

Federal Communications Commission

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Description: 2017 MID-TERM EEO REPORT
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Federal Communications Commission Washington, D.C. 20554 FCC 397		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. - 20170726AEO	
Legal Name of the Licensee WHITE ASH BROADCASTING, INC.					
Mailing Address 2589 ALLUVIAL AVENUE					
City CLOVIS		State or Country (if foreign address) CA		Zip Code 93611 -	
Telephone Number (include area code) 5592750764			E-Mail Address (if available) KVPR@KVPR.ORG		
FCC Registration Number 0001536986		Facility ID Number 72188		Call Sign KVPR	
TYPE OF BROADCAST STATION:					
Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV			
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
Station List					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KVPR	72188	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	FRESNO, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No	
KPRX	72186	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BAKERSFIELD, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No	

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name RICHARD A. HELMICK, ESQ		Street Address 1101 17TH STREET, N.W. SUITE 1001	
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2024524831

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent MARIAM STEPANIAN
Title PRESIDENT AND GENERAL MANAGER	Telephone No. (include area code) 5592750764
Date 7/25/2017	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: MARIAM STEPANIAN	Title: PRESIDENT AND GENERAL MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

SET FORTH AS ATTACHMENTS ARE THE 2016 AND 2017 EEO PUBLIC FILE REPORTS.

Attachment 1

Description
2016 EEO Public File Report
2017 EEO Public File Report

**2016 VALLEY PUBLIC RADIO
EEO PUBLIC FILE REPORT**

Period Covered: August 1, 2015 – July 31, 2016

This report covers the following employment unit:
KVPR(FM) Fresno, CA and KPRX(FM) Bakersfield, CA

A. Job vacancies filled during reporting period:

<u>Job Title</u>	<u>Date filled</u>
1. Reporter	March 8, 2016

B. The following recruitment sources were contacted for one (1) vacancy of one (1) full-time job listed above:

NAME OF ENTITY AND ADDRESS	CONTACT PERSON AND TELEPHONE #	TYPE OF ORGANIZATION OR ENTITY
Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20004 www.cpb.org	(202) 879-9600	Public Broadcasting Organization
Current Newspaper 6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912 www.current.org	Kathleen Unwin, Advertising Director (301) 270-7240 unwin@current.org	Public Broadcasting Newspaper
PRNDI Public Radio News Directors Incorporated Prndi.org	George Bodarky, President gbodarky@wfuv.org	Public Radio Organization
Valley Public Radio 3437 W. Shaw Avenue #101 Fresno, CA 93711 www.kvpr.org	Joe Moore (559) 275-0764 jmoore@kvpr.org	Public Radio Station

C. A total of 3 people were interviewed for 1 vacancy. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total # of Interviewees <u>Corporate Marketing</u>
CPB	
Current Magazine/Online	
PRNDI	
Valley Public Radio Website (kvpr.org)	
Indeed	2
Word-of-Mouth	1 (hire)
Unknown	
Totals	3

D. Outreach activities during reporting period:

1. VOLUNTEER INTERN TRAINING
NONE

2. MEETINGS WITH OTHER PUBLIC RADIO, MEDIA, AND NON-PROFIT PROFESSIONALS TO DISCUSS IDEAS AND OPPORTUNITIES
- August 13, 2015
Valley Cultural Coalition General Meeting
Participants: Joe Garcia
- September 2015-July 2016
Kaweah Delta Healthcare: 5th Annual Pink Tea Party Committee Monthly Meeting in Visalia
Participant: Patty Ramirez
- September 9, 2015
26th Annual Reel Pride Film Festival Preview Party at Englemann Cellars, Fresno
Participants: Kristina Richardson, Ezra Romero
- September 12, 2015
Tamejavi Grand Finale Presentation at Arte Americas in Fresno
Participants: Kristina Richardson
- September 15, 2015
Association of Fundraising Professionals Luncheon
Participants: Joe Garcia
- September 19, 2015
Fig Garden Swim & Racquet Club Fundraiser in memory of Dewey Slater
Participants: Joe Garcia
- September 25, 2015
Sierra Vista Health Care Talent Show
Participants: John English
- October 16, 2015
Marjaree Mason Center 10 Profession Women Luncheon in Fresno
Participants: Marv Allen, Shirin Assemi, John English, Joe Garcia, Joe Moore, Patty Ramirez, Kristina Richardson, Mariam Stepanian
- October 18, 2015
Pink Tea Party Luncheon by Kaweah Delta Healthcare in Visalia
Participants: Patty Ramirez, Kristina Richardson, Mariam Stepanian
- October 23, 2015
Valley Cultural Coalition General Meeting in Fresno
Participants: Joe Garcia
- January 16, 2016
Valley Cultural Coalition General Meeting
Participants: Joe Garcia
- February 17, 2016
San Joaquin Valley Town Hall Meeting: Lecture with Daniel Nelson in the William Saroyan Theater
Participants: Joe Garcia, Patty Ramirez
- March 16, 2016
San Joaquin Valley Town Hall Meeting: Lecture with Stephen Prothero in the William Saroyan Theater
Participant: Patty Ramirez
- April 28, 2016
Documentary Screening of "Changing Season: On the Masumoto Family Farm" at Valley PBS in Fresno
Participants: Kerry Klein

May 26, 2016

Media Round Table on Immigration Reform at Community Regional Medical Center in Fresno

Participants: Kerry Klein

June 23, 2016

Summer Mixer at Toca Madera Winery in Madera

Participants: Diane Buckalew (Board), Celeste DeMonte (Board), Neal Howard (CAC), Connie Parker (CAC), David Parker (Board), Patty Ramirez, Mariam Stepanian

July 9, 2016

North Fresno Rotary Breakfast at Fig Garden in Fresno

Participants: Joe Garcia, Mariam Stepanian

3. CONFERENCES ON CAREER DEVELOPMENT, BUSINESS, AND NETWORKING SKILLS (EMPHASIS ON WOMEN)

September 19, 2015

Health Journalism Conference presented by Blue Shields in San Francisco

Participant: Jeffrey Hess

September 24, 2015

2015 Sexual Harassment Prevention Seminar at University Square Hotel in Fresno

Participants: Vince DiCiccio, Joe Moore, Kristina Richardson, Don Weaver

January 19, 2016

Association of Fundraising Professionals Seminar

Participants: Joe Garcia, Patty Ramirez

January 22, 2016

Golden Mike Awards at the 66th Annual Radio & Television News Association of Southern California Gala, Universal City

Participants: Jeffrey Hess, Joe More, Ezra Romero

March 4, 2016

Go Red Women's Luncheon at Clovis Veteran's Memorial Building

Participants: Patty Ramirez

March 15, 2016

Association of Fundraising Professionals Luncheon, Emphasis on Planned Giving

Participants: Caitlin Cherry, Joe Garcia

March 7-11, 2016

USC Annenberg Health Journalism Fellowship

Participants: Jeffrey Hess, Joe Moore

4. PRESENTATIONS TO COMMUNITY GROUPS TO TALK ABOUT THE STATION

August 2015 – July 2016

Station Tours Open to the Public

Participants: Joe Garcia, Kristina Richardson, Mariam Stepanian

September 20, 2015

26th Annual Reel Pride Film Festival Introduction at Tower Theatre in Fresno

Participants: Ezra Romero

September 27, 2015

Fresno Philharmonic Performance

Participants: Joe Garcia

October 13, 2015

Zocalo Event: "Can Fresno Win the War on Poverty?" in Fresno

Participants: Joe Moore, Mariam Stepanian

October 15, 2015

Corporate Partner Gathering at A Sense of Place Gallery in Fresno

Participants: Diana Aguilera, Joe Garcia, Jeffrey Hess, Joe Moore, Patty Ramirez, Kristina Richardson, Ezra Romero, Mariam Stepanian

November 2, 2015

Kaiser Permanente Annual Community Giving Campaign in Fresno

Participants: Patty Ramirez

February 20, 2016

Tulare County Symphony Performance at the Visalia Fox Theatre Lobby

Participants: Joe Garcia

March 6, 2016

Kings County Symphony Performance at Hanford High's Presentation Center

Participants: Joe Garcia

March 13, 2016

Fresno Philharmonic Performance at Fresno's Saroyan Theatre Lobby

Participants: Joe Garcia

March 16, 2016

Guest Lecturer at Fresno State on Journalism & Reporting

Participants: Ezra Romero

April 15, 2016

Guest Judge for the San Joaquin Chapter of the American Institute of Architects Annual Awards 2016 in Fresno

Participants: Joe Moore

May 14, 2016

Bakersfield Symphony Orchestra Performance at Rabobank Theater Lobby

Participants: Joe Garcia

July 14, 2016

Respite by the River Performance at the San Joaquin River Center in Fresno

Participants: Kerry Klein

**2017 VALLEY PUBLIC RADIO
EEO PUBLIC FILE REPORT**

Period Covered: August 1, 2016 – July 31, 2017

This report covers the following employment unit:
KVPR(FM) Clovis, CA and KPRX(FM) Bakersfield, CA

A. Job vacancies filled during reporting period:

There were no full-time hires for the reporting period of August 1, 2016 – July 31, 2017.

B. Outreach activities during reporting period:

1. INTERN TRAINING

January 2017 – July 2017

Intern: Laura Tsutsui – California State University, Fresno – Communications and Journalism Major
Station Activities: news development and reporting, and production/programming.

2. MEETINGS WITH OTHER PUBLIC RADIO, MEDIA, AND NON-PROFIT PROFESSIONALS TO DISCUSS IDEAS AND OPPORTUNITIES

August 11, 2016

Valley Cultural Coalition General Meeting in Fresno
Participants: Joe Garcia

August 17, 2016

Building Health Communities Media Roundtable in Fresno
Participants: Kerry Klein

September 14, 2016

27th Annual Reel Pride Film Festival Preview Party at Fresno Art Museum
Participants: Kristina Richardson, Ezra Romero

October 15, 2016

Marjaree Mason Center 10 Profession Women Luncheon in Fresno
Participants: Shirin Assemi, Diane Buckalew (Board), Caitlin Cherry, Joe Garcia, Kerry Klein, Patty Ramirez, Kristina Richardson, Mariam Stepanian

October 23, 2016

Pink Tea Party Luncheon by Kaweah Delta Healthcare in Visalia
Participants: Patty Ramirez, Kristina Richardson, Mariam Stepanian

November 10, 2016

Valley Cultural Coalition General Meeting in Fresno
Participants: John English

January-July 2017

Kaweah Delta Healthcare: 7th Annual Pink Tea Party Committee Monthly Meeting in Visalia
Participant: Patty Ramirez

January 11, 2017

New American Media: Media Roundtable about Local Scams in Fresno
Participants: Kerry Klein

February 21, 2017

Association of Fundraising Professionals Luncheon
Participants: Joe Garcia

March 14, 2017

San Joaquin Valley Town Hall Welcome to Dave Berry at Fresno home
Participants: Shirin Assemi, Patty Ramirez

April 18, 2017

CEO Roundtable at Clovis Community College
Participants: Mariam Stepanian

June 6, 2017

Presentation to the Board of Fresno Wildlife Rescue and Rehabilitation Services in Clovis
Participants: Joe Garcia, Mariam Stepanian

June 8, 2017

Valley Cultural Coalition General Meeting in Fresno
Participants: Joe Garcia

July 8, 2017

North Fresno Rotary Breakfast at Fig Garden in Fresno
Participants: Joe Garcia, Kristina Richardson, Mariam Stepanian

3. CONFERENCES ON CAREER DEVELOPMENT, BUSINESS, AND NETWORKING SKILLS (EMPHASIS ON WOMEN)

September-December 2016

Corporation for Public Broadcasting Webinars
Participant: Shirin Assemi

September 22-25, 2016

Environmental Reporting Conference in Sacramento
Participant: Ezra Romero

September 29, 2016

2016 Sexual Harassment Prevention Seminar at Pardini's in Fresno
Participants: Shirin Assemi, David Aus, John English, Jeffrey Hess, Kerry Klein, Patty Ramirez, Ezra Romero

January 28, 2017

Golden Mike Awards at the 67th Annual Radio & Television News Association of Southern California Gala, Universal City
Participants: Jeffrey Hess, Kerry Klein, Joe More, Ezra Romero

March 5-9, 2017

USC Annenberg Health Journalism Fellowship
Participants: Kerry Klein, Joe Moore

March 22, 2017

Rural Justice Summit: Building Power at UC Merced
Participant: Ezra Romero

July 5-7, 2017

PMDMC Marketing Conference in San Francisco
Participant: Joe Garcia, John English, Mariam Stepanian

4. PRESENTATIONS TO COMMUNITY GROUPS TO TALK ABOUT THE STATION

August 2016 – July 2017

Station Tours Open to the Public
Participants: Joe Garcia, Kristina Richardson, Mariam Stepanian

August 30, 2016

Guest Lecturer at Fresno State on Journalism & Reporting
Participants: Kerry Klein

September 6, 2016
Guest Lecturer at Fresno State on Journalism & Reporting
Participants: Ezra Romero

September 19, 2016
Read for Life Reception at Visalia Fox Theatre
Participants: Joe Garcia

September 21, 2016
San Joaquin Valley Town Hall: Lecture with Dr. Michio Kaku in the William Saroyan Theater
Participants: Shirin Assemi, Joe Garcia

October 1, 2016
Presence at "Barbara & Frank" Performance in Tower Theatre, Fresno
Participants: Joe Garcia

October 1, 2016
Sierra Art Trails Open Studio Tour in Yosemite Foothills
Participants: Joe Garcia

October 2, 2016
Fresno Philharmonic Performance (presence in lobby of Saroyan Theatre)
Participants: Joe Garcia

October 7, 2016
Sequoia Riverlands Trust Gala Fundraising event at Kaweah Oaks Preserve
Participants: Ezra Romero

October 10, 2016
Doris Kearns Goodwin Lecture at the Save Mart Center in Fresno
Participants: John English

October 25, 2016
Zocalo Event: "Are Valley Communities Giving Up on Government?" in Fresno
Participants: Joe Moore

November 5, 2016
AMOR Gala in Fresno
Participants: Shirin Assemi

November 6, 2016
Fresno Philharmonic Performance (presence in lobby of Saroyan Theatre)
Participants: Joe Garcia

November 10 2016
Realty Concepts Dinner in Fresno
Participants: Shirin Assemi

November 11-13, 2016
Fresno Film Festival at Tower Theatre
Participants: Celeste DeMonte (Board Secretary), Kerry Klein, Ezra Romero

December 1, 2016
Arthrop Event (booth at 1821 Gallery in Fresno)
Participants: John English

December 10, 2016
Tulare County Symphony (presence in lobby at Visalia Fox Theatre)
Participants: Joe Garcia

December 15, 2016
ELF The Musical (presence in lobby at Saroyan Theatre in Fresno)
Participants: Joe Garcia

February 9, 2017
Fresno State's Leon S. Peters Ethic Lecture Series Panelists: Journalism, Fake News and the First Amendment
Participants: Kerry Klein, Joe Moore

February 19, 2017
Fresno Philharmonic Performance (presence in lobby of Saroyan Theatre)
Participants: Joe Garcia

February 22, 2017
Guest lecturer at The kNOw Youth Media office in Fresno
Participants: Kerry Klein

March 9, 2017
San Joaquin River Parkway's 25th Annual Parties for the Parkway Event
Participants: Joe Garcia, Kristina Richardson

March 15, 2017
San Joaquin Valley Town Hall: Lecture with Dave Berry in the William Saroyan Theater
Participants: Joe Garcia, Patty Ramirez

March 17, 2017
Guest Lecturer at Fresno City College Speaking to High School Students on Journalism & Reporting
Participants: Ezra Romero

March 19, 2017
Fresno Philharmonic Performance (presence in lobby of Saroyan Theatre)
Participants: Joe Garcia

March 23, 2017
Be Public Live Event
Health Forum in Valley Public Radio Studios
Participants: Joe Garcia, Jeffrey Hess, Kerry Klein, Joe Moore, Kristina Richardson, Ezra Romero, Mariam Stepanian, Don Weaver

March 26, 2017
Guest Lecturer Tulare & Kings Counties PFLAG Event on KVPR's LGBT Stories
Participants: Ezra Romero

March 30, 2017
Tiny Desk Concert with Gaelyn Lea at Bitwise South Stadium (presence in lobby)
Participants: Ezra Romero

April 2, 2017
Kings County Symphony (presence in lobby of the Hanford Presentation Center)
Participants: Joe Garcia

April 5, 2017
San Joaquin Valley Town Hall: Lecture with Lisa Genova in the William Saroyan Theater
Participants: Joe Garcia, Patty Ramirez

April 18, 2017

CSUB Kegley Institute of Ethics Lecture: Mira Sorvino (presence in lobby Dore Theatre)

Participants: Joe Garcia

April 19, 2017

Guest panelist at Fresno City College's forum on the Future of Journalism

Participants: Joe Moore

April 27, 2017

Broadway in Fresno's "The Illusionists" (presence in lobby of Saroyan Theatre)

Participants: Joe Garcia

June 1, 2017

Be Public Live Event

Health Forum in Valley Public Radio Studios

Participants: Joe Garcia, Jeffrey Hess, Kerry Klein, Joe Moore, Kristina Richardson, Ezra Romero, Mariam Stepanian, Don Weaver

June 1, 2017

Arthrop Event 1821 Gallery in Fresno

Participants: Joe Garcia

June 7, 2017

Cal Humanities Grantseeker Workshop in Hanford

Participants: Joe Moore