

**2018 EEO Public File Report
Cheyenne Mountain Public
Broadcast House, Inc.
(CMPBH)
KCME 88.7 FM and KMPZ 88.1
FM and Jazz 93.5 FM**

The purpose of this EEO Public File Report (Annual EEO Report) is to comply with Section 73.2080(c)(6) of the FCC Equal Employment Rules. The information contained in this Annual EEO Report covers the time period from **December 2, 2018, to, and including, December 1, 2019** (the Applicable Period). This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station. Please note: KMPZ-88.1 FM – licensed to Salida, Colorado – has been given a *Main Studio Waiver* by the Federal Communications Commission. The station in Salida broadcasts the signal from KCME-FM, in Colorado Springs – and KMPZ does not have a physical location. Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period which includes the number of persons interviewed and the source of the lead for the person hired.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period;
4. A list of mentorship activities the station has undertaken to improve and promote current employees.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each station's public inspection file on **December 2, 2019**, and posted on the station's web site, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **December 2, 2018-December 1, 2019**

Station in Employment Unit: **KCME 88.7 FM**

Positions Filled By Job Title and Date Filled	# Interviewed	Recruitment Source of Hire
CMPBH conducted a search for General Manager through the Corporation for Public Broadcasting job search site, and PublicMediaJobs.org. CMPBH advertised with the Colorado Broadcasters Association, and Indeed.com, as well as through local community and radio partners and acquaintances. CMPBH received fourteen applications, interviewed four individuals and hired one person that was referred by a local radio executive.	4	Referred by local radio executive.
Corporate Sponsorship Sales Associate – Advertised on Indeed.com and through the Colorado Broadcasters Association. CMPBH received twenty-eight applications, interviewed four and hired one from Indeed.com	4	Indeed.com
Development Director – Advertised on Indeed.com and LinkedIn. CMPBH received eleven applications, interviewed four and hired one from the Indeed.com posting.	4	Indeed.com

SECTION 2: Recruitment Sources

Time Period Covered: **December 2, 2017 - December 1, 2018**

Station in Employment Unit: **KCME 88.7 FM / Jazz 93.5 FM**

CMPBH primarily used Indeed.com and the CPB job line as it posts jobs specific to broadcasting in all areas and is an EEO approved diversity employer. CMPBH also posted jobs to the Colorado Nonprofit Association, LinkedIn, and with resources within the community to seek recommendations for individuals who could contribute to the organization's operation. KCME received a total of **53** applications and hired 3 full-time individuals.

SECTION 3: Supplemental - Non-Vacancy Specific Recruitment Activities Undertaken

Time Period Covered: **December 2, 2018-December 1, 2019**

Station in Employment Unit: **KCME 88.7 FM/Jazz 93.5 FM**

Participation in Semi-Annual CBA Virtual Job Fair:

- KCME broadcast on-air announcements for the CBA Virtual Job Fair and to promote listings on our website, where they could read about the possibilities of employment at KCME over the last year.
- GM Robyn Sedgwick spoke at the UCCS Music Department on Friday, September 6th about internships with KCME and Jazz 93.5 FM.
- GM Robyn Sedgwick participated in Speed Internship Dating Interview event at UCCS on October 7th. This included internship interviews with twelve students about internships with KCME and Jazz 93.5 FM.

SECTION 4: Supplemental - Establishment of Mentorship Program

- General Manager, George Preston, has acted as mentor in various capacities to the staff of KCME until his departure in February of 2019. Robyn Sedgwick, his replacement, has worked to educate radio staff about the automation of programming, purchasing training programs for music director, program director for KCME and program director for Jazz 93.5 FM.
- Business Manager, Brenda Bratton, has also encouraged other staff to use online resources to learn aspects of their jobs, and training programs have been purchased for the new Development Director for her to learn the membership database.
- Members of the Board of Directors have mentored and assisted the Corporate Sponsorship Associates in their quest for knowledge in the radio broadcasting underwriting sales field. They also mentor and assist the Development Director with fundraising tactics and donor communication.
- The CMPBH executive board will be working with GM Robyn Sedgwick and the rest of the staff to assess and re-allocate human resources into the best configuration for the individuals and for the non-profit corporation.