

2017 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 is comprised of 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: Jessica Wikoff
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
KZCK	88.1	Colby, KS
KZNA	90.5	Hill City, KS
KZNK	90.1	Brewster, KS
KZNS	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

Reporting Period: February 1, 2016- January 31, 2017

No. of Full-Time Employees: 11
3 of which work out of the
Amarillo Broadcast Studio

Small Market Exemption: Yes

During the Reporting Period, a total of 4 full-time positions were. 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
05/11/16	Broadcast Operations Manager	www.cpb.org/jobline
06/06/16	Members Services Manager	The Garden City Telegram
10/17/16	Director of Regional Content	The Garden City Telegram
11/07/16	Underwriting Sales Representative	Amarillo Globe News

Recruitment Source Summary

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total number of interviewees this source has provided during this period (if any)	Full-time Positions for which this source was utilized
Corporation for Public Broadcasting Jobline Website 800-272-2190 www.cpb.org/jobline/	4	2
Garden City Telegram 310 N 7 th Street Garden City, KS 67846 620-275-8500 www.gctelegram.com	1	3
High Plains Public Radio 210 N. 7 th Street Garden City, KS – Website www.hppr.org	0	4
Indeed.com www.indeed.com	0	3
Amarillo Globe News www.amarillo.com	2	2
Monster.com www.monster.com	0	2
Greater Public www.greaterpublic.com	0	0
* None of the recruitment sources above have requested notification of vacancies*		

Initiatives

<p><i>v. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<p>HPPR is involved in promoting careers in the broadcasting field by participating in the KAB Scholarship program.</p> <p>In 2016, the regional programming staff of HPPR was asked to speak to the journalism students at West Texas A&M University in Canyon, TX. Three students expressed interest in interning for HPPR. Two of the three assisted with production editing during our Fall 2016 membership campaign. One of the students assisted in promotion and awareness for the membership campaign.</p> <p>In October 2016 a member of the Garden City High School broadcasting department began interning with HPPR. His responsibility has been editing and producing member testimonials for our membership department.</p>
<p><i>vii. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</i></p>	<p>HPPR is involved in promoting careers in the broadcasting field by participating in the KAB Scholarship program.</p>
<p><i>viii. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>	<p>During 2016 HPPR sent their General Manager and Member Services Manager to Washington D.C to attend a Public Media Development Manager Conference. The Member Service training encompassed a series of breakout sessions which consisted of ways to engage listeners and increase awareness. Whereas the management sessions encompassed management and leadership training.</p> <p>HPPR's Program Director attended a director's conference also in 2016.</p> <p>HPPR encourages all staff members of HPPR to participate in various webinars pertaining to their functions at HPPR.</p>
<p><i>ix. Establishment of a mentoring program for station personnel.</i></p>	<p>HPPR and another public radio stations across Kansas initiated a mentoring program amongst underwriting departments. An onsite training/information sharing was conducted in Wichita, KS in April of 2016. The departments continue to meet in person annually.</p>