

2023 Annual EEO Public Inspection File
High Plains Public Radio

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080 (c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared for KANZA Society Inc, dba High Plains Public Radio which comprises the stations listed in the chart that follows. All files are located at High Plains Public Radio’s main studio listed below in addition to the hppr.org website.

210 North 7th Street
Garden City, KS 67846
Contact Person: Marva Clark
Phone: 620-275-7444
Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

Stations:
KANZ 91.1 Garden City, KS
KZAN 91.7 Hays, KS
KZNA 90.5 Hill City, KS
KZNK 90.1 Brewster, KS
KZNZ 91.5 Elkhart, KS
KJJP 105.7 Amarillo, TX
KTDH 89.3 Dalhart, TX
KTOT 89.5 Spearman/Perryton, TX
KTXP 91.5 Bushland, TX
KCSE 90.7 Lamar, CO
KGUY 91.3 Guymon, OK
KONQ 91.9 Dodge City, KS

Reporting Period: February 1, 2023- January 31, 2024

No. of Full-Time Employees: 9, 3 of which work out of the Amarillo Broadcast Studio

Small Market Exemption: Yes

During the Reporting Period, a total of 1 full-time position was opened. Pursuant to Section 73.2080 (c)(6) each position is listed in detail.

List of Positions Filled

Date of Hire:	Job Title	Recruitment Source Referring Hiree
10/30/2023	News Reporter	HPPR Website

Recruitment Source Summary

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total number of interviewees this source has provided during this period (of any)	Full-time Positions for which this source was utilized
High Plains Public Radio 210 N. 7th Street Garden City, KS – Website www.hppr.org	3	1
Greater Public - PO Box 303279 Austin, TX 78703-0055 (800) 454-2314	2	1
KU - William Allen White School of Journalism and Mass Communications	0	1
K-State - A.Q. Miller School of Journalism and Mass Communications	0	1
Oklahoma Press Association - 3601 N. Lincoln Blvd. Oklahoma City, OK 73105	0	1

* None of the recruitment sources above have requested notification of vacancies

Initiatives

Specific Initiative	Details
Establishment of an internship program designed to assist members of the community, colleges and trade schools to acquire skills needed for broadcast employment	High Plains Public Radio mentored three high school and college interns, all from Amarillo.
Engaged with the community to help interest community members in broadcasting and interest them in pursuing a career in broadcasting.	Hosted artwork as part of “Garden City Arts Walk” on “First Fridays” program.
Direct engagement with civic groups and public schools to foster interest and knowledge of the broadcasting field	HPPR staff spoke with local high school and civic groups.
HPPR is involved in promoting careers in the broadcasting field.	HPPR is involved in promoting careers in the broadcasting field by participating in the KAB Scholarship program.
HPPR staff participated national conferences to enable these station personnel to acquire skill that could qualify them for higher level positions.	HPPR staff members participated in the Public Radio Development and Marketing Conference July 11 – July 14, 2023.