

## **2019 Annual EEO Public Inspection File**

### **High Plains Public Radio**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080 (c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared for KANZA Society Inc, dba High Plains Public Radio which is comprised of the stations listed in the chart that follows. All files are located at High Plains Public Radio's main studio listed below in addition to the hppr.org website.

210 North 7<sup>th</sup> Street

Garden City, KS 67846

Contact Person: Bob Davis

Phone: 620-275-7444

Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

During the Reporting Period, a total of 1 full-time positions was opened. Pursuant to Section 73.2080 (c)(6) each position is listed in detail.

Reporting Period: February 1, 2018 – January 31, 2019

**No. of Full-Time Employees: 11**

3 of which work out of the  
Amarillo Broadcast Studio

**Small Market Exemption: Yes**

#### **Stations:**

KANZ 91.1 Garden City, KS

KZAN 91.7 Hays, KS

KZCK 88.1 Colby, KS

KZNA 90.5 Hill City, KS

KZNK 90.1 Brewster, KS

KZNZ 91.5 Elkhart, KS

KJJP 105.7 Amarillo, TX

KTDH 89.3 Dalhart, TX

KTOT 89.5 Spearman/Perryton, TX

KTXP 91.5 Bushland, TX

KCSE 90.7 Lamar, CO

KGUY 91.3 Guymon, OK

1. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title and employment search functions used.

Executive Director, Filled 06/04/2018 (Greater Public, CPB, HPPR.org)

Business Manager, Filled 05/14/2018 (HPPR.org, Indeed, Garden City Telegram)

Business Manager, Filled 08/01/2018 (HPPR.org, Indeed, Garden City Telegram)  
Development Director, Filled, 9/17/2018 (Filled internally via promotion)  
Membership Director, Filled 09/17/2018 (HPPR.org)  
Reporter, Filled 01/14/2019 (JournalismJobs.com, National Association of Hispanic Journalists  
job board, CPB job board, HPPR.org)

2. A list of all full-time hires, number of candidates and employment search source of hiree.

Executive Director, 4, CPB  
Business Manager, 6, Indeed  
Business Manager, 6, Indeed  
Development Director, Filled internally via promotion  
Membership Director, 1, HPPR.org  
Reporter, 13, JournalismJobs.com

Recruitment sources:

Corporation for Public Broadcasting  
Jobline Website  
[www.cpb.org/jobline/](http://www.cpb.org/jobline/)

Garden City Telegram  
310 N 7th Street  
Garden City, KS 67846  
[www.gctelegram.com](http://www.gctelegram.com)

High Plains Public Radio  
210 N. 7th Street  
Garden City, KS  
[www.hppr.org](http://www.hppr.org)

Indeed.com  
[www.indeed.com](http://www.indeed.com)

Greater Public  
[www.greaterpublic.com](http://www.greaterpublic.com)

JournalismJobs.com  
[www.JournalismJobs.com](http://www.JournalismJobs.com)

National Association of Hispanic Journalists  
1050 Connecticut Avenue NW 10th Floor,

Washington, DC 20036

[www.nahj.org](http://www.nahj.org)

#### Recruitment Initiatives

- > High Plains Public Radio mentored four high school interns, three from Amarillo and one from Garden City. High Plains Public Radio engaged in discussion with local community colleges to establish for-credit internships for their students.
- > Hosted artwork by Garden City High School students in HPPR studios as part of Garden City Arts Walk on First Fridays program.
- > Engaged in special series of Community Conversations to engage newsmakers around topics of Education, Economic Development and Energy.
- > Executive Director and Membership Director attended a Public Media Development Manager Conference in Chicago. The Member Service training encompassed a series of breakout sessions which consisted of ways to engage listeners and increase awareness. Whereas the management sessions encompassed management and leadership training.
- > As part of a collaboration with students from West Texas A&M University, High Plains Public Radio aired a 10-week series of stories recorded and written by students in a project called People of the Plains.
- > Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

During 2018 HPPR sent its General Manager and Member Services Manager to Chicago to attend a Public Media Development Manager Conference for training sessions.

- > Establishment of a mentoring program for station personnel.