assistant position: 5 individuals

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

Time Period Covered: **December 1, 2010-December 1, 2011**
Station in Employment Unit: **KCME 88.7 FM**

1. On-Going 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. During this report period of December 01, 2010 to December 01, 2011, KCME received 9 resumes, of which two (2) were interviewed and two (2) were admitted into the internship program. Of those admitted, as of this EEOC Report on December 01, 2011, two (2) intern (one, male; and the other, female) are undergoing training in the Internship Program.

(For a complete accounting of the total number of resumes, interviews conducted and interns brought into the program, see the Table following this section—indicated as # 4.

2. Job Fairs, Career Fairs and Community Educational Outreach

- On March 4, 2011, KCME Underwriting Director, Tom White, participated in the Non-Profit Day Career Fair at the Antlers Hotel in Colorado Springs. This event presented an ideal opportunity to talk about the radio industry – and most particularly – the non-profit radio industry and fine-arts broadcasting at a station like 88.7 KCME-FM. Additionally, the public is informed and educated about opportunities for employment at KCME.
- On November 9th, 2011, Interim Development Director, Cynthia Bullock, and Melissa Anthony, Development Assistant, attended the Hewlett-Packard Non-Profit Job Fair and Volunteer Day. KCME was invited to present information about its mission and service to the community, to distribute literature about the station and its programming, and inform visitors to the table about classical music and fine arts broadcasting.

3. Establishment of Training Program for On-Air Announcers

- In order to increase the skill level and professionalism of on-air announcers, KCME-FM retains the services of a professional talent coach (as a consultant) to critique each announcer once a month. Written critiques are provided to each announcer, as well as follow-up conversations to provide coaching and address questions and concerns from the announcers. Further, the coach makes an on-site visit every 3 months to meet the announcers face-to-face. This coaching program greatly improved the announcers’ on-air skills – and could help them acquire the necessary skills to move to a larger station in a bigger market.

4. Web/On-Air Recruitment of Interns:

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, 2010 through December 1, 2011) KCME has received the following:

[see next page for summary]

Resumes for Internship Program Received in Reporting Period from December 1, 2010 to December 1, 2011	Source	Number of Interviews Conducted	Number of Candidates admitted to Internship Program
<p style="text-align: center;"><u>Total:</u> 9 resumes received</p>	<p style="text-align: center;">On-air announcements: (8 received)</p> <p style="text-align: center;">1 "Walk-In" As the result of a referral from a KCME employee.</p>	<p style="text-align: center;">2 2 "in-person"</p>	<p style="text-align: center;">2 (one female and one male.) Both candidates are presently undergoing training.</p>