

**2022-23 EEO Public File Report
 Cheyenne Mountain Public
 Broadcast House, Inc.
 (CMPBH)
 KCME 88.7 FM and KMPZ 88.1
 FM and Jazz 93.5 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. The information contained in this Annual EEO Report covers the time period from **December 2, 2022, to, and including, December 1, 2023** (the Applicable Period). 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. 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 which includes the number of persons interviewed and the source of the lead for the person hired.
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. 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;
4. A list of mentorship activities the station has undertaken to improve and promote current employees.

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, 2023**, 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 2, 2022-December 1, 2023**

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

Positions Filled By Job Title and Date Filled	# Interviewed	Recruitment Source of Hire
Corporate Sponsorship Sales Associate – Advertised on Indeed.com and LinkedIn and through the station website. CMPBH received 76 applications, interviewed 6 and hired from Indeed in May.	6	Indeed
Corporate Sponsorship Sales Associate – Advertised on Indeed.com, LinkedIn and through the station website. CMPBH received 32 applications, interviewed 2 and hired from the website in August.	2	Website
Development Director – Advertised on Indeed.com, LinkedIn, Colorado Non Profit Association. CMPBH received 134 applications, interviewed 9 and hired no-one from the posting.	9	n/a

SECTION 2: Recruitment Sources

Time Period Covered: **December 2, 2022 - December 1, 2023**

Station in Employment Unit: **KCME 88.7 FM / Jazz 93.5 FM**

CMPBH primarily used Indeed.com and is an EEO approved diversity employer. CMPBH also posted jobs to the station's websites kcme.org and jazz935.org, Colorado Nonprofit Association, Colorado Broadcasters Association and resources within the community to seek recommendations for individuals who could contribute to the organization's operation. KCME received a total of **242** applications and hired 3 full-time individuals.

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

Time Period Covered: **December 2, 2022-December 1, 2023**

Station in Employment Unit: **KCME 88.7 FM/Jazz 93.5 FM**

KCME attends networking opportunities and other community outreach and engagement with local Chamber of Commerce, Association of Fundraising Professionals and other local non profit outreach events during the year.

SECTION 4: Supplemental - Establishment of Mentorship Program

- General Manager, Stephanie Horton, has acted as mentor in various capacities to the staff of KCME and has worked to elevate the leadership team through online resources.
- Treasurer of the Board of Directors, Ashley McDowell, has acted as a mentor to General Manager Stephanie Horton to help familiarize accounting concepts including budgeting, costing, and accrual and reconciliation methods.
- General Manager, Stephanie Horton, has encouraged additional training opportunities for full time staff through Catchafire volunteer site on platforms such as Excel and Microsoft Teams.