Public Radio for the Front Range – KRFC 88.9 FM

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EEO Public File Report

December 1, 2025 – November 30, 2026
Public Radio for the Front Range is an Equal Opportunity Employer

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KRFC did not fill any full-time positions during this reporting period.

STATEMENT OF SUPPLEMENTAL EEO OUTREACH ACTIVITIES:

A.) Initiative: Maintained an internship program designed to assist members of the community to acquire skills needed for broadcast employment

In 2026, KRFC FM continued its formal internship program, providing students with hands-on experience in multiple aspects of community broadcasting and nonprofit media operations. Interns received training and practical experience in:

- On-air production and hosting
- Content development for radio and digital platforms
- Community engagement and outreach
- Technical training in audio production and editing
- Storytelling and journalism practices

Interns were paired with KRFC staff and volunteers to gain practical knowledge while contributing to the station's mission of amplifying local voices and celebrating regional culture. The primary focus areas for interns were Programming and Social Media.

Spring Semester 2026 (January 1 - May 1, 2026)
KRFC hosted one intern from Colorado State University. During this semester, the intern participated in all aspects of station operations within the Programming and Social Media departments, including content creation, audience engagement, radio production, and journalism training.

Summer Semester 2026 (May 1 - August 1, 2026)
KRFC hosted two interns during the summer semester:

- One intern from Colorado State University

- One intern from Aims Community College

Both interns worked collaboratively with KRFC staff, volunteers, and community partners and were involved in all aspects of Programming and Social Media operations.

A significant component of the internship experience was participation in KRFC Setlist Stories, an original content initiative launched in early 2026 to spotlight local artists, bands, venues, and behind-the-scenes stories from Northern Colorado's music community. Both interns contributed to every phase of the project, including topic development, research, interviewing, writing, editing, social media promotion, and digital publication.

Featured stories during 2026 included:

- *Time Traveling Across a Century of the Mishawaka*
- *Why Does the Aggie Theatre Book So Many Future Stars?*
- *Abunto's Storybook Rise Reflects the Fort Collins Music Dream*

All Setlist Stories articles were written by interns participating in the KRFC Internship Program under the guidance of KRFC staff. Training in journalism, storytelling, interviewing, editing, content strategy, and digital media production occurred throughout the development and publication of these articles, providing interns with comprehensive experiential learning in community media and local arts reporting.

B.) Initiative: Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination

KRFC 88.9 FM continued comprehensive training and mentoring programs for our staff and volunteers, designed to cultivate the skills necessary for advancement within the broadcast industry.

The initiative was individualized, ensuring that each participant receives guidance tailored to their unique interests, career goals, and learning style. Training encompassed both technical and creative aspects of broadcasting—ranging from on-air production, audio engineering, and digital content creation to community engagement, donor relations, and event management.

Mentorship is ongoing and collaborative, pairing newer team members with experienced staff and volunteers who provide hands-on support, feedback, and encouragement. This structure empowers individuals to build confidence, expand their skill sets, and prepare for higher-level opportunities within KRFC or the broader media landscape.

Participating in this training were the Program and Volunteer Director, Music Director, Social Media Manager, and Development Director. Training throughout the year was ongoing throughout 2026.

C.) Initiative: Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities

KRFC 88.9 FM co-sponsored the 2026 Talent Summit, held on March 5, 2026, with the Fort Collins Area Chamber of Commerce. This annual event serves as a regional job fair and professional development gathering, with over 250 people in attendance with a lean towards women in the community.

By sponsoring the Talent Summit, KRFC helped create a platform where job seekers and employers could connect, with a particular emphasis on fostering diversity, equity, and inclusion in the workforce. The event featured workshops, networking opportunities, and employer exhibits designed to support career advancement and broaden access to employment opportunities.

Attending the 2025 Talent Summit from KRFC FM were the Executive Director and Development Director.