

EEO ANNUAL PUBLIC FILE REPORT**LICENSEE: MARFA PUBLIC RADIO**

License Year: 4/1/2019 - 3/31/2020

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

This EEO Annual Public File Report for license year 2019-2020 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, KXWT (FM) (Fac. ID # 50038) Odessa, KRTP (FM) (Fac. ID #173345) Alpine, KDKY (FM) (Fac. ID #171963) Marathon 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.

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 |
|----------------|----------------------------------|------------------------------|------------------------|---|
| July 23, 2019 | Development Director | Board member referral | 11 | 1, 2, 12, 15, 16, e-newsletter, board member referral |
| March 9, 2020 | Administrative Assistant | Facebook | 4 | 1, 2, 12 |
| March 23, 2020 | Programming & Operations Manager | Station website | 2 | 1 |

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 Kettyle lisa@marfapublicradio.org |
| 2 | Station social media | 106 E. San Antonio St. Marfa, TX 79843 | Facebook: www.facebook.com/marfa-publicradio Instagram: @marfapublicradio Twitter: @MarfaRadio | Lisa Kettyle 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/a-reajobs | (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 | | |
| 15 | Indeed | | www.indeed.com | |
| 16 | LinkedIn | | www.linkedin.com | |
| | | | | |

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 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:

| # | Name | Address | URL | Name of Contact |
|---|--|---|---|-------------------------------|
| 1 | Texas Workforce Commission | 2626 JBS Parkway Bldg D Odessa TX 79762 | twc.texas.gov | Gina Ortega (915) 887-2929 |
| 2 | Midland College | 3600 N. Garfield Midland TX 79705 | https://www.midland.edu/ | (432) 685-4500 |
| 3 | University of Texas - Permian Basin | 4901 E. University St. Odessa TX 79762 | https://www.utpb.edu/ | (432) 552-2020 |
| 4 | University of Texas - El Paso | 500 W. University Ave. El Paso, TX 79968 | https://www.utep.edu/ | (915) 747-5000 |
| 5 | Sul Ross State University | PO Box C-114 Alpine TX 79832 | https://www.sulross.edu/ | (432) 837-8011 |
| 6 | 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 (2019-2020)

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 2019- 2020 license year, MPR conducted or participated in the following outreach activities:

Jobfairs

JobCon: the station participates in a region-wide job fair for students in the three surrounding counties with the Texas Workforce Commission. In addition to hosting a booth, the station actively promoted JobCon through PSA's and reporting. The editorial staff, office manager, and general manager all worked these events. The dates of JobCon were Feb. 27, 2019 and Feb. 26, 2020.

Local Education Institutions

Marfa school system:

The station's general manager presented to the entire high school in Marfa about the radio station. The presentation ended with a description of all jobs at the station and an invitation to apply for an internship.

Summer Shakeup:

MPR also participates in Summer Shakeup, a program by the Marfa Independent School District guiding elementary and middle-school students. The students learn how to produce their own radio program, from writing the content to broadcasting it on the air the final day of the program. In 2019, the program was led by the office manager and several of the reporters. In March 2020, the program was virtual due to the pandemic. The station plans to continue this program going forward.

Community Involvement

- The general manager presented at service clubs, such as Rotary Club and Leadership Big Bend about careers in broadcasting and public radio.
- MPR expanded Spanish language programming and PSA's for Spanish-speaking residents in the broadcast area.

Internships

In 2019, the station hired an intern that attended Sul Ross University. The intern worked with the station from July 2019-December 2019. The station suspended internships in 2020 due to the pandemic, but plans to continue the program in the future.

Activities

- MPR has about 24 volunteers that receive training and skills they can use to pursue a career in radio. A volunteer contracted with the station in an on-air position in 2020. Volunteers are eligible for hiring when applicable. The general manager, office manager, and broadcast engineer held meetings and a training session for volunteers in 2019-2020. This program will continue.
- The general manager, office manager, and reporting staff regularly provide tours of its studios and office for area visitors, as well as for school groups and community organizations. Tours explain station operations and

promote careers in radio. In March 2020, tours were temporarily suspended due to the pandemic. We plan to continue tours of the station in the future.