

**EEO ANNUAL PUBLIC FILE REPORT**  
**KRTS(FM)Marfa, KXWT(FM) Odessa, KRTP(FM) Alpine, KDKY(FM) Marathon (TX)**  
**(April 1, 2015 to March 31, 2016)**  
**LICENSEE: MARFA PUBLIC RADIO CORP.**

This EEO Annual Public File Report for license year 2015-2016 is filed in compliance with section 73.2080(c)(6) of the EEO Rules of the Federal Communications Commission, 47 C.F.R. § 73.2080. This Report has been prepared by Licensee Marfa Public Radio Corp., with respect to its Station Employment Unit (SEU) for the four NCE stations for which it holds broadcast licenses:

KRTS(FM) (Fac. ID #154217) Marfa, TX  
KXWT(FM) (Fac. ID # 50038) Odessa, TX  
KRTP(FM) (Fac. ID #173345) Alpine, TX  
KDKY(FM) (Fac. ID #171963) Marathon, TX

Marfa Public Radio Corp. (“MPR”), licensee of these stations, is an equal opportunity employer that values a diverse workforce and provides broad outreach and wide dissemination of information regarding job vacancies. The complete list of Recruitment Sources utilized by the SEU is listed below in PART IB. These stations and their licensee also seek the help of community job-referral agencies and organizations, listed in PART II, to refer qualified job applicants to the station.

**PART I: Job Vacancies and Recruitment:**

A. Titles and hire dates for all full-time job vacancies filled during the period:

1. Position: Engineer/Operations Hire Date: Oct. 1, 2015
  - Total number of applicants interviewed for this job vacancy: 9
  - Recruitment Source for Interviewees: KRTS website, CPB Jobline, Big Bend Sentinel, Referral by Station Members
  - Recruitment Source for Hiree: KRTS website
  
2. Position: Development Director Hire Date: Jan. 1, 2016
  - Total number of applicants interviewed for this job vacancy: 8
  - Recruitment Source for Interviewees: KXWT website, CPB Jobline, Permian Basin Nonprofit Management Center, Referral by Station Members
  - Recruitment Source for Hiree: Referral by Station Members

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**B. Recruitment sources used to fill vacancies:**

The following sources are used to fill vacancies at the Marfa Public Radio SEU:

Permian Basin Non-Profit Management Center, 3500 North A St., Ste 2300, Midland TX 79705

Greater Public, 401 North 3rd Street, Ste 370, Minneapolis MN 55401

Big Bend Sentinel, Drawer P, Marfa TX 79843

Texas Association of Broadcasters, 502 E. 11th St., Ste 200, Austin TX 78701

CPB Jobline: [cpb.org/jobline](http://cpb.org/jobline)

Big Bend Now: [bigbendnow.com](http://bigbendnow.com)

El Paso Backpages: [elpaso.backpage.com](http://elpaso.backpage.com)

Station websites: [marfapublicradio.org](http://marfapublicradio.org), [westtexaspublicradio.org](http://westtexaspublicradio.org)

Broadcast sites: KRTS 93.5 FM, KXWT 91.3 FM, KRTP 91.7 FM, KDKY 91.5 FM

**PART II: Community Referral Sources and Organizations:**

Notification regarding job vacancies is also provided to the Community Groups and Organizations listed in and attached to this report. These Community Groups and Organizations have been recruited by MPR to receive notification of all job vacancies at the MPR SEU.

Community groups notified about job vacancies: The following community groups and organizations that are involved in assisting job seekers and providing referrals for job vacancies have requested notification of job vacancies from the MPR SEU. Notification regarding job vacancies is generally provided to all Community Groups in this report as part of MPR's wide dissemination and outreach when job vacancies arise:

Texas Workforce Commission, 2626 JBS Parkway Bldg D, Odessa TX 79762  
Midland College, 3600 N. Garfield, Midland TX 79705  
University of Texas of the Permian Basin, 4901 E. University, Odessa TX 79762  
Odessa College, 201 W. University, Odessa TX 79764  
Midland Reporter Telegram, 201 E. Illinois, Midland TX 79701  
Odessa American, 222 E. 4th St., Odessa TX 79761  
Big Bend Sentinel, Drawer P, Marfa TX 79843  
NAACP, 411 N. Grant St., Odessa TX 79761  
Sul Ross State University, PO Box C-114, Alpine TX 79832

Organizations that wish to receive information concerning vacancies at the station should contact us at 432-729-4578, or review the notice on our website at [www.marfapublicradio.org](http://www.marfapublicradio.org).

**PART III: Outreach Activities and Initiatives (2015 - 2016):**

The MPR station employment unit employed five or more (but still fewer than ten) full-time employees during this period. Thus, under the third prong of the Commission's EEO Rule, the MPR SEU is required to perform at least one outreach activity per year. During the 2015- 2016 license year, MPR conducted or participated in the following outreach activities:

A. Internships:

MPR has an active internship program that draws applicants from local, state, and national sources. The station maintains relationships with university career services offices and regularly posts on the station's website, university online bulletin boards, and industry websites. Previous interns have gone into careers in media.

In 2015-2016, we hosted 9 interns, from the schools Columbia University, University of Texas at Austin, Northwestern University, University of California Santa Barbara, Birmingham-Southern College, Temple University, and Texas Tech. Sara Melancon, Office Manager, is the employee with chief responsibility for this program.

B. Youth Media Projects

MPR has set up an on-the-job training program for high school students, providing hands-on training in radio broadcasting in the schools. The student learns how to write, edit, and record audio segments on various topics. Internship participants are mentored by MPR SEU staff to ensure a wide-ranging experience. Sally Beauvais is the Youth Media Project Manager.

MPR also participates in the Summer Shakeup, for Marfa Independent School District guiding elementary and middle-school students. In Summer 2015, the program was led by station representatives Michael Camacho, Engineer, and Sally Beauvais, Youth Media Project Manager.

C. Community Involvement

MPR is home to an active group of about two dozen volunteers. Station staff regularly provides tours of its studios for area visitors, as well as for school groups and community organizations. Tours explain station operations and promote careers in public radio. There are visitors every week to the radio station. They receive tours and a station brochure, plus a short station history. School groups include local students, plus regional groups like NOLS, National Outdoor Leadership School. Reporters spend time with the students, sharing stories about work along the border. Station leadership regularly presents at service clubs, such as Rotary Club, Pilot Club, Kiwanis Club, Lions Club, Leadership Big Bend, and similar organizations. These are led by General Manager Tom Michael.