

2023 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: October 1, 2022 to September 30th, 2023

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.*

- The organization participated in 2 online job fairs conducted by the Colorado Broadcasters Association.
- Hosted interns from programs hosted by Southwest Open School in Cortez, Colorado and with City University of New York.
- Staff presented at local high schools to educate students about career opportunities in radio broadcasting.

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership*

- The station advertised the Executive Director vacancy in Tribal Journal and Navajo Times, Native American Journalist

includes substantial participation of women and minorities.

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.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
2/4/2023	Director of Corporate Support	KSJD website
3/13/2023	Executive Director	KSJD website
7/17/2023	Office Manger	KSJD website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 8

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Facebook	
Indeed	1
NFCB	1
KSJD Website	6
Colorado NonProfit Resource Center	

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CPB	N		posted via website	
NFCB	N		posted via website	
RMCR Member Stations	N		posted via website	
KSJD	Y		posted via website	

Four Corners Free Press	N		posted via website	
Navajo Times	N		posted via website	
Native American Journalists Association	N		posted via website	
Indeed	N		posted via website	
LinkedIn	N		posted via website	

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