

# 2022 ANNUAL EEO PUBLIC FILE REPORT

## Community Radio Project

Station(s): KSJD(FM-NCE), Cortez, CO  
KICO(FM-NCE), Rico, CO  
KZET(FM-NCE), Towaoc, CO

Reporting Period: November 1, 2021 - November 20, 2022

No. of Full-time Employees: 6  
Small Market Exemption:

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

The stations engage its audience through social media such as Facebook and Twitter.

*Participated in at least **4 events or programs** sponsored by **educational institutions** relating to career opportunities in broadcasting.*

Staff invited to local high school to educate students about career opportunities in radio broadcasting.  
Staff news reporter participated in direct outreach with local schools regarding career opportunities in broadcasting.

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

The station advertised Executive Director and News Reporter vacancies in Tribal Journal and Navajo Times, Native American Journalist Association, and the Latino Public Radio Consortium.

*Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination*

All staff completed Sexual Harassment Prevention training.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/13/22	Development Director	walk in, saw on KSJD webiste
10/24/22	Reporter	Journalismjobs.com

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:   6  

	Number of Persons
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Recruitment Sources Referring Interviewees during Reporting Period	Interviewed that the Source Referred
Facebook	
Andrew Hudson Job List	
Journalismjobs.com	1
Media Bistro	
Denver Open Media	
Colorado Broadcasters Association job fair x 2	
Navajo Times	
Native American Journalists Assoc	
Corporation for Public Broadcasting	
Indeed	4
Trans Journalist Assoc	
LGBTQ Journalists	
Job Spider	
Institute for Non Profit News	
KSJD Website	1
Colorado NonProfit Resource Center	
Handshake	

**RECRUITING SOURCES USED**

Job Title of Position: Executive Director Date of Hire: 6/25/18

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CPB			posted via website	
NFCB			posted via website	
RMCR Member Stations			posted via website	
KSJD			posted via website	
Free Press			posted via website	
Navajo Times-			posted via website	
Native American Journalists Association-			posted via website	
Trans Journalists			posted via website	
Indeed			posted via website	Indeed.com
LinkedIn			posted via website	
LGBTQ Journalists			posted via website	
Media Bistro			posted via website	
Journalismjobs.com			posted via website	

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.