

2025 ANNUAL EEO PUBLIC FILE REPORT

NORTH FORK VALLEY PUBLIC RADIO, INC.

Station(s):	KVNF & KVMT
Community(ies) of License:	Paonia, CO (KVNF) Montrose, CO (KVMT)
Reporting Period:	12/01/2024 to 11/30/2025
No. of Full-time Employees:	7
Small Market Exemption:	n/a

During the Reporting Period, 1, full time position was filled. 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 at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.

We went to the Rocky Mountain Community Radio conference to participate and present at the conference to attendees from other stations and others looking to enter the broadcast industry.

Hosted at least one job fair.

Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.

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.

Established an internship program designed to assist members of the

During FY 25, we had 1 High school Internships during the Spring with the local high school and

community to acquire skills needed for broadcast employment.

hired a college student intern during the Summer to help with our video production needs for our KVNF Live Sessions Videos.

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).

Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Established a mentoring program for station personnel.

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

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Provided assistance to unaffiliated non-profit entities in maintaining web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting

We have training sessions available to our news staff to access with our CBA, RMCR , NFCB, and Non-Comm memberships/conferences.

Yes we did do this with our producer position.
(see attached list)

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

Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
February 14, 2025	Audio Editor and Producer	Private Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
RMCR List Serve	1
CPB Job Board	0
Delta County Independent	0
NFCB Job Board and Listserve	0

Journalism Jobs.com	0
KVNF Website, list serve, and onair announcements	1
Facebook Community Area Message Boards	0
	2

RECRUITING SOURCES USED

List all recruiting sources utilized to fill the vacancy (*e.g.*, employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

RMCR List Serve (Rocky Mountain Community Radio) Maeve Conran 970-564-0808

CPB Job Line (Corporation for Public Broadcasting) cpr.org/jobline; 202-879-9600; 401 9th Street NW, Washington, DC 20004-2129

Montrose Daily Press classified@montrosepress.com; Michelle Thomasini, 970-249-3444 3684 North Townsend Avenue, Montrose, CO 81401

Delta County Independent ads@deltacountyindependent.com; Holly Burton hollyb@deltacountyindependent.com) 970-874-4421; Meeker Street, Delta, CO 81416

NFCB Website Job Board and List serve, Gretchen Aston Puckett, PO Box Paonia, CO 81428 (970) 279-3411

Colorado Broadcasters Association, Job Board on their website, mailto:linnea@coloradobroadcasters.org, Linnea Lewis and Justin Sasso 333 West Hampden Avenue, Suite 400 Englewood, CO 80110 P: (720) 536-5427

KVNF kvnf.org and on air announcements 970-527-4866; PO Box 1350, Paonia, Colorado 81428

Facebook Community Message Boards Faceboork.com, job listing under nonprofits

*None of the organization requested that the station provide it with notice of all job vacancies.

INTERVIEW LIST FOR OPENING

Job Title of Position: Morning Edition Host and Staff Reporter

Date of Hire: 09/2024

List the referral source of each person interviewed:

NUMBER	REFERRAL SOURCE OF PEOPLE INTERVIEWED
1.	KVNF Website
2.	RMCR Listserve

TOTAL NUMBER OF PERSONS INTERVIEWED: 2

Retain for each position filled until after the grant of the next renewal application.

Do NOT place this document in the local public file. Keep this document in the non-public recruitment records for the employment unit.