



2 E Main Street
Cortez, CO 81321
www.ksjd.org
970-564-9727

Annual EEO Public File Report Form
KSJD, KICO, KZET
Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KSJD, KZET, KICO, of Cortez, Dolores, and Rico, CO and is required to be placed in the public inspection files of these stations and posted on their websites if they have websites. The information contained in this Report covers the time period beginning December 1, 2019, to November 30, 2020

(the “Applicable Period”). The FCC’s 2002 EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of person interviews for 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 a brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time jobs listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone, or by e-mail.

KSJD
Community Radio Project
2 E Main Street
Cortez, CO 81321

Appendix 1 to Annual EEO Public File Report
 Covering the Period from December 1, 2019, to November 30, 2020

Stations Comprising Station Employment Unit: KSJD, KZET, KICO

Section 1: Vacancy Information

Job Title	Recruitment Source	Hiree	Total Number of	Interviews from All	Sources for
					Position

No vacancies occurred in this time period.

Appendix 2 to Annual EEO Public File Report

EEO Job Notification Resource List

The Community Radio Project contacts the following organizations whenever it seeks to hire new, full-time employees. In addition, it notifies all current employees of any new, full-time job openings that they may want to apply for. Organizations can request to be added to this notification list by contacting Wynn Jones (970) 564-9727 or by email at wynn@ksjd.org. The Community Radio Project is an Equal Opportunity Employer and encourages women and minorities to apply for positions.

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
High Country News		119 Grand Avenue PO Box 1090 Paonia, CO 81428	Classifieds manager	(970) 527-4898
Durango Herald/The Journal		1275 Main Avenue Durango, CO 81301/8 W. Main Street Cortez, CO 81321	Classifieds manager	(970) 247-3504/(970) 565-8527
NFCB		Nfcb.org P.O. Box 806 Paonia, CO 81428	Sally Kane	(970) 279-3411
RMCR Member Stations		Various stations throughout the Rocky Mountain region https://rockymountaincommunityradio.org/	Various Station Managers	listserve@rockymountaincommunityradio.org
KSJD		www.ksjd.org	Wynn Jones	

Four Corners Free Press		10 W Main St, Ste 106 Cortez, CO 81321	Gail Binkley	gailanddavid@q.com
Navajo Times-		AZ-264, Window Rock, AZ 86515	Ophelia Nez	
Native American Journalists Association-		njanewsroom.com/jobs	Rebecca Landsberry	rebeccalandsberry@naja.com
Latino Public Radio Consortium-		https://latinopublicradioconsortium.org/jobs/	Magaly Rivera	mag@latinopublicmedia.org
Current: News for People in Public Media		4400 Massachusetts Avenue, NW Suite LL05 Washington, DC 20016-8122 current.org	Classifieds manager	https://jobs.current.org/employer/
Weenuch Smoke Signals Facebook page digital news		Facebook page Director of Media — Weenuche Smoke Signals Ute Mountain Ute Tribe Po Box 248 Towaoc, Co 81334	Amie Hammond	970-564-5564/970-564-5560(w) 970-739-1790 (cell) amiehammond@utemountain.org
LinkedIn			posted via website	Employment networking site
Indeed.com		indeed.com	posted via website	Job seeking website

Appendix 3 to Annual EEO Public File Report Form

Covering the Period from December 1, 2019, to November 20, 2020

Station(s) Comprising Station Employment Unit: KSJD, KZET, KICO

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KSJD, KZET, KICO

Description of the Activities:

Job Fairs: None available

On-Air Announcements:

Internship Program:

The Unit offers internships to high school students interested in a communication career. Students are able to create the kind of work they want to do in 1 semester of school. They work directly with the Program Director or News Reporter. The student and school determine and grade the project. KSJD provides the experience. We have a virtual/remote internship in the planning stages.

Education Outreach:

Every Sunday at 3:30 pm, KSJD airs a reading program in collaboration with the Cortez Public library. The children's librarian reads books to school-aged children each week.

In December of 2019, Mancos Elementary School second-graders worked with the program director and teacher/dj Kim Russell to record in the studio Letters to Santa. They each wrote and recorded a short speech and their recordings were broadcast throughout the holiday season.

Due to the Covid-19 pandemic, most of our educational outreach is on pause. In our virtual strategic planning session during the Summer of 2020, we identified that education outreach is an important and ongoing goal of the organization. We are currently working with the Ute Mountain Ute Tribe to conduct diversity training.