

2017 ANNUAL EEO PUBLIC FILE REPORT
Community Wireless of Park City, Inc.

Station:	KPCW FM (NCE) – Park City
Community of License:	Park City, Utah
Reporting Period:	May 22, 2016 to May 21, 2017
No. of Full-time Employees:	10
Small Market Exemption:	Yes

During the Reporting Period, a total of 3 full time positions were 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 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

KPCW participates with many community groups: Rotary, Chamber of Commerce, Historic Park City Alliance, Park City High School and the Internship program to spread the word about the station and its mission, including information about staffing. Both on air and at local gatherings such as Newcomers, audiences are informed that we are volunteer-driven and that we are always looking for new volunteers. We also broadcast announcements to solicit volunteers for on-air DJs as well as other volunteer needs. We may also point out that many of KPCW's full time staff began as volunteers. Volunteers can work their way to several paid positions: late night and early shifts, hosts of interview shows, high schoolers hosting a weekly Saturday show,

and Latinos hosting the weekly Spanish language show, Cada Domingo. KPCW co-sponsors community events with many non-profits serving our listening area: Habitat for Humanity, Park City Education Foundation's "Running with ED." the Park City School District, National Ability Center, Peace House, Egyptian Theater, Mountain Town Music, Park City Institute, Kimball Art Center, and Utah Valley University, There are dozens more. Our staff welcomes opportunities to speak before groups such as these, and as part of the talk, we always invite potential volunteers to contact us. Opportunity for growth and knowledge is shared and encouraged in this small town. KPCW both participates in and sends staff to attend the Park City Chamber Bureau Economic Summits as well as the Business to Business event and seasonal Chamber Events..

Summer campers and Scout troops from local elementary schools and private camps visit KPCW and are treated to an on-air experience.

*Participated in **high school and college intern** programs designed to assist students interested in pursuing a career in broadcasting.*

This past year, KPCW two high school students interned at KPCW. They began by helping with website entries, music cataloging, and scrapbooking. They also attended remote broadcasts and assisted with set ups. One of the interns has taken charge of the high school show on Saturday night.. One of the interns took a class on interning and is continuing to intern with KPCW summer 2017..

She will help execute the KPCW summer BASH and Pledge Drive.

KPCW works with the Park City High School media office to select and train a student who gathers information and voices a weekly early morning broadcast called Miner Nation Report. Miner Details, the high school student-run show, airing every Saturday evening, involves several students. The Volunteer Coordinator has trained 18 new volunteer DJs this year in both broadcasting and the use of our new automation system (ENCO).

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE
8/12/16	Dir. Of Marketing & Special Events	Personal Contact with Employee
8/22/16	Reporter	Personal Contact with Parkite on tour at reporter's university
4/11/17	Development Director	Personal Contact with Employee + Park Record

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 10

Recruitment Sources Used	Number of Persons Interviewed From Each Source
KPCW Web Site	3
KPCW On Air Announcements	0
Park Record	5
Personal Contact by Current Employee	5

RECRUITING SOURCES USED**Job Title of Position: *Director of Marketing & Special Events*****Date of Hire: 08/12/16**

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KPCW Web Site	PO Box 1372 Park City, UT 84060	Larry Warren	435-649-9004 x 304
KPCW On Air Announcements	PO Box 1372 Park City, UT 84060	Larry Warren	435-649-9004 x 304
Park Record	PO Box 3688 Park City UT 84060	Laurie Wynn	435-649-9014 classified@parkrecord.com
Personal Contact	KPCW employee	Emily Elliott, Dir of Underwriting had worked with the person and told her about the position.	435-649-9004 x 314

Job Title of Position: *Reporter***Date of Hire: 08/22/16**

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KPCW Web Site	PO Box 1372 Park City, UT 84060	Larry Warren	435-649-9004 x 304
KPCW On Air Announcements	PO Box 1372 Park City, UT 84060	Larry Warren	435-649-9004 x 304
Park Record	PO Box 3688 Park City UT 84060	Laurie Wynn	435-649-9014 classified@parkrecord.com
Personal Contact	KPCW employee	Emily Elliott, Dir of Underwriting, had contact with the person and told her about the position.	435-649-9004 x 314

Job Title of Position: *Director of Development***Date of Hire: 04/11/17**

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KPCW Web Site	PO Box 1372 Park City, UT 84060	Larry Warren	435-649-9004 x 304
KPCW On Air Announcements	PO Box 1372 Park City, UT 84060	Larry Warren	435-649-9004 x 304
Park Record	PO Box 3688 Park City UT 84060	Laurie Wynn	435-649-9014 classified@parkrecord.com
Personal Contact	KPCW employee	KPW Employee, Jen Bailey worked with her to set up TV interview for GM and told her the position was still open. Applicant had seen it in the Park Record, but not applied.	435-649-9004 x 307