

## 2014 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

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.

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

KDNK partnered with the Andy Zanca Youth Empowerment Program to generate classroom partnerships with local high schools, middle schools and elementary schools. The station broadcast content from these partnerships in both English and Spanish. The station served minorities and special needs students through these partnerships.

We continued a partnership with The Walter Isaacson School of New Media and hosted trainings with their students and provided internship opportunities. We hosted a student intern from the school and he participated in news and other broadcasting.

2. Established training programs designed to enable personnel to acquire skills that could qualify them for higher-level positions. Staff attended conferences and workshops including those offered by NCFB, Rural Philanthropy Days and Rocky Mountain Community Radio.

Key staff including the Station Manager, Program Director, News Director and Membership Director have taken advanced computer training as part of their advancement. We worked closely with Mountain Keyboard, Inc. to train us on databases for membership, music files and underwriting.

3. Established a mentoring program for station personnel.

Our sales department utilized local sales and computer experts to assist in work flow and quality. Station manager utilizes NFCB and other station managers as informal mentors. No formal mentoring program is in place.

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

General Manager accessed and studied online training resources including NFCB webinars and industry guidelines and CPB materials.



full time employees to four on 1/1/13.