

2023 ANNUAL EEO PUBLIC FILE REPORT

NORTH FORK VALLEY PUBLIC RADIO, INC.

Station(s):	KVNF &KVMT
Community(ies) of License:	Paonia, CO (KVNF) Montrose, CO (KVMT)
Reporting Period:	12/01/2022 to 11/30/2023
No. of Full-time Employees:	6
Small Market Exemption:	n/a

During the Reporting Period, 1, full time position was filled. 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 at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

We went to the National Federation of Community Broadcasters conference and Rocky Mountain Community Radio to participate and present in the conference to attendees from other stations and others looking to enter the broadcast industry.

*Hosted at least one **job fair**.*

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

*Established an **internship** program*

During FY 23, we had 2 High school Paid

designed to assist members of the community to acquire skills needed for broadcast employment.

Internships during the summer from the local high school. They have been trained to producing promos and helping with our arts calendar.

*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).*

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

*Established a **mentoring** program for station personnel.*

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

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment 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.*

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to*

broadcasting

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

We had the entire staff and board participate in the CPB training sessions for harassment and discrimination online training.

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
January 17 th , 2023	Morning Edition Host and Staff Reporter	Private Referral and as seen Montrose Daily Press

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 0

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
RMCR List Serve	0
CPB Job Board	0
Montrose Daily Press	1

Delta County Independent	0
NFCB Job Board and Listserve	1
Journalism Jobs.com	1
KVNF Website, list serve, and onair announcements	0
Facebook Community Area Message Boards	1
	4

RECRUITING SOURCES USED

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women’s organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

RMCR List Serve (Rocky Mountain Community Radio) Kelley Dyle Kelley@kbut.org 970-564-0808

CPB Job Line (Corporation for Public Broadcasting) cpr.org/jobline; 202-879-9600; 401 9th Street NW, Washington, DC 20004-2129

Montrose Daily Press classified@montrosepress.com; Michelle Thomasini, 970-249-3444
3684 North Townsend Avenue, Montrose, CO 81401

Delta County Independent ads@deltacountyindependent.com; Holly Burton (hollyb@deltacountyindependent.com) 970-874-4421; Meeker Street, Delta, CO 81416

NFCB Website Job Board and List serve, Gretchen Aston Puckett, PO Box Paonia, CO 81428 (970) 279-3411

Colorado Broadcasters Association, Job Board on their website, <mailto:linnea@coloradobroadcasters.org>, Linnea Lewis and Justin Sasso 333 West Hampden Avenue, Suite 400 Englewood, CO 80110 P: (720) 536-5427

KVNF kvnf.org and on air announcements 970-527-4866; PO Box 1350, Paonia, Colorado 81428

Facebook Community Message Boards Facebook.com, job listing under nonprofits

*None of the organization requested that the station provide it with notice of all job vacancies.

INTERVIEW LIST FOR OPENING

Job Title of Position:

Date of Hire:

List the referral source of each person interviewed:

NUMBER	REFERRAL SOURCE OF PEOPLE INTERVIEWED
1.	Montrose Daily Press
2.	Facebook

