



Annual EEO Public File Report

For the Period December 1, 2019 and ending November 30, 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 20, 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

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 (FOUR) full-time vacancies were filled during the employment unit.

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

Part 2

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:

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

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	7
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		5
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	11
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	9
Aspen Public Radio	110 E. Hallam St., #134 Aspen, CO 81611	970-920-9000	0

Part 3
SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY #1

Activity: Various Professional Development Activities

Date:

Preparer: Tammy Terwelp

Host/Sponsor of Activity: Various

Participating Station Personnel: Executive Director Tammy Terwelp, Development & Community Engagement Manager Lisa DeLosso, Operations/Program Manager and All Things Considered Host Daniel Costello, and Reporter Alex Hager.

Description of activity and scope of station participation:

CBA Virtual Job Fair – Online. 5/3-5/8/2020

NPR Collaborative Fundraising Meeting/Training – Dallas, TX. 2/9-2/12/2020 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.

Major Giving Academy training from Veritus Group – Online. April-October 2020 Lisa DeLosso. The purpose of Greater Public training is to learn how to have a more effective relationship with donors to increase support for community reporting.

Major Giving Academy training from Veritus Group – Online. April- December 2020 Tammy Terwelp. The purpose of Greater Public training is to learn how to have a more effective relationship with donors to increase support for community reporting.

KUNC's Colorado River reporting project, hosted a fly-in/drive-in meet up for a select group of reporters from their network of partner stations. The meeting is scheduled for January 15-17, 2020 at KUNC in Greeley, CO. – Alex Hager. 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