



Annual EEO Public File Report

For the Period December 1, 2024 and ending November 30, 2025*

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: Breeze Richardson

Signature:

A handwritten signature in black ink that reads "B. Richardson" with a stylized flourish at the end.

Title: Executive Director

Date: November 30, 2025

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

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 posted during the employment period under review; 22 people were interviewed for these vacancies.

Part 2

FULL-TIME VACANCY #1

Job Title: Arts & Culture Reporter

Date Filled: January 13, 2025

Total Number of Interviewees: 7

Recruitment Sources

The following recruitment sources were utilized to fill this vacancy:

Name of Source
Address Contact Phone # of Interviewees Referred

AIRMedia

178 Columbus Ave #237190 New York, NY 10023 | 617-825-4400 | 0

Aspen Public Radio website

110 E. Hallam St. #134 Aspen, CO 81611 | 970-920-9000 | 1*

Colorado Broadcasters Association

333 W Hampden Ave Ste. 400, Englewood, CO 80110 | 720-536-5427 | 2

Corporation for Public Broadcasting

401 9th St., NW Washington, D.C. 20004 | 202-879-9600 | 1

Greater Public

PO Box 303279 Austin, TX 78703 | 800-454-2314 | 0

LinkedIn

1000 West Maude Avenue, Sunnyvale, CA 94085 | 855-655-5653 | 2

National Educational Telecommunications Association (NETA)

PO Box 50008, Columbia, SC 29250 | 803-799-5517 | 0

National Federation of Community Broadcasters (NFCB)

P.O. Box 1251, Belgrade, MT 59714 | 970-279-3411 | 0

Rocky Mountain Community Radio (RMCR) coalition email list serve

110 E. Hallam St. #134 Aspen, CO 81611 | 970-920-9000 | 1

**selected candidate was employed locally at another media outlet and saw the job posted on aspenpublicradio.org, after being encouraged to apply*

FULL-TIME VACANCY #2

Job Title: Climate Desk Reporter

Date Filled: June 9, 2025

Total Number of Interviewees: 6

Recruitment Sources

The following recruitment sources were utilized to fill this vacancy:

Name of Source
Address Contact Phone # of Interviewees Referred
AIRMedia
178 Columbus Ave #237190 New York, NY 10023 617-825-4400 0
Aspen Public Radio website
110 E. Hallam St. #134 Aspen, CO 81611 970-920-9000 1
Colorado Broadcasters Association
333 W Hampden Ave Ste. 400, Englewood, CO 80110 720-536-5427 0
Corporation for Public Broadcasting
401 9th St., NW Washington, D.C. 20004 202-879-9600 1*
Colorado Broadcasters Association Virtual Job Fair Online
February 3-7, 2025 720-536-5427 3
Greater Public
PO Box 303279 Austin, TX 78703 800-454-2314 0
LinkedIn
1000 West Maude Avenue, Sunnyvale, CA 94085 855-655-5653 1

National Federation of Community Broadcasters (NFCB)

P.O. Box 1251, Belgrade, MT 59714 | 970-279-3411 | 0

Rocky Mountain Community Radio (RMCR) coalition email list serve

110 E. Hallam St. #134 Aspen, CO 81611 | 970-920-9000 | 0

**selected candidate saw the posting on CPB's job board, while employed at another public radio station*

FULL-TIME VACANCY #3

Job Title: Women's Desk Reporter

Date Filled: April 15, 2025

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

AIRMedia

178 Columbus Ave #237190 New York, NY 10023 | 617-825-4400 | 0

Aspen Public Radio website

110 E. Hallam St. #134 Aspen, CO 81611 | 970-920-9000 | 1*

Colorado Broadcasters Association

333 W Hampden Ave Ste. 400, Englewood, CO 80110 | 720-536-5427 | 0

Corporation for Public Broadcasting

401 9th St., NW Washington, D.C. 20004 | 202-879-9600 | 0

Colorado Broadcasters Association Virtual Job Fair Online

February 3-7, 2025 | 720-536-5427 | 0

Greater Public

PO Box 303279 Austin, TX 78703 | 800-454-2314 | 0

LinkedIn

1000 West Maude Avenue, Sunnyvale, CA 94085 | 855-655-5653 | 2

National Federation of Community Broadcasters (NFCB)

P.O. Box 1251, Belgrade, MT 59714 | 970-279-3411 | 0

Rocky Mountain Community Radio (RMCR) coalition email list serve
110 E. Hallam St. #134 Aspen, CO 81611 | 970-920-9000 | 0

**selected candidate was directed to aspenpublicradio.org, after being encouraged to apply*

FULL-TIME VACANCY #4

Job Title: News Director
Date Filled: June 2, 2025
Total Number of Interviewees: 6

Recruitment Sources

The following recruitment sources were utilized to fill this vacancy:

Name of Source
Address Contact Phone # of Interviewees Referred

AIRMedia
178 Columbus Ave #237190 New York, NY 10023 | 617-825-4400 | 0

Aspen Public Radio website
110 E. Hallam St. #134 Aspen, CO 81611 | 970-920-9000 | 2

Colorado Broadcasters Association
333 W Hampden Ave Ste. 400, Englewood, CO 80110 | 720-536-5427 | 0

Corporation for Public Broadcasting
401 9th St., NW Washington, D.C. 20004 | 202-879-9600 | 2

Greater Public
PO Box 303279 Austin, TX 78703 | 800-454-2314 | 0

LinkedIn
1000 West Maude Avenue, Sunnyvale, CA 94085 | 855-655-5653 | 2

National Federation of Community Broadcasters (NFCB)
P.O. Box 1251, Belgrade, MT 59714 | 970-279-3411 | 0

**selected candidate was an internal promotion, after several offers were declined*

Part 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY #1

Activity: Colorado Broadcasters Association Virtual Job Fair

Dates: February 3-7 and July 14-18, 2025

Host/Sponsor of the Activity: Colorado Broadcasters Association

Personnel: Breeze Richardson, Executive Director; Lauri Jackson, Office Manager and Membership Coordinator; Daniel Costello, Program Director and Operations Manager

ACTIVITY #2

Activity: Investigative Reporters & Editors Conference

Dates: June 19-22, 2025

Host/Sponsor of the Activity: Investigative Reporters & Editors (IRE)

Participating Station Personnel: Halle Zander, News Director; Eleanor Bennett, Social Justice Reporter

Three-day investigative reporting conference featuring panel discussions such as: “Investigative reporting in rural America”, “Covering communities and topics you are not part of”, “How to find data on Indigenous communities and what to do when it doesn't exist”, and “How to strengthen your investigation with a solutions mindset”; networking directly led to a candidate application.

ACTIVITY #3

Activity: Carbondale Business Confluence

Dates: September 17, 2025

Host/Sponsor of the Activity: Carbondale Chamber of Commerce

Participating Station Personnel: Breeze Richardson, Executive Director

This event, held annually on the 3rd Wednesday of September, is an opportunity for the business community to come together, share best practices, network, listen to presentations by local and regional experts, and promote their business. Each year, the conference addresses specific concerns for businesses in the current economic climate.

ACTIVITY #4

Activity: Mountain Towns Summit

Dates: October 6-8, 2025

Host/Sponsor of the Activity: Mountain Towns 2030

Participating Station Personnel: Michael Fanelli, Climate Desk Reporter

Two-day climate conference with panel discussions covering topics such as: “Miracles Needed: Building Wildfire Resilience in Mountain Towns”, “From Vacant to Vibrant: Workforce Housing as a Climate Solution”, and “Resistance to Resilience: Successful Implementation of Renewables in Rural America” which allowed for regional networking.

ACTIVITY #5

Activity: 2025 RMCR Annual Conference

Dates: November 5-7, 2025

Host/Sponsor of the Activity: Rocky Mountain Community Radio

Participating Station Personnel: Breeze Richardson, Executive Director; Halle Zander, News Director; Regan Mertz, Arts & Culture Reporter; Sarah Tory, Women’s Desk Reporter; Michael Fanelli, Climate Desk Reporter

The conference featured three focused tracks—Strategic Planning, News, and Music & Programming—with sessions designed to strengthen collaboration, share resources, and spark fresh ideas across our regional network. From statewide policy discussions and fundraising strategies to collaborative reporting projects and innovative programming, the agenda also addressed emergency preparedness, remote broadcast best practices, and an Engineering Initiative session, coordinating next steps around RMCR’s plan to design a shared engineer program.

ACTIVITY #6

Activity: Colorado West Spanish News Collaborative

Dates: Ongoing

Host/Sponsor of the Activity: Aspen Daily News, Aspen Journalism, Aspen Public Radio, The Aspen Times, Post Independent, KDNK Community Radio, Radio La Tricolor, The Sopris Sun

Participating Station Personnel: Breeze Richardson, Executive Director; Halle Zander, News Director

Member organizations of the Colorado West Spanish News Collaborative work together to create and share multimedia, multi-platform reporting on the Roaring Fork and Colorado River Valley regions. Stories are distributed in print, broadcast, online and across social media platforms. The mission of this Collaborative is to provide a reliable, increasing source of Spanish-language local/regional news and information that supports and grows the health, impact and well-being of the diverse Latino community from Parachute to Aspen, Colorado.