

2003 ANNUAL EEO PUBLIC FILE REPORT

THE COLORADO COLLEGE

Stations: KRCC(FM-NCE) / KRLJ(FM-NCE)
(list all that are included within Employment Unit)

Communities of License: Colorado Springs / La Junta, CO

Date of Annual Report: November 21, 2003

No. of Full-time Employees: Between 5 and 10

Small Market Exemption: No

This report for the employment unit of The Colorado College covers the period between March 10, 2003, the effective date of the FCC's EEO rule, and November 21, 2003. During the reporting period, no full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the chart that follows.

BROAD OUTREACH AND INITIATIVES

During the reporting period, the Employment Unit has engaged in the following:

- Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment. We solicit listeners to train for on air show host slots. It is promoted via our newsletter and on air announcements. During the reporting period, the employment unit had 24 "on air" volunteers and 7 volunteers without permanent show assignments. Six of the volunteers were Colorado College students, and the rest are community members from all walks of life and backgrounds.
- Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. The employment unit has an ongoing commitment to hiring from within by training volunteers for part-time slots, and encouraging the best to increase their skills and widen the scope of their experience. During the reporting period, three volunteers were promoted to part-time board operator positions. Their training consisted of cross training with more experienced hosts during specific timeslots.