

2019 ANNUAL EEO PUBLIC FILE REPORT

Carbondale Community Access Radio, Inc.

Station(s):	KDNK
Community(ies) of License:	Roaring Fork Valley, CO.
Reporting Period:	December 1, 2018 - November 30, 2019
No. of Full-time Employees:	5
Small Market Exemption:	YES

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

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

KDNK management worked with all full-time employees through a formal performance review to determine individual career and organizational goals, and to set forth a plan for each employee to pursue growth within the organization based on their personal wishes. This includes encouraging employees interested in learning skills in areas outside of their core responsibilities to partner with management in one-on-one training in their growth areas. Regular check-in's were held in order to track progress, and find new areas of interest within the organization. Budget decisions and staffing responsibilities were made with each employees career tract and wishes in mind. Staff attended conferences and workshops including those offered by NFCB, Rural Philanthropy Days and Rocky Mountain Community Radio.

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

Management was empowered to study and practice industry EEO standards through partnering with NPR, NFCB, Rocky Mountain Community Radio, the Colorado Broadcasters Association, the Carbondale and Basalt Chambers of Commerce, all of which have diversity and anti-discrimination hiring programs. The Board of Directors HR committee also provided training to management through regular meetings throughout the year on organizational hiring practices and diversity efforts organization-wide.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
Aug. 1, 2019	News Director	Station Member Newsletter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Station Member Newsletter	4
NFCB Listserv	0
CPB Listserve	0
Facebook Roaring Fork Swap Group	0

RECRUITING SOURCES USED

Job Title of Position: News Director

Date of Hire: August 1, 2019

REFERRAL SOURCE	*DID SOURCE REQUEST NOTICE OF ALL JOB VACANCIES?	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Station Newsletter	N	PO Box 1388 Carbondale, CO 81623	Scott Levine	(970) 319-8984
National Federation of Community Broadcasters Listserve	N	PO Box 806 Paonia, CO 81428	Sally Kane	skane@nfcfb.org
Corporation For Public Broadcasting Listserve	N	CPB 401 9 th St. NW Washington, DC 200024-2129		(202) 879-9600 Cpb.org/jobline
Facebook – Roaring Fork Swap	N			Facebook.com/roaringforks wap

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
Dec. 15, 2019	Music Director	Station Member Newsletter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 2

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Station Member Newsletter	2
NFCB Listserv	0
CPB Listserv	0
Facebook Roaring Fork Swap Group	0

RECRUITING SOURCES USED

Job Title of Position: Music Director

Date of Hire: December 15, 2019

REFERRAL SOURCE	*DID SOURCE REQUEST NOTICE OF ALL JOB VACANCIES?	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Station Newsletter	N	PO Box 1388 Carbondale, CO 81623	Scott Levine	(970) 319-8984
National Federation of Community Broadcasters Listserve	N	PO Box 806 Paonia, CO 81428	Sally Kane	skane@nfcbl.org
Corporation For Public Broadcasting Listserve	N	CPB 401 9 th St. NW Washington, DC 200024-2129		(202) 879-9600 Cpb.org/jobline
Facebook – Roaring Fork Swap	N			Facebook.com/roaringforks wap

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.