

2013 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: 12/01/2012 to 11/30/2013
No. of Full-time Employees: 5 – 10 (6)
Small Market Exemption: Yes

During the Reporting Period, a total of 2 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 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

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

During 2013, KVNF developed internship programs for both a news/production intern and for a music intern.

Regarding the news/production internship, KVNF worked with Lindsay Prendergast, Asst. Principal and Counselor at Paonia High School (970) 527-4833 and provided an internship for Azure Eller. Azure produced a number of pieces for KVNF and received high school credit for his efforts.

Regarding the music internship, KVNF worked with Edith Johnston, Phd, Vocational Counselor with Delta Vocational Rehabilitation (970) 874-5781 x 12, and provided an internship opportunity for Kevin Carr. Kevin has, and continues to assist the Music Director and Program Director of KVNF producing music beds among other duties.

*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.

During FY 2013, KVNF filled upper-level openings for both General Manager and News Director. Both position openings were posted with Native Public Media as well as Latino Public Radio Consortium.

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.

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 HIREE
06-17-2013	News Director	Private referral
07-15-2013	General Manager	CPB jobline/KVNF website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 18

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
NFCB list serv (National Federation of Community Broadcasters)	1
RMCR list serv (Rocky Mountain Community Radio)	1
DEI Jobline (Greater Public)	
CPB Jobline (Corporation for Public Broadcasting)	4
Montrose Daily Press	1
Delta County Independent	
Native Public Media	
LPRC (Latino Public Radio Consortium)	
Montrose Association of Commerce and Tourism	
High County News	
KVNF website	9

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: News Director Date of Hire: 6-17-13 Page 1 of 1

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):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
NFCB list serv (National Federation of Community Broadcasters)	N	2751 Hennepin Ave. S. #41 Minneapolis, MN 55408	Ginny Berson	ginnyz@nfc.org NFCB@mailman.lmi.net 612-998-9619
RMCR list serv (Rocky Mountain Community Radio)	N	110 E. Hallan Street, #134	Jeff Pope	RMCR@listserv1.colradocollege.edu 970-564-0808
DEI Jobline (Greater Public)	N	Greater Public 401 North 3rd St., Ste. 370 Minneapolis, MN 55401	Josh Andrews	greaterpublic.org/jobline 773-336-2060
CPB Jobline (Corporation for	N	401 9 th Street Washington, D.C. 20004-	M. Nijhuis	cpb.org/jobline

Public Broadcasting		2129		202-879-9600
Montrose Daily Press	N	3684 N. Townsend Ave. Montrose, CO 81401	Cheryl Reed	CSR1@montrosepress.com (970) 252-7024
Delta County Independent	N	401 Meeker Street Delta, CO 81416	Randy Sunderland	ads@deltacountyindependent.com 970-874-4424
Native Public Media	N	PO Box 3955 Flagstaff, AZ 86003		(928) 853-4562 info@nativepublicmedia.org
LPRC (Latino Public Radio Consortium)	N	PO Box 8862 Denver, CO 80201-8862	Flo Hernandez-Ramos	flohernandezramos@comcast.net 303-877-4251
Montrose Association of Commerce and Tourism	N	1519 E. Main Street Montrose, CO 81401-3807	Jenni Sopsic	Montroseact.chambermaster.com/directory/jsp/jobs/List.jsp 970-249-5000
High County News	N	119 Grand Ave. PO Box 1090 Paonia, CO 81428	Cally Carswell	callyc@hcn.org 970-527-4898
KVNF website	N	PO Box 1350 Paonia, CO 81428	Jill Spears Linda Bacigalupi	jill@mgdbilling.com lmb@tds.net 970-527-4866

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies. *See* Rule 73.2080(c)(1)(ii).

Job Title of Position: General Manager Date of Hire: July 10, 2013
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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):

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Community Radio)				970-564-0808
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