

## 2013 Annual EEO Public File Report

Carbondale Community Access Radio, Inc

KDNK-FM, Glenwood Springs, Colorado

Number of full-time employees: 4

Small Market Exemption: Yes

During the reporting period, one part time employee became full-time.

The information required by FCC Rule 73.2080(c)(6) in the following charts.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

1. Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

KDNK offers news internships to the community. One of our interns became a professional NPR host at the station. In November, 2012 KDNK signed on with Rocky Mountain PBS to offer news internships to the broader community.

KDNK offers monthly trainings to the community and periodic advanced trainings in production skills, interview techniques and live hosting skills.

KDNK teaches a semester-long, accredited high school broadcast classes open to seven area high schools. The class is designed to give students marketable skills through broadcasting. Successful students are given the opportunity to graduate to stringer news reporter status when their skills are up to speed.

We established a classroom partnership with The Walter Isaacson School of New Media and hosted trainings with their students and provide internship opportunities.

In 2013 KDNK constructed the infrastructure for a Broadcast Learning Center. The station is in the second phase of the project, raising funds for outfitting the class with multi-track studio recording technology, acoustic treatment, computers and projection. The space will be used to offer classes to the community in broadcast basics, advanced production, live broadcasting, multi-track recording and more.

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

Key staff including the Station Manager, Program Director and the Membership Director have taken computer training as part of their advancement. This year we purchased Greater Giving software and took trainings both online and in-person to improve our fundraising. We hired Mountain Keyboard to train us on databases for the music files and underwriting.

3. Established a mentoring program for station personnel.

Established preliminary plans for a mentorship program with a successful regional public media sales director and our underwriting director.

4. Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

General Manager accessed and studied free online training resources including “EEO Training for Supervisors and Managers,” and “The Inclusion Paradigm: The Key to Organizational Performance” from the Office of Diversity and Inclusion, US Department of Veterans Affairs.

<sup>1</sup> The employer promoted one part-time time employee to full time bringing the total number of full time employees to four on 1/1/13.