



**2023 KVPR - VALLEY PUBLIC RADIO  
EEO PUBLIC FILE REPORT**

**Period Covered: August 1, 2022– July 31, 2023**

This report covers the following employment unit:  
**KVPR(FM) Clovis, CA and KPRX(FM) Bakersfield, CA**

**A. Job vacancies filled during reporting period:**

<u>Job Title</u>	<u>Date filled</u>
News Director	November 21, 2022
Higher Education Reporter	July 31, 2023

**B. The following recruitment sources were contacted for the (2) two full-time positions listed above:**

NAME OF ORGANIZATION AND ADDRESS	CONTACT INFORMATION	TYPE OF ORGANIZATION
CSUB 9001 Stockdale Hwy Bakersfield, CA 93311, csub.edu	<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	Educational Institution
Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004 <a href="http://www.cpb.org">www.cpb.org</a>	<a href="http://www.cpb.org">www.cpb.org</a>	Public Broadcasting Organization
<i>Current</i> Newspaper 6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912 <a href="http://www.current.org">www.current.org</a>	<a href="http://www.current.org">www.current.org</a>	Public Broadcasting Newspaper
<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	Online Jobsite for Journalism
KVPR - Valley Public Radio 2589 Alluvial Avenue Clovis, CA 93611 <a href="http://www.kvpr.org">www.kvpr.org</a>	Joe Moore, President & General Manager	Public Radio Station
Fresno State Department of Mass Communications 2225 E. San Ramon Ave. M/S MF 10 Fresno, CA 93740 (559) 278-2087	Asst. Professor Faith Sidlow	Educational Institution
The Association of LGBTQ Journalists 2120 L Street, NW Suite 850 Washington, DC 20037 <a href="http://www.nlgja.org">www.nlgja.org</a>	<a href="mailto:jobboard@nlgja.org">jobboard@nlgja.org</a>	Journalism Association
National Association of Hispanic Journalists (NAHJ) 1050 Connecticut Ave NW, Fl 5TH Washington, DC 20036 <a href="http://www.nahj.org">www.nahj.org</a>	<a href="http://www.nahjcareers.org">www.nahjcareers.org</a>	Journalism Association
National Association of Black Journalists (NABJ) 1100 Knight Hall, Suite 3101 College Park, MD 20742 <a href="http://www.nabj.org">www.nabj.org</a>	<a href="http://www.nabjcareers.org">www.nabjcareers.org</a>	Journalism Association
Public Media Journalists Association (PMJA) PO Box 838 Sturgis, SD 57785 <a href="http://www.pmja.org">www.pmja.org</a>	<a href="http://www.pmja.org">www.pmja.org</a>	Public Radio Association
Public Radio Program Directors Association (PRPD) 1108 S. Braddock Ave. Pittsburgh, PA 15218 <a href="http://www.prpd.org">www.prpd.org</a>	<a href="http://www.prpd.org">www.prpd.org</a>	Public Radio Association

C. A total of (5) people were interviewed for the positions above. The following is a list of recruitment sources the interviewees referenced for the position:

Recruitment Source	Total # of Interviewees
Current	1
www.journalismjobs.com	1
Word-of-mouth (social media: kvpr.org, Twitter, LinkedIn)	3 (2 hires)
<b>Totals</b>	<b>5</b>

D. Outreach Initiative activities during reporting period:

- (1) CONVENTIONS, CAREER DAYS, WORKSHOPS, ETC. WITH COMMUNITY GROUPS ACTIVE IN BROADCAST EMPLOYMENT ISSUES (Outreach Initiative #4)
  1. October 6-7, 2022  
Local Journalism Community Workshop in collaboration with Central Valley Journalism Collaborative and the James B. McClatchy Foundation, held at the Five Ten Bistro in Merced and the UC Merced Downtown Center  
Participant/Panelist: Joe Moore, President & GM
  2. September 20, 2022  
Central California Women’s Conference at the William Saroyan Theatre in Fresno with a presentation booth in lobby  
Participant: Joe Garcia, Development Director; Patty Ramirez, Sponsorships; Kristina Richardson, Office Manager
  3. April 4 – 13, 2023  
California Local News Fellowship Program Advisory Board: Reviewing applications for fellows to be placed in CA newsrooms  
Participant: Cresencio Rodriguez-Delgado, News Director
  4. April 21, 2023  
PUSD Pathways Mentor Conference panel: Mentoring 50 high school students on jobs in media, technology and performing arts at Porterville Unified School District  
Participant: Cresencio Rodriguez-Delgado, News Director
- (2) INTERNSHIP TRAINING (Outreach Initiative #5)
  1. August 2022 – July 2023  
KVPR – Valley Public Radio Finance Dept.: learning financial principles and procedures of a non-profit  
Participant: Stacy Arevalo, Fresno State student
- (3) TRAINING FOR PERSONNEL TO FURTHER THEIR SKILLS AND POTENTIAL ADVANCEMENT (Outreach Initiative #8)
  1. November 11-12, 2022  
HostCon 2022: a virtual (and in-person) conference for local NPR hosts and producers from Chicago about best practices  
Participant: Elizabeth Arakelian, *All Things Considered* Host
- (4) MEETINGS/EVENTS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING, SPONSORED BY EDUCATIONAL INSTITUTIONS (Outreach Initiative #10)
  1. October 14, 2022  
Journalism Presentation by local journalists to high school students at Paaras Youth Center in Fresno on journalism jobs and the industry  
Participant: Esther Quintanilla, Reporter
  2. January 26, 2023  
Journalism Presentation to students about careers in the industry at Fresno State (CSUF)  
Participant: Soreath Hok, Reporter
  3. February 24, 2023  
Journalism Workshop presented to high school students (2023 High School Journalism Conference) at Fresno City College  
Participant: Soreath Hok, Reporter

4. February 24, 2023  
MTA 11<sup>th</sup> Grade Student Mock Interviews at Monache High School's Multimedia and Tech Academy in Porterville  
Participant: Cresencio Rodriguez-Delgado, News Director
  5. March 30, 2023  
Journalism Workshop presented to students about information and fact-checking at CSU Bakersfield  
Participant: Joshua Yeager, Reporter
- (5) TRAINING FOR MANAGEMENT LEVEL PERSONNEL TO ENSURE METHODS OF EQUAL EMPLOYMENT OPPORTUNITIES AND DISCRIMINATION PREVENTION (Outreach Initiative #14)  
October 12, 2022  
Panelist on Taking Civic Action 101: A Civic Literacy Panel Discussion presented by Fresno State in their library to students  
Participant: Joe Moore, President & GM
- (6) OTHER ACTIVITIES FURTHERING THE GOAL OF DISSEMINATING INFORMATION ABOUT EMPLOYMENT OPPORTUNITIES (Outreach Initiative #16)
1. September 15, 2022  
Fresno Philharmonic performance with Wynton Marsalis at the William Saroyan Theatre in Fresno: station had an informational welcoming booth in the lobby  
Participants: Joe Garcia, Development Director
  2. September 25, 2022  
Fresno Philharmonic performance at the William Saroyan Theatre in Fresno: station had an informational welcoming booth in the lobby  
Participants: Joe Garcia, Development Director
  3. November 15, 2022  
KVPR - Valley Public Radio's Bakersfield Reception, an in-person event at the Kern County Museum  
Participants: Alex Burke, Content Director; John English, Membership Manager; Joe Garcia, Development Director; Soreath Hok, Reporter; Joe Moore, President & GM; Patty Ramirez, Sponsorships; Kristina Richardson, Office Manager; Esther Quintanilla, Reporter; Don Weaver, Operations Manager; Joshua Yeager, Reporter
  4. November 26, 2022  
San Joaquin Valley Town Hall presented Rosanne Cash at Fresno's Saroyan Theatre: station had an information welcoming booth in the lobby  
Participants: Joe Garcia, Development Director
  5. January 22, 2023  
Fresno Philharmonic performance at the William Saroyan Theatre in Fresno: station had an informational welcoming booth in the lobby  
Participants: Joe Garcia, Development Director
  6. March 1, 2023  
Meet & Greet with 1A's Jenn White at KVPR  
Participants: Elizabeth Arakelian, Host; Alex Burke, Content Director; Joe Garcia, Development Director; Joe Moore, President & GM; Patty Ramirez, Sponsorships; Kristina Richardson, Office Manager; Cresencio Rodriguez-Delgado, News Director; Esther Quintanilla, Reporter
  7. March 2, 2023  
1A & KVPR Present: What Happens When Your Hospital Closes – a panel discussion with Jenn White and guests at Fresno City College  
Participants: Elizabeth Arakelian, Host; David Aus, Producer; Alex Burke, Content Director; Joe Garcia, Development Director; Soreath Hok, Reporter; Joe Moore, President & GM; Kristina Richardson, Office Manager; Cresencio Rodriguez-Delgado, News Director; Esther Quintanilla, Reporter
  8. March 29, 2023  
San Joaquin Valley Town Hall presented Bob Woodward at Fresno's Saroyan Theatre: station had an information welcoming booth in the lobby  
Participants: Elizabeth Arakelian, Host; Joe Garcia, Development Director; Joe Moore, GM
  9. April 27, 2023  
Cross-Cultural Workshop: From Cambodia to California, The Power of Starting Over. Presenter/moderator at Fresno's Holistic Cultural & Education Wellness Center  
Participant: Soreath Hok, Reporter

10. May 12, 2023  
Community Listening Session: Floods in Tulare County (held at the Exeter Library for community feedback)  
Participant: Cresencio Rodriguez-Delgado, News Director; Esther Quintanilla, Reporter
11. July 13, 2023  
Zocalo Public Square live forum event in Fresno: What is a Good Job Now? In Health Care moderated by KVPR News Director, Cresencio Rodriguez-Delgado  
Participant: Cresencio Rodriguez-Delgado, News Director
12. July 20, 2023  
Listening Session in Woodlake, CA: Reporter and editors spoke with the community about their experiences concerning the recent floods (hosted in both English and Spanish)  
Participant: Esther Quintanilla, Reporter