

2018 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
KZMZ	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, 2017- January 31, 2018

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

Small Market Exemption: Yes

During the Reporting Period, a total of 1 full-time positions 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
11/13/17	Kansas News Service Reporter	www.cpb.org/jobline

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
High Plains Public Radio 210 N. 7 th Street Garden City, KS – Website www.hpvr.org	1	1
Corporation for Public Broadcasting Jobline Website 800-272-2190 www.cpb.org/jobline/	3	1
Garden City Telegram 310 N 7 th Street Garden City, KS 67846 620-275-8500 www.gctelegram.com	0	1
Salina Journal www.salina.com	0	1
The Hutchinson News www.hutchnews.com		1
Indeed.com www.indeed.com	0	1
Monster.com www.monster.com	0	1
Greater Public www.greaterpublic.com	0	1

* 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 2017, our Music Director organized a non-profit internship fair with several other non-profits in the Amarillo, TX area. This yielded lots of interest and one specific student from West Texas A&M agreed to work with HPPR. She was primarily responsible for assisting with marketing and awareness.</p> <p>Also, in 2017 our Member Service Manager visited the campus of Garden City Community College. She also worked to recruit students interested in pursuing careers in broadcasting. She was able to find two students to intern as production assistants and board operator during our membership campaigns.</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 2017 HPPR sent their General Manager and Underwriting team to San Francisco to attend a Greater Public Conference.</p> <p>Since 2010, five staff members have participated in leadership training offered by the Kansas Leadership Center. The training consists of a 10 session course where leadership skills are developed and enhanced through various workshops.</p> <p>Also, HPPR encourages all staff members of HPPR to participate in various webinars pertaining to their functions at HPPR throughout the year.</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 January of 2017. The departments continue to meet in person annually.</p>