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.

*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 community to acquire skills needed for

During FY 21, we had our first-ever paid High school Intern working over the summer that we recruited from our youth programing into producing promos, News spots and helping with
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 websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.

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

For FY 21 we did list the Member and Business Support Director position in several newsletters and list serves of other media organizations that you will see listed in the source summary below.

See attached letter from the Colorado Broadcasters Asocc. Webinar training provided to the General Manager on Nov.9th, 2021.
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.

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LIST OF POSITIONS FILLED

<table>
<thead>
<tr>
<th>DATE OF HIRE</th>
<th>JOB TITLE</th>
<th>RECRUITMENT SOURCE REFERRING HIRE</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 7th, 2021</td>
<td>Member and Business Support Director</td>
<td>Private Referral</td>
</tr>
</tbody>
</table>

---

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: __4__

<table>
<thead>
<tr>
<th>Recruitment Sources Used in Reporting Period</th>
<th>Number of Persons Interviewed that the Source Referred</th>
</tr>
</thead>
<tbody>
<tr>
<td>RMCR List Serve</td>
<td></td>
</tr>
<tr>
<td>CPB Job Board</td>
<td></td>
</tr>
<tr>
<td>Montrose Daily Press</td>
<td></td>
</tr>
<tr>
<td>Delta County Independent</td>
<td></td>
</tr>
<tr>
<td>NFCB Job Board and Listserve</td>
<td></td>
</tr>
<tr>
<td>Colorado Broadcasters Assoc.</td>
<td></td>
</tr>
<tr>
<td>KVNF Website, list serve, and onair announcements</td>
<td>3</td>
</tr>
<tr>
<td>Facebook Community Area Message Boards</td>
<td>1</td>
</tr>
</tbody>
</table>
RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: Member and Business Support Director        Date of Hire: 06/07/2021

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) Kelley Dyle  Kelley@kbut.org  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:  General Manager

Date of Hire:  06/07/2021

List the referral source of each person interviewed:

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>REFERRAL SOURCE OF PERSON INTERVIEWED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>KVNF DJ List Serve</td>
</tr>
<tr>
<td>2.</td>
<td>KVNF On-air message</td>
</tr>
<tr>
<td>3.</td>
<td>Facebook Paonia Message Board or KVNF</td>
</tr>
<tr>
<td>4.</td>
<td>KVNF DJ List Serve</td>
</tr>
</tbody>
</table>

TOTAL NUMBER OF PERSONS INTERVIEWED: 4

*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.*
November 9, 2021

PO Box 1350, 223 Grand Ave
Paonia, CO 81428

RE: Participation in the EEO Training “Employment in the Time of COVID”

Dear Ashley Krest,


On November 9th 2021 The CBA provided a webinar on employment law, FCC EEO compliance, and recruitment challenges in the time of COVID. CBA FCC attorneys Frank Montero and Anne Crump and Colorado employment attorney Diana Fields discussed broadcasters’ EEO compliance, employment, and recruiting and reporting obligations under Colorado law and the rules of the FCC. The CBA’s legal eagles discussed job fairs, FCC reporting and EEO program compliance, recent changes in Colorado employment requirements, non-competes, and more.

Your hiring agent of record was Ashley Krest and the stations that participated were KVNF.

Please keep this letter for your records.

Thank you again for participating in the EEO webinar “Employment in the Time of COVID.”

Best Regards,

Justin Sasso
President & CEO
Colorado Broadcasters Association
333 West Hampden Avenue, Suite 400
Englewood, CO 80110