



**Community Radio for the Gunnison Valley**  
90.3<sub>FM</sub> Crested Butte • 88.7<sub>FM</sub> Gunnison

**Annual EEO Public File Report**  
**October 1, 2016 – September 30, 2017**

**EEO Policies..... Page 1**  
**Station Information..... Page 2**  
**Recruitment Sources and Initiatives..... Page 2 - 3**

## **EEO Policy**

Crested Butte Mountain Educational Radio, Inc., dba KBUT-FM, provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, ethnicity, sex, national origin, age, disability, sexual orientation, gender identity, or genetics.

Crested Butte Mountain Educational Radio, Inc., dba KBUT-FM, complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruitment, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Crested Butte Mountain Education Radio, Inc., dba KBUT-FM, will provide reasonable accommodations to qualified individuals with a disability as defined in the Americans with Disabilities Act and in accordance with the requirements of the ADA.

Crested Butte Mountain Educational Radio, Inc., dba KBUT-FM, expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status.

## Station Information

This report covers the following employment unit(s):

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID</u>	<u>Community of License</u>	<u>State</u>
KBUT	FM	14492	Crested Butte	CO
KGNI	FM	173011	Gunnison	CO

KBUT/KGNI employed 5 full-time and 3 part-time employees during the fiscal year, 2017. No full-time positions were recruited or filled during this period. KBUT mentored two college interns during the 2017 fiscal year, to include one African American male/non-traditional student and one white male non-traditional student.

## KBUT Recruitment Sources & Initiatives

Positions were advertised as follows:

- KBUT's Website
- Crested Butte News
- Gunnison Country Times
- Corporation for Public Broadcasting Jobline
- National Federation of Community Broadcasters' Community Radio Jobs list
- Facebook

KBUT currently employs 6 full-time employees and 1 part-time employee. Three full-time employees have been recruited in FY 2018.

Crested Butte Mountain Educational Radio, Inc., dba KBUT-FM, has launched the following **2 outreach/recruitment initiatives**:

1. Provide regular internship opportunities to diverse college students interested in broadcasting or communications careers. Internships will include skills training and mentoring student projects related to radio broadcasting, fundraising, events, business operations and community outreach. Our objective with this initiative is to cultivate interest in broadcasting for diverse, career-minded students, as well as help students develop marketable broadcasting and media skills.

2. Post all open positions for employment both within and outside the Gunnison Valley to KBUT's website, local newspapers, social media, the Corporation for Public Broadcasting jobline, National Federation of Community Broadcasters,' and college job boards. Expand those postings to include regional publications and LinkedIn, along with specialty job boards like journalism.com. Through these postings, openings at KBUT will be picked up by aggregator job boards such as Indeed.com. Our objective with this initiative is to cast a wider net in order to attract diverse applicants.

Crested Butte Mountain Education Radio, Inc., dba KBUT-FM, vows to document the station's commitment and adherence to both its EEO Policy and to these initiatives, and to communicate both the policy and the initiatives to current and prospective employees, its Board of Directors, and the public at large.