

EEO ANNUAL PUBLIC FILE REPORT KRTS(FM) Marfa, KXWT(FM) Odessa, KRTP (FM) Alpine, KDKY (FM) Marathon (TX)

(April 1, 2018 to March 31, 2019) LICENSEE: MARFA PUBLIC RADIO CORP.

This EEO Annual Public File Report for license year 2018-2019 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: Office Manager Hire Date: April 21, 2018

- Total number of applicants interviewed for this job vacancy: 5
- Recruitment Source for Interviewees: KRTS and KXWT websites, station social media, CPB Jobline, Craigslist, Idealist, local newspapers, station e-newsletter, Indeed.com, CPB Jobline, Marfalist.org

- Recruitment Source for Hiree: website post

2. Position: Development Director Hire Date: March 26, 2018

- Total number of applicants interviewed for this job vacancy: 7

- Recruitment Source for Interviewees: KRTS website, KXWT website, on air PSA's on KXWT and KRTS, CPB Jobline, Referral by Station Members, development and public media networks via Facebook and organization websites, station social media, local newspaper, Craigslist across Texas, Idealist.org, NonProfit Management Center, Texas Association of NonProfit Organizations, Austin Association of Fundraising Professionals, TANO.org, Indeed.com

- Recruitment Source for Hiree: CPB Jobline

3. Reporter Hire Date: October 29, 2018

- Total number of applicants interviewed for this job vacancy: 11

- Recruitment Source for Interviewees: KRTS and KXWT websites, station social media, CPB Jobline, Craigslist, local newspapers, station e-newsletter, Indeed.com, Facebook, Instagram

- Recruitment Source for Hiree: CPB Jobline

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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 **Big Bend Now** bigbendnow.com **EI Paso Backpages** elpaso.backpage.com **Station websites:**

marfapublicradio.org, westtexaspublicradio.org **Broadcast sites:** KRTS 93.5 FM, KXWT 91.3 FM, KRTP 91.7 FM, KDKY 91.5 FM

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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 **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.

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PART III: Outreach Activities and Initiatives (2018 - 2019):

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 2018- 2019 license year, MPR conducted or participated in the following outreach activities:

A. JobCon: the station participated in a region-wide job fair for students in the three surrounding counties. In addition to hosting a booth, the station actively promoted JobCon through PSA's and reporting.

B. Marfa School System: The station's General Manager presented the station to the entire high school in Marfa. The presentation ended with a description of all jobs at the station and an invitation to apply for an internship.

MPR also participates in the Summer Shakeup, for Marfa Independent School District guiding elementary and middle-school students. In Summer 2018, the program was led by the entire station.

C. Community Involvement

The station collaborated with the Marfa Nutrition Center to better know and serve elders. This was part of a larger engagement initiative by the station. We were selected to work with Nina Simon and OF/BY/FOR ALL, a nonprofit that addresses how organizations can shift to better reflect multiple communities.

In 2018 the station completed two region-wide outreach trips. For our reporting series West Texas Wonders, we traveled across the region stopping in eight different areas in our wide range. We also conducted six storytelling workshops with public libraries across the region.

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 presented at service clubs, such as Rotary Club and Leadership Big Bend. These are led by General Manager Elise Pepple.

To increase our engagement with Spanish-speaking residents, in the summer we co-hosted a community free Spanish class with the catholic church.