

## **EEO RECRUITMENT NARRATIVE (REVISED)**

DURING THE TWENTY-FOUR MONTHS COVERED BY THE EEO PUBLIC FILE REPORTS THAT HAVE BEEN FILED ALONG WITH THIS FCC FORM 396 BROADCAST EQUAL EMPLOYMENT OPPORTUNITY REPORT, AS EVIDENCED IN THOSE EEO PUBLIC FILE REPORTS, WE HAVE ENGAGED IN THE FOLLOWING RECRUITMENT AND OUTREACH ACTIVITIES:

1. POSTED JOB OPENINGS WITH AT LEAST TWELVE RECRUITMENT SOURCES, INCLUDING LOCAL AND REGIONAL NEWSPAPER PUBLICATIONS, THE NATIONAL FEDERATION OF COMMUNITY BROADCASTERS, THE ROCKY MOUNTAIN COMMUNITY RADIO ORGANIZATION, LOCAL AND REGIONAL NATIVE AMERICAN PUBLICATIONS AND ORGANIZATIONS AND THE POPULAR ON-LINE EMPLOYMENT WEBSITES SUCH AS LINKEDIN AND INDEED.COM. THESE SOURCES HAVE TRADITIONALLY BEEN EFFECTIVE IN OUR SEARCH FOR JOB CANDIDATES THAT MIGHT WISH TO BE EMPLOYED BY COMMUNITY RADIO PROJECT, INC.
2. WE HAVE PARTICIPATED IN JOB BANKS, INTERNET PROGRAMS AND OTHER PROGRAMS DESIGNED TO PROMOTE OUTREACH GENERALLY.
3. WE MAINTAIN AN INTERNSHIP PROGRAM FOR HIGH SCHOOL STUDENTS INTERESTED IN A CAREER IN BROADCASTING, AND WE HAVE A RIGOROUS TRAINING PROGRAM WHEREBY STATION VOLUNTEERS GAIN SKILLS THAT COULD LEAD TO EMPLOYMENT HERE OR AT OTHER BROADCAST STATIONS.
4. WE MAINTAIN AN EDUCATION OUTREACH PROGRAM THAT OFFERS A PRODUCTION WORKSHOP FOR ASPIRING BROADCAST PRODUCERS AND WE HOST INFORMATIONAL TABLES AT MORE THAN A DOZEN COMMUNITY EVENTS EACH YEAR THROUGHOUT OUR LISTENING AREA.
5. WE PROVIDE TRAINING TO MANAGEMENT LEVEL PERSONNEL ON METHODS OF ENSURING EQUAL EMPLOYMENT OPPORTUNITY AND PREVENT DISCRIMINATION.

ALL OF THESE ACTIVITIES (AS MORE FULLY DESCRIBED IN THE ATTACHED EEO PUBLIC FILE REPORTS) HELP US ASCERTAIN THE INTERESTS AND NEEDS OF THE WORKFORCE AND PUBLIC PARTICIPANTS OFTEN FOLLOW UP WITH INQUIRIES ABOUT POSSIBLE JOB OPPORTUNITIES WITH US.

WITH REGARD TO POSSIBLE PROBLEMS WITH OUTREACH AND RECRUITMENT, WE WERE SUCCESSFUL IN FINDING COMPETENT NEW EMPLOYEES WHEN THE NEED AROSE.