

## 2025 ANNUAL EEO PUBLIC FILE REPORT

### Community Radio Project

Station(s): KSJD(FM-NCE), Cortez, CO  
KICO(FM-NCE), Rico, CO  
KZET(FM-NCE), Towaoc, CO

Reporting Period: October 1, 2024 to September 30th, 2025

No. of Full-time Employees: 5  
Small Market Exemption: 0

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

#### 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 **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

- The stations engage its audience through social media such as Facebook and Instagram.

*Participated in at least 4 **events or programs** sponsored by **educational institutions** relating to career opportunities in broadcasting.*

- The organization participated in 2 online job fairs conducted by the Colorado Broadcasters Association.
- Hosted a summer intern from Montezuma-Cortez High School.
- Tabled a booth at the Montezuma County Futures Fair, a careers fair for local high school students.

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership*

- One upper-level job opening (Director of Business Support) was listed in two media trade group profiles.

*includes substantial participation of women and minorities.*

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination*

- All staff completed Sexual Harassment Prevention training.

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10/28/2024	Director of Business Support	KSJD website
7/28/2025	Sunflower Theatre Assistant Manager (part-time)	KSJD website

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 7

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Facebook	
Indeed	
NFCB	
KSJD Website	7

#### RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CPB	N		posted via website	
NFCB	N		posted via website	
RMCR Member Stations	N		posted via website	
KSJD	Y		posted via website	
Four Corners Free Press	N		posted via website	
Navajo Times	N		posted via website	

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.