

2026 ANNUAL EEO PUBLIC FILE REPORT
Community Wireless of Park City, Inc.

Station:	KPCW FM (NCE) – Park City
Community of License:	Park City, Utah
Reporting Period:	May 24, 2025 to May 23, 2026
Number of Full Time Employees	17
Small Market Exemption:	Yes

During the Reporting Period, a total of 2 full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is found in the following sections:

1. A list and brief description of community outreach initiatives undertaken by the station during the Applicable Period.
2. A list of all full-time positions filled by the Station during the Applicable Period.
3. For each such position, the recruitment sources used to fill the vacancy.
4. The recruitment source which referred the hires for each full-time position during the Applicable Period.
5. Data reflecting the total number of people interviewed for full-time vacancies during the Applicable Period and the total number of interviewees from each recruitment source.

This Annual Report was placed in the station’s public inspection file on May 23, 2026, and posted on the station’s website, in accordance with the FCC’s EEO Rules.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

- From May 2025 to May 2026, KPCW utilized both virtual and in-person methods to participate in and work with various community groups including but not limited to: Rotaries, Park City and Heber Chambers of Commerce, and Historic Park City Alliance to spread the word about the station and its mission, including information about staffing and need for volunteers.
- On June 5, June 26 and August 7, 2025, KPCW sponsored the Heber Market on Main's concert and market. Two to three employees staffed a KPCW booth at each concert, handing out station information and stickers. During intermission, a staff member addressed the audience informing them about KPCW services and opportunities to volunteer and work at the station.
- KPCW collaborated with Neighbors magazine in Summit and Wasatch Counties for a news feature highlighting 3-4 KPCW stories each month.
- KPCW was a Silver Sponsor of the Latino Arts Fest on June 13-15, 2025.
- KPCW's General Manager, Underwriting Manager and Development Director, are members of Park City Rotary Club, Sunrise Rotary Club, and Twilight Rotary Club, respectively. Presentations about KPCW have been provided to the clubs and throughout the reporting period, KPCW members make announcements about what is happening at the station including employment and volunteer opportunities.
- 3 KPCW employees manned a booth at the Heber Valley Expo on April 11, 2026. KPCW was also a sponsor of the event.
- KPCW sponsored, staffed a booth and participated in Running With Ed on May 16, 2026. This is a community fundraiser for the Park City Education Foundation.
- February 27, 2026 KPCW's Assistant Director of Development, Director of Development and Community Engagement and Executive Director gave a presentation at the Park City Senior Center.
- 7 KPCW full time employees took part in the Digital Transformation Program sponsored by the Corporation for Public Broadcasting and facilitated by the Poynter Institute. It began late March 2025 was completed November 2025.

*Participated in **high school and college intern** programs designed to assist students interested in pursuing a career in broadcasting.*

- KPCW collaborates with the Radio Broadcasting program of Utah Valley University to provide an on-air experience and site for training of college students. Several of our DJs and part-time staff have originated from that program.
- KPCW works with a high school student each week to stay on top of student athletic and academic accomplishments, learn how teams are doing and usually highlights one or two students on our Friday public affair show, The Community Campfire.
- KPCW had 25 volunteer DJs this reporting period and 36 DJs in total. Throughout the reporting period we make the community aware of our need for volunteer DJs via in-person presentations, on-air and social media messaging, and during fundraising events.
- The station website, app and on-air announcements solicit volunteers. We have one Spanish volunteer who helps to translate news and PSAs for a daily broadcast called Minuto Hispano.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE
3/13/2026	Full Time General Assignment Reporter	PMJA (Public Media Journalist Association)
5/4/2026	Digital Content Producer/Digital Media Director	Indeed

RECRUITING SOURCES USED
Full Time General Assignment Reporter

Job Title of Position: *Full Time General Assignment Reporter*

Date of Hire: *3/13/2026*

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KPCW Website www.kpcw.org	PO Box 1372 Park City, UT 84060	Ashton Edwards, News Director	435-649-9004 ashton@kpcw.org
KPCW Facebook	Facebook/kpcwradio	Ashton Edwards, News Director	435-649-9004 ashton@kpcw.org
Handshake	https://joinhandshake.com	N/A	press@joinhandshake.com
Indeed.com	https://indeed.com	N/A	N/A
JournalismJobs.com	https://www.journalismjobs.com/employers	N/A	N/A
PMJA (Public Media Journalist Association)	https://jobs.pmja.org/	N/A	N/A
Inside The Newsroom	https://insidethenewsroom.substack.com/	Daniel Levitt	daniel@insidethenewsroom.com

RECRUITING SOURCES USED
Digital Content Producer/Digital Media Director

Job Title of Position: *Digital Content Producer/Digital Media Director*

Date of Hire: 5/4/2026

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KPCW Website www.kpcw.org	PO Box 1372, Park City, UT 84060	Juliana Allely, Executive Director	435-649-9004 juliana@kpcw.org
KPCW Facebook	Facebook/kpcwradio	Juliana Allely, Executive Director	435-649-9004 juliana@kpcw.org
Indeed.com	https://indeed.com	N/A	N/A
Hired Internally	KPCW.org	Juliana Allely, Executive Director	435-649-9004 juliana@kpcw.org
Handshake	https://joinhandshake.com	N/A	press@joinhandshake.com
JournalismJobs.com	https://www.journalismjobs.com/employers	N/A	N/A
Inside The Newsroom	https://insidethenewsroom.substack.com/	Daniel Levitt	daniel@insidethenewsroom.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed from May 24, 2025 - May 23, 2026 = **20**;

Total # of Hires = 2

Recruitment Sources Used	Number of <u>Full Time General Assignment Reporter</u> Applicants Interviewed From Each Source	Number of <u>Digital Content Producer/Digital Media Director</u> Applicants Interviewed From Each Source
KPCW Web Site	1	5
KPCW Facebook		
Utah Dept. Workforce Services		
Indeed	3	8
Handshake		
TV & Radio Jobs		
All Access		
PRPD.org		
Social Media/Instagram		
Current.org		
CPB.org/Jobline		
Personal Contact/Referral or Current Employee		1
Word of Mouth	1	
PMJA	1	