

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

License Year: 4/1/2022 - 3/31/2023

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

This EEO Annual Public File Report for license year 2021-2022 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 five 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, and 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.

**Please note** that MPR is a small regional public radio network, with only one employee in any satellite station's community of service outside Marfa. Marfa is the location of the main studio and MPR SEU headquarters. Marfa is a very small town in remote high desert Presidio County in far west Texas, with a population of 1800 to 1900 persons [https://en.wikipedia.org/wiki/Marfa,\\_Texas](https://en.wikipedia.org/wiki/Marfa,_Texas). It is difficult to attract experienced journalists, station managers, and engineers to live and work here, despite wide national as well as local and state recruiting.

**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 Interview
July 2, 2020	Morning Edition Host & Digital Journalist	6	6	1, 6
March 1, 2021	News Director	Promoted from within	5	Outreach, word of mouth, 2, 6, 19

March 8, 2021	*All Things Considered Host & Producer	*#1	*2	*#1
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**\*Recruitment sources used to fill this ATC vacancy:** Please note asterisks: a total of 20 listed sources: ## 1, 2, 3, 4, 5, 6, 7, 11, 12, 15, 16, 17, 18, 19, 20, 21, and 24 A & B, plus the Outreach Open House, the station newsletter, and community referral organizations.

**\*Applicants and Interviewees for this ATC position:** there were 14 applicants (citing MPR website, [publicmediajobs.com](http://publicmediajobs.com), word of mouth, plus the Outreach Open House as their source; two of these applicants (citing website, word of mouth) were selected for interviews, but one declined to be interviewed; the other interviewee was hired.

### 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	<a href="http://www.marfapublicradio.org">www.marfapublicradio.org</a>	Elena lisa@marfapublicradio.org
2	*Station social media	106 E. San Antonio St. Marfa, TX 79843	Facebook: <a href="https://www.facebook.com/marfapublicradio">www.facebook.com/marfapublicradio</a> 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	<a href="http://www.greaterpublic.com">www.greaterpublic.com</a>	Gayle Ewer gewer@greaterpublic.com
5	*CPB Jobline		<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	
6	*Current.org		<a href="http://www.publicmediajobs.org">www.publicmediajobs.org</a>	
7	*National Federation of Community Broadcasters (NFCB)	P.O. Box 806 Paonia, CO 81428	<a href="http://www.nfcb.org">www.nfcb.org</a>	Gretchen Aston-Pu gretchen@nfcb.org
8	Society of Broadcast Engineers	502 E. 11th St., Ste 200 Austin TX 78701	<a href="http://sbe.org/">http://sbe.org/</a>	(317) 846-9000
9	Permian Basin Non-Profit Management Center	3500 North A St., Ste 2300 Midland TX 79705	<a href="https://www.nmcpb.org/areajobs">https://www.nmcpb.org/areajobs</a>	(432) 570-7971

10	AFP Permian Basin	P.O. Box 10193 Midland, TX 79702	<a href="https://community.afpnet.org/afptxpermianbasinchapter/home">https://community.afpnet.org/afptxpermianbasinchapter/home</a>	afppb.mail@gmail.
11	Texas Association of Broadcasters	502 E. 11th St., Ste 200 Austin TX 78701	<a href="https://www.tab.org/">https://www.tab.org/</a>	(512) 322-9944
12	*Big Bend Sentinel	Drawer P Marfa TX 79843	<a href="https://bigbendsentinel.com/">https://bigbendsentinel.com/</a>	Abby Perault ads@bigbendsenti
13	Midland Telegram-Reporter	Address: 201 E Illinois Ave Midland, TX 79701 Phone: (432) 682-5311	<a href="https://www.mrt.com/">https://www.mrt.com/</a>	Chad Anderson cranderson@hearsm
14	Odessa American	222 E. 4th St. Odessa TX 79761	<a href="https://www.oaoa.com/">https://www.oaoa.com/</a>	(432) 333-7621
15	Indeed		<a href="http://www.indeed.com">www.indeed.com</a>	
16	LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>	
17	*The Association of Gay and Lesbian Journalists		<a href="https://www.nlgja.org/">https://www.nlgja.org/</a>	
18	*Native American Journalists Association		<a href="https://najanewsroom.com/jobs/">https://najanewsroom.com/jobs/</a>	
19	*National Association of Hispanic Journalists		<a href="https://nahj.org/">https://nahj.org/</a>	
20	*National Association of Black Journalists		<a href="https://nabjonline.org/">https://nabjonline.org/</a>	
21	*Asian American Journalists Association		<a href="https://aaja.org/">https://aaja.org/</a>	
22	PRADO listserv		<a href="http://www.pradoweb.org">www.pradoweb.org</a>	
23	Glassdoor job board		<a href="http://www.glassdoor.com">www.glassdoor.com</a>	
24	*Public Media Millennials Facebook * Public Media Women in Leadership Facebook		<a href="http://www.facebook.com">www.facebook.com</a>	

## PART II: Community Referral Sources and Organizations

Notification regarding job vacancies is also provided to the following 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:

Letter	Name	Address	URL	Name of Contact
A	Texas Workforce Commission	2626 JBS Parkway Bldg D Odessa TX 79762	<a href="http://twc.texas.gov">twc.texas.gov</a>	Gina Ort (915) 88
B	Midland College	3600 N. Garfield Midland TX 79705	<a href="https://www.midland.edu/">https://www.midland.edu/</a>	(432) 683
C	University of Texas - Permian Basin	4901 E. University St. Odessa TX 79762	<a href="https://www.utpb.edu/">https://www.utpb.edu/</a>	(432) 55
D	University of Texas - El Paso	500 W. University Ave. El Paso, TX 79968	<a href="https://www.utep.edu/">https://www.utep.edu/</a>	(915) 74
E	Sul Ross State University	PO Box C-114 Alpine TX 79832	<a href="https://www.sulross.edu/">https://www.sulross.edu/</a>	(432) 83
F	Odessa College	201 W. University St. Odessa TX 79764	<a href="https://www.odessa.edu/">https://www.odessa.edu/</a>	(432) 33

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](http://www.marfapublicradio.org).

### **PART III: Outreach Activities and Initiatives (2020-2021)**

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:

#### **Job Banks**

The MPR SEU has committed to posting every upper-level job vacancy in the online job banks of several media trade groups whose membership includes substantial participation of women and minorities, including the job banks of the journalism professional societies listed above as source numbers 17 through 21.

#### **Jobfairs**

The station participates in a region-wide job fair for students in the tri-county region. The station participates in at least two job fairs per year, but during this license year it was curtailed because of the pandemic.

## **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:

In March 2020, the Summer Shakeup program was virtual due to the pandemic. The session at the station was not able to be held virtually, but the station provided media support for the program. The session the station usually holds teaches middle school students about audio and how to produce a radio show, which is broadcast over the air. The station plans to continue this program going forward.

## **Community Involvement**

- The general manager presented at service clubs, such as Rotary Club about careers in broadcasting and public radio.
- MPR expanded Spanish language programming and PSA's for Spanish-speaking residents in the broadcast area.
- A reporter presented to the Permian Basin Adult Literacy center on March 16, 2021. He presented about reporting in the Permian Basin and in public media. The audience was able to ask questions about the reporter's work and working at the radio station.
- The station held 2 virtual open houses to talk about the station and careers in radio on November 11 and 12, 2020. Attendees were able to ask questions about careers in radio and about how to break into the industry. The events were run by the executive director and chief operating officer. The open houses resulted in an applicant for an open position.
- In 2021, the station plans to hold three separate training sessions to make careers in radio more accessible to the local residents. The sessions will include podcasting, engineering, and reporting.
- The programming and operations manager led a training session for DJ's about how to record an audio show at home on June 19, 2020. The station supplied the DJ's with the equipment needed to produce shows remotely.

## **Internships**

Internships were temporarily suspended in March 2020 due the pandemic. The station plans to continue and expand the internship program in 2021-2022.

## **Activities**

- MPR has 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 chief operating officer and programming and operations manager held training sessions for volunteers during the pandemic. The sessions taught them how to record audio programs at home. The station plans to continue these trainings going forward.
- Station tours have been temporarily suspended due to the pandemic. The station plans to continue these tours in the future.