

KUNM: CPB Required Compliance Information
Update: February 15, 2022 by Richard Towne, General Manager
(richardtowne at kunm.org) and (505) 277-8009 direct

The following information is provided as required by CPB (Corporation for Public Broadcasting) in compliance with the terms and conditions for KUNM to receive grant funds from CPB.

To reach CPB, please visit their website www.cpb.org.

KUNM studios and offices are in Oñate Hall (Building 156) on the University of New Mexico campus. Our offices are on the third floor of Onate Hall and we are open M-F from 9:00 until 5:00 or by appointment. Oñate Hall is on the southwest corner of Campus Blvd and Girard Street. Mobility access is pretty good with ramps and door openers throughout. Parking regulations are strictly enforced.

OUR FACILITIES ARE CLOSED UNTIL THE PUBLIC HEALTH EMERGENCY SUBSIZES.

Voice mail to (505) 277-5866 will be routed to the appropriate party.

E-mail addressed to (kunm at kunm.org) will also be routed to the appropriate party.

KUNM also operates stations KRRT (Taos), KRRE (Las Vegas), KRAR (Española), KBOM (Socorro) and translators in Nageezi, Cuba, Arroyo Seco, and Eagle Nest. These stations re-broadcast our programming. In all, we reach more than half of the State's population. KUNM is a self-sustaining department of the University of New Mexico. Our public file is online at www.publicfiles.fcc.gov or from our offices at UNM.

KUNM's mailing address is
KUNM Radio
MSC06 3520
1 University of New Mexico
Albuquerque, NM 87131-0001

SECTION: CPB's Policy: Transparency

1. List of Station management and contact information:

- a. General Manager – Richard Towne (505) 277-8009 and richardtowne at kunm.org
- b. Program Director – Tristan Clum (505) 277-8005 and programming at kunm.org
- c. Development Director – Chanda Shaw (505) 277-8006 and developmentdirector at kunm.org

2. List of Board of Directors:

KUNM is licensed by the FCC to The University of New Mexico Board of Regents. The Regents website is <http://regents.unm.edu>. Current Regents are:

Douglas Brown - President
Kimberly Sanchez Rael - Vice President
Sandra Begay - Treasurer
Randy Ko - Student Regent
Jack Fortner
William Payne
Robert Schwartz

3. List of Community Advisory Board members:

KUNM is advised by the KUNM Radio Board, made up of appointed and elected members of the community: Current members are: Don McIver (Chair), Jon Ghahate (Vice-Chair), Jessamyn Young (Secretary), Doug Fields, Tristan Clum, Krysta Pacheco, Myja Peterson, Camille Velarde, Chris Baker, Arcie Chapa, Juliette Craig, Xavier Lemon, Margaret Wright, and Richard Towne. E-mail to (radioboard-at-kunm.org).

4. Date, time and place of all open meetings as determined by the Communications Act:
The Regents meet as a whole and in committees: Their schedule and agendas can be found at <http://regents.unm.edu/> (Regents meetings and agendas). The Regents Open Meeting Policy is here Regents' Policy Manual - [Regents Policy Manual](#). Please see Section 1.3: Public Notice of Regents' Meetings.

The KUNM Radio Board normally meets on the first Tuesday of the month (excepting holidays and elections). In pre-pandemic times, our meetings are held in Oñate Hall, Room 133 from 6:00 until 8:00 p.m.

PRESENTLY, WE ARE MEETING AT THE SAME TIME BUT IN A VIRTUAL MEETING ROOM. To register for our meetings, visit KUNM.org and follow the ABOUT tab to the Radio Board's site. The virtual meeting link is available to all at this site. Participants are afforded an open opportunity at each meeting to offer comments to the Board on any topic.

Call KUNM (505) 277-4806 or e-mail kunm-at-kunm.org to confirm meetings. The public is welcome and can address the advisory Board on any matter desired subject to the discretion of the Board. Parking is strictly enforced.

5. Audited Financial Statements (please see below – Audited Financial Statements).

6. Information about how to obtain copies of annual financial reports:

Annual Financial Reports can be obtained at KUNM offices, or by calling the General Manager (505) 277-8009, or by e-mailing RichardTowne-at-kunm.org or by writing to KUNM's General Manager addressed to KUNM, MSC06 3520, University of New Mexico, Albuquerque, NM 87131.

KUNM will provide these reports as print outs, digital files (pdf) or in alternate formats as needed. Single copies of the reports are available at no cost.

7. IRS Form 990 when the grantee files its own 990 (**not applicable**).

8. Compensation information comparable to the information outlined in the IRS Form 990 Part VII A and contactor compensation in Part VII B for any grantee that is not required to file its own IRS Form 990.

For the uninitiated, IRS is requesting disclosure of officers and employees (including former officers and employees) making more than \$100,000 in annual compensation. *“List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.”*

There are no such employees or former employees at KUNM meeting this criterion. In policy, the Regents delegate authority for KUNM to the University President and to the Provost (EVP for Academic Affairs.) Salaries for all UNM employees are available at the University of New Mexico's Sunshine Portal.

KUNM certifies that it is meeting Federal and State law regarding donor privacy and data security.

SECTION: CPB POLICY: Local Content and Services

CPB requires *“Every grantee is required to answer and post on its website Station Activity Survey questions related to its content and services that serve local needs, including quantitative and qualitative information about the impact of the local services in its community. The definition of local content and service will be determined by the grantee. When developing the answers, the grantee should consider the following elements: Description of activities; Reach of activities (number of plays, viewers, participants, etc.); Overall impact or outcomes; Community feedback on activity (direct quotes from participants, community leaders, etc.); and Partnerships (list of other organizations, including other public*

broadcasters) collaborating with grantee.

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

2021 was a banner year as KUNM continued its multi-year commitment to focused, reporting on poverty, public health, and equity in education in NM. Now in its tenth year, we have funding from the Kellogg foundation for two full-time Reporters (one a Hispanic Reporter Fellow) along with a full-time digital editor / project assistant. We are working now to fund 2023 and beyond. In funding the Hispanic Journalist fellowship at KUNM, the Kellogg Foundation shared our goal of fostering a professional development pipeline for Journalists-of-Color. The success of the "pipeline" is providing a professional work opportunity in a smaller market (Albuquerque is Nielsen market 69) so that the Journalist could advance to larger public radio markets and onward. Our Journalist Mayda Ortega was hired in 2019 to be a Reporter and news magazine anchor at Colorado Public Radio (Nielsen market 17) Good success for a strong Reporter. In 2021, One of our Journalist, who is Black, took a prestigious job with Nashville Public Radio (market 17). Another one of our Journalists, who is Hispanic, was recruited by State News Network to launch and be editor-in-chief of a new 4-person online Newsroom. A third Reporter, who is Native American, was hired by the national radio program "Marketplace".

In addition, we continued our collaboration with NMPBS (public television) for reporting on state government. Our focus in 2021 and 2022 is on strong coverage of the Legislative session in 2021, as well as the interim committee meetings where much of the early work is done before legislation is introduced. Project work can be viewed at KUNM.org.

KUNM is also active with the CPB-funded Mountain West News Bureau regional journalism consortium managed by Boise State Public Radio.

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.

KUNM had success stories to tell in 2021. On the regional level, KUNM joined the Mountain West News Bureau, representing New Mexico in this north/south public radio journalism hub covering news from shared interest in the region. CPB is currently considering Rocky Mountain West's application for continued funding of the service. On the national level, public media partners (radio and TV) from across New Mexico came together in a successful implementation to the Library of Congress / CPB partnership known as CLIR and the American Archive for Public Broadcasting. KUNM has more than 1,000 hours of magnetic audio recordings from the 1970s and 80s that, together with other similar media from public media across the state, was digitization in 2021 with continued work to complete the meta-data and mount the new digital files on the AAPB site. KUNM operated remotely from the end of March 2020 through the end of 2021. We continue to operate remotely at this date.

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

As described in Answer 1 (above), KUNM saw success in having our Journalists-of-Color move up and out into the noncommercial news environments. KUNM spent a lot of energy in 2021 re-building our staff in the KUNM

newsroom hiring six fulltime and part time Journalists and a new News Director. While we continued to serve our audience with great reporting, we also invested significant energy in the re-building process and leadership in the Newsroom.

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2019, and any plans you have made to meet the needs of these audiences during Fiscal Year 2020. If you regularly broadcast in a language other than English, please note the language broadcast.

KUNM continues to be a broadcast leader in directly engaging community volunteers in our daily broadcasts. Our program schedule is deliberately diverse to provide direct access for diverse communities in our audience. We added younger people of color to our weekday afternoon freeform music programming and the change in the overall sound of the program is greatly improved, in my opinion. We trained about 20 new volunteers in 2021, including recent graduates of our youth media partner Generation Justice, a vital community non-profit started by KUNM about 20 years ago. In essence, we are becoming younger, more diverse, and more professional in our approach to listeners. I feel this will attract and retain a younger, more diverse audience as we continue to provide excellent service to our longer-term listeners. In 2021, more than 50 of our 67 volunteers continued to produce their broadcasts from home due to the pandemic.

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

KUNM would have to raise about \$25,000 more each month; month - after month - after month. Plus absorb the cost of raising this money - likely \$5,000 more a month. New Mexico's fiscal year 2021 was our first significant state budget surplus in a decade. Although the New Mexico economy is improving somewhat, if we have to add the burden of replacing CPB funding it would harm our service through either an increase of spot announcements or increase in on-air fundraising - both of which would likely cause attrition to our core audience of supporters.

SECTION: CPB POLICY: Diversity Eligibility

CPB policy requires each Grantee to have:

(1) established a formal goal of diversity in its workforce, management and boards, including community advisory boards and governing boards having governance responsibilities specific to or limited to broadcast stations;

KUNM is licensed to The Regents of the University of New Mexico. KUNM follows UNM recruitment and employment policies with activities conducted in relationship with UNM's Division of Human Resources. Diversity goals are included in UNM Policies 3100 "Equal Opportunity & Affirmative Action" and 3210 "Recruitment and Hiring". Diversity is also referenced in the Regents' Policies including Section 2.4 "Diversity and Campus Climate" and Section 8.7 "KUNM Radio". In Policy 8.7 (1988), KUNM is required to "... serve the people in KUNM's listening area by providing a variety of high-quality programming that serves diverse interests...". In 2021, UNM Human Resources offered several free Diversity Resources for recruitment of paid positions. All competitive postings at UNM will be promoted on those websites.

KUNM reports to the Office of the Provost. This Office also has responsibility for UNM's Diversity Council in conjunction with UNM's Division for Equity and Inclusion. Information on the Council's Diversity Plan is available at their website. KUNM's internal "Policies and Procedures for Staff and Volunteers" state in Policy 24 "*Harmony*: KUNM is an equal opportunity employer in accordance with UNM policies. All staff is expected to regard others with respect and to practice tolerance of others regarding age, sex, race, class, nationality, sexual preference, spiritual or political beliefs, and those physically or mentally challenged."

KUNM's Radio Board (advisory) carries a Bylaws mandate that (4.7) The appointment and election processes shall encourage the representation of women, minorities, and people of various socioeconomic backgrounds on the Board, as well as the representation of a broad array of points of view and philosophies.

CPB (2) also requires that Grantees have implemented the following initiatives to achieve that goal:

1. Review with the station's governing board or licensee official those practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines (see 47 C.F.R. § 73.2080).

KUNM has reviewed the practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines (see 47 C.F.R. § 73.2080) with KUNM's licensee official in the Office of the Provost & Executive Vice President for Academic Affairs.

2. CPB asks each radio CSG recipient to prepare and post on its website a brief statement (about 500 words) that reflects on the following points.

- *The elements of diversity (e.g., gender, race, culture, religion, language, generation) that the CSG recipient finds important to its public media work.*

KUNM is a vivid and long-standing community broadcaster committed to diversity in its programming service, engagement with communities of all types, and in its staffing and cultural practices.

Specific examples of our practices and programming by community volunteers from all walks of life are available at the KUNM Website. KUNM's signal reaches over half of the people in New Mexico. KUNM's departmental policies state in Section 24. *Harmony*: KUNM is an equal opportunity employer in accordance with UNM policies. All staff is expected to regard others with respect and to practice tolerance of others regarding age, sex, race, class, nationality, sexual preference, spiritual or political beliefs, and those physically or mentally challenged.

- *The extent to which its staff and governance reflect such diversity.*

Presently, the gender/ethnic make up of KUNM constituencies show

Paid Professional Staff: (23 w/ 2 vacant); 10 women, 10 men, 1 nonbinary; 7/21 are people of color.

Paid Student Staff: (4 w/ 1 vacant); 1 woman, 2 men; 1/3 are people of color.

On-Air Volunteer Staff: (67 total); 23 women, 43 men, 1 nonbinary; 23/67 are people of color.

Advisory Board: (16 w/ 2 vacant); 7 women, 7 men; 5/14 are people of color.

Licensee Board: (7); 2 women, 5 men; 3/7 are people of color.

- *The progress the recipient has made to increase its diversity in the last two to three years and its diversity plans in the coming period.*

We have added 21 new recruitment sources to all professional job openings in the last few years by using the New Mexico Broadcasters Association diversity recruitment services. Our licensee is the Regents of The University of New Mexico. Our association with UNM allows us to use the various services of UNM's Human Resources department to track ethnically under-utilized job titles within our department and to use UNM's extensive diversity recruitment tools and other recruitment strategies to build diversity at KUNM. Examples are here [UNM Human Resources general-diversity-resources](#).

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KUNM is working now to sustain the positions mentioned above so we can retain our strong news presence. We have no immediate plans for future hires. If funding becomes available, KUNM will use its successful outreach and recruitment strategies to attract a strong and diverse applicant pool as is contemplated in UNM's recruitment and hiring policies.

In addition, Grantees shall undertake at least one of the following five initiatives on an annual basis:

1. Include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the communities they serve and further public broadcasting's commitment to education.

KUNM regularly employs up to four student interns attending UNM. Funding for this effort is provided by an annual grant approved by student leadership. We purposefully recruit and hire diverse candidates to create professional internships to advance their resume. At present, a third of the student employees are people of color.

In 2002, KUNM launched a youth media project to engage diverse high-school and middle school students in our work. The project is now independent and is called Generation Justice. Generation Justice produces KUNM's weekly one-hour Youth Radio program and produces significant video documentaries available through their blog. The application and selection process for the Generation Justice team has a goal of establishing a deliberately diverse group of teens to work together using the high standards of public media journalism as applied to civic engagement and social justice.

2. Include qualified diverse candidates in any slate of candidates for elected governing boards that the Grantee control.

Members of KUNM's governing board – The Regents of the University of New Mexico – are appointed by the Governor of the State of New Mexico.

3. Implement a diversity training program for members of the organization's governing board of directors on an annual basis.

KUNM, by itself, is unable to implement a diversity training program for the Regents.

4. Participate in minority or other diversity job fair.

KUNM regularly participates in the quarterly "virtual job fair" conducted by the New Mexico Broadcasters Association. Broadcasters with all types of formats promote the fair, inviting interested listeners to offer their resume to participating broadcasters. The virtual fair produces a diverse pool of

potential talent. Applicants are offered the opportunity to identify their ethnicity. KUNM is also a charter affiliate with “Think Public Media”.

5. Implement formal diversity training programs for management and appropriate staff.

In 2016, UNM required on-going annual mandatory training in the online course Intersections: Preventing Discrimination and Harassment in the Workplace (www.LawRoom.com). This training is required of all paid staff and students.

Attachment A – Audited Financial Statements FY 21 (copied below).

KUNM-FM
(A Department of the University of New Mexico)
Statements of Cash Flows
Years Ended June 30, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Cash flows from operating activities:		
Received from membership and underwriting	\$ 1,420,005	\$ 1,604,237
Received from grants	742,509	487,234
Received from other operating revenue	394,775	138,293
Payments to suppliers for goods and services	(1,056,436)	(832,478)
Payments to employees for services	<u>(1,211,095)</u>	<u>(1,167,534)</u>
Net cash provided by operating activities	<u>289,758</u>	<u>229,752</u>
Cash flows from capital financing activities:		
Purchase of capital assets	(5,559)	(10,718)
Transfer out to KNME	<u>(20,000)</u>	<u>-</u>
Net cash used in financing activities	<u>(25,559)</u>	<u>-</u>
Net change in cash and cash equivalents	264,199	219,034
Cash and cash equivalents, beginning of year	<u>662,218</u>	<u>443,184</u>
Cash and cash equivalents, end of year	<u>\$ 926,417</u>	<u>\$ 662,218</u>
Reconciliation of operating (loss) income to net cash provided by operating activities:		
Operating (loss) income	\$ (734,054)	\$ 1,000,919
Adjustments to reconcile operating (loss) income to net cash provided by operating activities:		
Depreciation expense	10,194	12,263
(Recovery) provision for bad debt expense	(26,830)	12,334
Changes in assets and liabilities:		
Accounts receivable	(227,396)	3,873
Net impact of GASB 68 deferred ins/outs/net pension expense	1,037,641	(840,030)
Net impact of GASB 75 deferred ins/outs/net other post-retirement benefits	(13,644)	(6,477)
Accounts payable	19,105	(3,960)
Accrued payroll	(87)	1,039
Compensated absences	6,375	13,139
Unearned revenues	<u>218,454</u>	<u>36,652</u>
Net cash provided by operating activities	<u>\$ 289,758</u>	<u>\$ 229,752</u>

See accompanying notes to financial statements.