



Annual EEO Public File Report

For the Period December 1, 2019 and ending November 24, 2020*

This Report Is Not Required If Unit Has Fewer Than Five Full-Time Employees

This Report Consists Of:

Part 1: Station Information

Part 2: Recruitment sources/interviews for each full-time vacancy

Part 3: Recruitment Initiatives

Preparer: Tammy Terwelp

Signature:

A handwritten signature in black ink that reads "Tammy Terwelp".

Title: Executive Director

Date: November 24, 2020

Telephone: 970-920-9000

*This report, which usually covers the prior 12-month period, is to be placed in each station's public file and website every year on the anniversary of the due date of the station's renewal application.

Part 1: Station Information

This report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community Of License</u>	<u>State</u>
KAJX	FM	3009	Aspen	CO
KCJX	FM	85785	Carbondale	CO

Attached is the information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this Report.

A total of 4 full-time vacancies were filled during the period by this employment unit.

A total of 8 persons were interviewed for the full-time vacancies.

Part 2: Recruitment sources/interviews for each full-time vacancy

FULL-TIME VACANCY #1

Job Title: Arts & Culture Reporter

Date Filled: 4/13/2020

Total Number of Interviewees: 1

Recruitment Sources

The following recruitment sources were utilized to fill this vacancy:**

Name of Source	Address	Contact Phone	# of Interviewees Referred
Aspen Public Radio	110 E. Hallam St., #134 Aspen, CO 81611	970-920-9000	1*

**Due to the beginning of the COVID-19 pandemic, recruiting successful candidates for open positions at this time was difficult. The hired applicant was known due to a previous job application, was located nearby and willing to start quickly to fill an immediate need, and was determined to have exceptional talent and local knowledge that enabled reduced in-person training for COVID-19 safety.

FULL-TIME VACANCY #2

Job Title: Morning Edition Host/Reporter

Date Filled: 8/4/2020

Total Number of Interviewees: 3

Recruitment Sources

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Phone	# of Interviewees Referred
CPB	401 9 th St., NW Washington, D.C. 20004	202-879-9600	2
Current	4400 Massachusetts, NW Washington, D.C	202-885-6412	0
NABJ	1100 Knight Hall, #3101 College Park, MD 20742	301-405-0248	0
Glassdoor	300 Mission St. San Francisco, CA		0
Aspen Public Radio	110 E. Hallam St., #134 Aspen, CO 81611	970-920-9000	1*

FULL-TIME VACANCY #3

Job Title: News Director
Date Filled: 8/4/2020
Total Number of Interviewees: 2

Recruitment Sources

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Phone	# of Interviewees Referred
Livingston Associates	7345 S. Pierce St., #101 Littleton, CO 80128	410-243-1974	2*
CPB	401 9 th St., NW Washington, D.C. 20004	202-879-9600	0
Current	4400 Massachusetts, NW Washington, D.C	202-885-6412	0
SPJ	3909 N. Meridian St., #200 Indianapolis, IN 46208	317-927-8000	0
NABJ	1100 Knight Hall, #3101 College Park, MD 20742	301-405-0248	0
NAHJ	1050 Connecticut Ave., NW 5 th Floor Washington, D.C. 20036	626-792-3846	0
LinkedIn	1000 West Maude Ave., Sunnyvale, CA	855-655-5653	0
Aspen Public Radio	110 E. Hallam St., #134 Aspen, CO 81611	970-920-9000	0

FULL-TIME VACANCY #4

Job Title: Director of Business Support

Date Filled: 10/5/2020

Total Number of Interviewees: 2

Recruitment Sources

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Phone	# of Interviewees Referred
Aspen Times	314 E. Hyman Ave. #101 Aspen, CO 81611	970-925-3414	2*
Aspen Daily News.	625 E. Main St. #204 Aspen, CO 81611	970-925-3414	0
CPB	401 9 th St., NW Washington, D.C. 20004	202-879-9600	0
LinkedIn	1000 West Maude Ave., Sunnyvale, CA	855-655-5653	0
Aspen Public Radio	110 E. Hallam St., #134 Aspen, CO 81611	970-920-9000	0

Part 3: SUPPLEMENTAL RECRUITMENT INITIATIVES

In addition to specifics listed in activities below, participation in all of the below listed meetings, conferences, and trainings helps build our network for recruiting future employment candidates from larger population areas with a broader diversity of candidates than we can recruit locally.

Activity: Colorado Broadcasters Association Virtual Job Fair

Date: 5/3-5/8/2020

Staff Participating: Executive Director Tammy Terwelp, Operations/Program Manager Daniel Costello

Host/Sponsor of Activity: Colorado Broadcasters Association

Description of activity and scope of station participation: We ran on-air announcements about careers in broadcasting and were listed on the website for the job fair. We received resumes from those interested in current or future employment and filed them for reference with future openings. Because the job fair is statewide and broadcast students in Denver are encouraged to view job and employer listings, our participation increases our exposure to a younger and more ethnically diverse population for potential job applicants.

Activity: The Next Generation Radio Project

Date: 9/21 – 9/25/2020

Staff Participating: News Director Ariel Van Cleave

Host/Sponsor of Activity: Colorado Public Radio, NPR, and Metropolitan State University in Denver.

Description of activity and scope of station participation: News Director Ariel Van Cleave was a mentor for this week-long digital journalism training project designed to give competitively selected participants, who are interested in radio and journalism, the skills and opportunity to report and produce their own multimedia story. The project aims to choose applicants who represent the diversity of America, with “racial, ethnic, cultural, gender, and LGBTQIA diversity” and “educational, economic, religious, and geographic diversity” considered.

Activity: NPR Collaborative Fundraising Meeting/Training

Date: 2/9-2/12/2020

Staff Participating: Executive Director Tammy Terwelp, Development and Community Engagement Manager Lisa DeLosso

Host/Sponsor of Activity: NPR

Description of activity and scope of station participation: Tammy Terwelp and Lisa DeLosso met with other stations to work on a collaborative effort in fundraising to be able to increase community service through content.

Activity: Major Giving Academy training

Date: April-October 2020

Staff Participating: Development and Community Engagement Manager Lisa DeLosso

Host/Sponsor of Activity: Veritus Group

Description of activity and scope of station participation: The purpose of Greater Public training is to learn how to have a more effective relationship with donors to increase support for community reporting.

Activity: Major Giving Academy training

Date: April- December 2020

Staff Participating: Executive Director Tammy Terwelp

Host/Sponsor of Activity: Veritus Group

Description of activity and scope of station participation: The purpose of Greater Public training is to learn how to have a more effective relationship with donors to increase support for community reporting.

Activity: Colorado River reporting project fly-in/drive-in meet up

Date: 1/15 – 1/17/2020

Staff Participating: Reporter Alex Hager

Host/Sponsor of Activity: KUNC Radio

Description of activity and scope of station participation: meet up for a select group of reporters from their network of partner stations. The purpose is to develop reporters' skills and knowledge base on western water issues, build capacity for water reporting in the watershed, and further strengthen our collaborative network of stations.