

**Community Radio for Northern Colorado  
Licensee of NCE Stations  
KUNC, KENC, KRNC, KVNC, KMPB, & KJAC  
EEO Public File Report  
December 1, 2016 - November 30, 2017**

**Full Time Vacancies Filled During Reporting Period:**

<b>Job Title</b>	<b>Date Filled</b>	<b>Hired</b>	<b>Interviewed</b>
Administrative Assistant	1/17/17	1	4
Morning Edition Host	3/7/17	1	6
Music Announcer	5/6/17	1	2
Reporters	10/23/17 & 11/7/17	2	9
Digital Producer	10/24/17	1	3
Community Engagement Coordinator	11/13/17	1	2
<b>TOTAL</b>		<b>7</b>	<b>26</b>

**Recruitment Source by Job Title:**

*Title: Administrative Assistant*

<b>Source</b>	<b>Interviewed</b>	<b>Hired</b>
KUNC.org		
Aims Community College		
Colorado State University Career Services		
University of Northern Colorado		
Greeley Tribune	1	1
Greeley Tribune Online		
Greeley Now		
Indeed.com	2	
Connecting Colorado		
KUNC on-air announcements	1	

***Title: Morning Edition Host:***

<b>Source</b>	<b>Interviewed</b>	<b>Hired</b>
KUNC.org	1	1
CPB Jobline	3	
KUNC on-air announcements	1	
National Association of Hispanic Journalists		
Rocky Mountain Community Radio Listserv	1	
Connecting Colorado		
National Alliance of State Broadcasting Assoc.		
University of Colorado Career Center		
Newslink Digest Listserv		
University of Northern Colorado		
Colorado State University Career Services		
National Association of Black Journalists		
Greeley Tribune		
Greeley Tribune Online		
Indeed.com		
Journalism and Women's Symposium Listserv		

***Title: Music Announcer***

<b>Source</b>	<b>Interviewed</b>	<b>Hired</b>
Kunc.org		
Coloradosound.org	2	1
CPB Jobline		
KUNC on-air announcements		
Colorado Sound on-air announcements		
Aims Community College Website		
University of Colorado Career Center		
Colorado State University Career Center		
AllAccess.com Job Opening Forum		
National Alliance of State Broadcasting Assoc.		
University of Northern Colorado Career Services		
Connecting Colorado		
Coloradoan Newspaper		
Greeley Tribune		
Greeley Tribune Online		
Rocky Mountain Community Radio listserv		
Newslink Digest listserv		
Indeed.com		

***Title: Reporters***

<b>Source</b>	<b>Interviewed</b>	<b>Hired</b>
Kunc.org	3	1
CPB Jobline	3	1
KUNC on-air announcements	1	
National Association of Hispanic Journalists		
University of Colorado Career Center		
Colorado State University Career Center		
National Association of Black Journalists		
National Alliance of State Broadcasting Assoc.	1	
University of Northern Colorado Career Services		
Connecting Colorado		
Journalism and Women's Symposium Listserv	1	
Greeley Tribune		
Greeley Tribune Online		

***Title: Digital Producer***

<b>Source</b>	<b>Interviewed</b>	<b>Hired</b>
Kunc.org		
Coloradosound.org	1	
AllAccess.com Job Opening Forum		
CPB Jobline	1	
Connecting Colorado		
Aims Community College		
University of Northern Colorado Career Services		
Colorado State University Career Center		
University of Colorado Career Center		
KUNC on-air announcements		
Colorado Sound on-air announcements	1	1
National Alliance of State Broadcasting Assoc.		
LinkedIn		

***Title: Community Engagement  
Coordinator***

<b>Source</b>	<b>Interviewed</b>	<b>Hired</b>
Kunc.org		
Coloradosound.org	1	1
CPB Jobline		
AllAccess.com Job Opening Forum	1	
LinkedIn		
Aims Community College		
National Alliance of State Broadcasting Assoc.		
University of Northern Colorado Career Services		
Colorado State University Career Center		
University of Northern Colorado Career Services		
Connecting Colorado		
KUNC on-air announcements		
Colorado Sound on-air announcements		

## Recruitment Source Detail:

Source	Contact	Address	Phone
Aims Community College Website	Rachel Davis	5401 W 20 <sup>th</sup> St Greeley, CO 80634	970-330-8008
AllAccess.com Job Opening Forum	Not Available	28955 Pacific Coast Hwy, #10 Malibu, CA 90265	310-457-6616
Colorado Association of Black Journalists	Not Available	PO Box 40322 Denver, CO	Not Available
Colorado Sound On-Air Announcements	Valerie Ross	1901 56 <sup>th</sup> Ave, Ste 200 Greeley, CO 80634	970-378-2579
Colorado State University Career Services	Ann Malen	26 Lory Center Fort Collins, CO 80523	970-491-5707
Coloradoan Newspaper			
Coloradosound.org	Chris Coomey	1901 56 <sup>th</sup> Ave, Ste 200 Greeley, CO 80634	970-378-2579
Connecting Colorado (Colorado Workforce Center)	Not Available	633 17 <sup>th</sup> St, Ste 201 Denver, CO 80202	303-318-8000
CPB Jobline	Webmaster	901 E St, NW Washington D.C. 20004	202-879-9600
Greater Public JobLine	Not Available	401 N 3 <sup>rd</sup> St, Ste 370 Minneapolis, MN 55401	612-677-1508
Greeley Now	Not Available	501 8 <sup>th</sup> Ave Greeley, CO 80631	970-352-0211
Greeley Tribune Newspaper	Not Available	501 8 <sup>th</sup> Ave Greeley, CO 80631	970-352-0211
Greeley Tribune Online	Not Available	501 8 <sup>th</sup> Ave Greeley, CO 80631	970-352-0211
Indeed.com	Webmaster	7501 N Capital of TX Hwy Austin, TX 78731	800-462-5842
KUNC Internal Posting	Neil Best	1901 56 <sup>th</sup> Ave, Ste 200 Greeley, CO 80634	970-378-2579
Kunc.org	Ashley Jefcoat	1901 56 <sup>th</sup> Ave, Ste 200 Greeley, CO 80634	970-378-2579
KUNC On-Air Announcements	Valerie Ross	1901 56 <sup>th</sup> Ave, Ste 200 Greeley, CO 80634	970-350-0828
National Alliance of State Broadcasting Associations	Webmaster	445 Union Blvd Lakewood, CO 80228	720-536-5427
National Association of Hispanic Journalists	Akil Forbes	1103 National Press Bldg Washington D.C., 20045	202-662-7145
PRADO (Public Radio Association of Development Officers) Listserv	Mary Hendley	900 S Crouse Ave Syracuse, NY 13244	315-443-1870
University of Colorado Career Services	Lisa Sever	2249 Willard Loop Dr Boulder, CO 80309	303-492-4100
University of Northern Colorado Career Services	Renee Welch	Campus Box 58 Greeley, CO 80639	970-351-2127

## **Outreach Activities:**

### **Job Fairs**

Participation in job fair activities—

University of Colorado College of Media, Communication, and Information Job Fair – September 2017, attended by Michael de Yoanna, Director of News Content

Colorado Broadcasters Association's Virtual Job Fair – January 30, 2017 – February 3, 2017

Colorado Broadcasters Association's Virtual Job Fair – May 8, 2017 – May 12, 2017

Colorado Broadcasters Association's Virtual Job Fair – October 23, 2017 – October 27, 2017

KUNC provided announcements for virtual job fair, promoting broadcasting jobs at KUNC and other broadcasters. Applications for internships and employment were solicited.

### **Position Postings**

All positions posted by Community Radio for Northern Colorado are posted on the website, [www.kunc.org](http://www.kunc.org), which receives an average of 50,000 unique visitors each month, and are announced on-air. Additionally, every position is also publicized in a variety of print and web-based publications.

### **Internships**

CRNC also welcomes the opportunity to work with students, providing internships to area college and high school programs. During the reporting period covered by this report KUNC provided internship opportunities to the following students –

June 2017 – August 2017 – Aims Community College student interned in the news area with News Director Michael de Yoanna.

June 2017 – August 2017 – Middlebury College student interned in the music area with News Director Michael de Yoanna.

### **College Visitations & Advisory Panel Participation**

Professional staff members of CRNC routinely present information about careers in public broadcasting to classes in journalism, communications, and other disciplines at a variety of universities, high schools, as well as at career days.

September 2017 – News Director Michael de Yoanna made a presentation at University of Colorado in a media class. Mr. De Yoanna discussed public radio editing

and reporting. As part of the presentation participants were invited to tour the KUNC studios and internship possibilities were presented to the participants.

September 2017 – Reporter Luke Runyon made a presentation at Colorado State University in a media class. Mr. Runyon discussed public radio editing and reporting. As part of the presentation participants were invited to tour the KUNC studios and internship possibilities were presented to the participants.

October 2017 – Reporter Luke Runyon made a presentation at Colorado State University in a media class. Mr. Runyon discussed public radio editing and reporting. As part of the presentation participants were invited to tour the KUNC studios and internship possibilities were presented to the participants.

November 2017 – CEO Neil Best and Assistant News Director Erin Payn made a presentation to a broadcasting class at Colorado State University. Mr. Best and Ms. Payne discussed reporting on ethics in broadcasting. As part of the presentation students were invited to tour the KUNC studios and internship possibilities were presented to the students.

Community Radio for Northern Colorado's President & CEO serves on the advisory committee for the Aims Community College Communications Media Degree Program. This advisory committee is composed of professionals in the media industry to advise staff on industry trends, employment needs, and curriculum considerations. The committee met in April 2017 and October 2017.

