

EEO ANNUAL PUBLIC FILE REPORT

LICENSEE: MARFA PUBLIC RADIO

License Year: 4/1/2021 - 3/31/2022

Call Letters:	Location:
KRTS	Marfa
KRTP	Alpine
KDKY	Marathon
KOJP	Presidio
KXWT	Odessa

This EEO Annual Public File Report for license year 2021-2022 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 five NCE stations for which it holds broadcast licenses: KRTS (FM) (Fac. ID #154217) Marfa, KXWT (FM) (Fac. ID # 50038) Odessa, KRTP (FM) (Fac. ID #173345) Alpine, KDKY (FM) (Fac. ID #171963) Marathon, and KOJP (FM) (Fac. ID #198738) Presidio.

Marfa Public Radio Corporation (“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.

Please note that MPR is a small regional public radio network, with only one employee in any satellite station’s community of service outside Marfa. Marfa is the location of the main studio and MPR SEU headquarters. Marfa is a very small town in remote high desert Presidio County in far west Texas, with a population of 1800 to 1900 persons https://en.wikipedia.org/wiki/Marfa,_Texas. It is difficult to attract experienced journalists, station managers, and engineers to live and work here, despite wide national as well as local and state recruiting.

PART I: Job Vacancies and Recruitment:

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

LIST OF POSITIONS FILLED AND RECRUITMENT SOURCES

Date of Hire	Position Filled	Recruitment Source for Hiree	Number of Interviewees	Recruitment Source # for Interviewees
May 24, 2021	Morning Edition Host	2	3	2, 5, 23
June 1, 2021	Border Reporter	Report for America	3	Report for America

November 12, 2021	Membership Manager	2	4	1, 2, e-newsletter
November 29, 2021	Office Manager	2	8	1, 2, 12, word of mouth, e-newsletter
January 17, 2022	Operations Manager	6	2	6, e-newsletter

B. Recruitment sources used to fill vacancies

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

#	Name	Address	URL	Name of Contact
1	Station website	106 E. San Antonio St. Marfa, TX 79843	www.marfapublicradio.org	Lisa Kettle lisa@marfapublicradio.org
2	Station social media	106 E. San Antonio St. Marfa, TX 79843	Facebook: www.facebook.com/marfapublicradio Instagram: @marfapublicradio Twitter: @MarfaRadio	Lisa Kettle lisa@marfapublicradio.org
3	On-air announcements	106 E. San Antonio St. Marfa, TX 79843	KRTS, KRTP, KDKY, KOJP, KXWT	Jacob Rockey jacob@marfapublicradio.org
4	Greater Public	401 North 3rd Street, Ste 370 Minneapolis MN 55401	www.greaterpublic.com	Gayle Ewer gewer@greatpublic.org
5	CPB Jobline		www.cpb.org/jobline	
6	Current.org		www.publicmediajobs.org	
7	National Federation of Community Broadcasters (NFCB)	P.O. Box 806 Paonia, CO 81428	www.nfcb.org	Gretchen Aston-Puckett gretchen@nfcb.org
8	Society of Broadcast Engineers	502 E. 11th St., Ste 200 Austin TX 78701	http://sbe.org/	(317) 846-9000

9	Permian Basin Non-Profit Management Center	3500 North A St., Ste 2300 Midland TX 79705	https://www.nmc-pb.org/areajobs	(432) 570-7971
10	AFP Permian Basin	P.O. Box 10193 Midland, TX 79702	https://community.afpnet.org/afptxpermianbasinchapter/home	afppb.mail@gmail.com
11	Texas Association of Broadcasters	502 E. 11th St., Ste 200 Austin TX 78701	https://www.tab.org/	(512) 322-9944
12	Big Bend Sentinel	Drawer P Marfa TX 79843	https://bigbendsentinel.com/	Abby Perault ads@bigbendsentinel.com
13	Midland Telegram-Reporter	Address: 201 E Illinois Ave Midland, TX 79701 Phone: (432) 682-5311	https://www.mrt.com/	Chad Anderson cranderson@hearstnp.com
14	Odessa American	222 E. 4th St. Odessa TX 79761	https://www.oaoa.com/	(432) 333-7621
15	Indeed		www.indeed.com	
16	LinkedIn		www.linkedin.com	
17	The Association of Gay and Lesbian Journalists		https://www.nlgja.org/	
18	Native American Journalists Association		https://najanewsroom.com/jobs/	
19	National Association of Hispanic Journalists		https://nahj.org/	
20	National Association of Black Journalists		https://nabjonline.org/	
21	Asian American Journalists Association		https://aaja.org/	
22	PRADO listserv		www.pradoweb.org	
23	AIR		www.airmedia.org	

PART II: Community Referral Sources and Organizations

Notification regarding job vacancies is also provided to the following 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 are 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 MPR. 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:

Letter	Name	Address	URL	Name of Contact
A	Texas Workforce Commission	2626 JBS Parkway Bldg D Odessa TX 79762	twc.texas.gov	Gina Ortega (915) 887-2929
B	Midland College	3600 N. Garfield Midland TX 79705	https://www.midland.edu/	(432) 685-4500
C	University of Texas - Permian Basin	4901 E. University St. Odessa TX 79762	https://www.utpb.edu/	(432) 552-2020
D	University of Texas - El Paso	500 W. University Ave. El Paso, TX 79968	https://www.utep.edu/	(915) 747-5000
E	Sul Ross State University	PO Box C-114 Alpine TX 79832	https://www.sulross.edu/	(432) 837-8011
F	Odessa College	201 W. University St. Odessa TX 79764	https://www.odessa.edu/	(432) 335.6400

Organizations that wish to receive information concerning vacancies at the station are invited to contact us at 432-729-4578, or review the notice on our website at www.marfapublicradio.org.

PART III: Outreach Activities and Initiatives (2021-2022)

The Marfa Public Radio 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 2021-2022 license year, MPR conducted or participated in the following outreach activities:

Job Banks

The MPR SEU has committed to posting every upper-level job vacancy in the online job banks of several media trade groups whose membership includes substantial participation of women and minorities, including the job banks of the journalism professional societies listed above as source numbers 17 through 21.

Job Fairs

The station participates in a region-wide job fair for students in the tri-county region. The station participates in at least two job fairs per year, but during this license year it was curtailed because of the pandemic.

Local Education Institutions

Marfa school system:

The station's News Director and Permian Basin Reporter presented to the entire high school in Marfa about the radio station. They discussed the station, their jobs, and answered any questions from the students.

Summer Shakeup:

In March 2021, the Summer Shakeup program was virtual due to the pandemic. The session at the station was not able to be held virtually, but the station provided media support for the program. The session the station has held in the past teaches middle school students about audio and how to produce a radio show, which is broadcast over the air. The station plans to resume participation in this program in 2023.

Community Involvement

- The Executive Director presented at service clubs, such as Rotary Club about careers in broadcasting and public radio.
- MPR expanded Spanish language programming and PSA's for Spanish-speaking residents in the broadcast area.
- The station held a virtual open house to present information for the 2021 Podcast School. The events were run by the executive director.
- In June 2021, the station held a Podcast 101 School as part of an effort to make careers in radio more accessible to the local residents. MPR plans to continue such efforts in the future.
- The MPR Border Reporter taught a weekly audio journalism class at Marfa High School during the Fall 2021 semester. During the course, students put together a short audio piece involving interviewing, narrating, and producing a piece. At the end of the term, the students came to the station to play these pieces and guest host a music show.

Internships

Internships were temporarily suspended in March 2020 due the pandemic. The station plans to continue and expand the internship program in 2022-2023.

Activities

- MPR has 24 volunteers that receive training and skills they can use to pursue a career in radio. Volunteers are eligible for hiring when applicable.
- Station tours have been temporarily suspended due to the pandemic. The station plans to continue these tours in the near future.