

Public Inspection Files

High Plains Public Radio

KANZ/ 91.1

File Located At: Main Studio High Plains Public Radio

210 North 7th

Garden City, KS 67846

Contact Person: Deborah Oyler

Phone: 620-275-7444

Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

KZNA/ 90.5

File Located At: Main Studio High Plains Public Radio

210 North 7th

Garden City, KS 67846

Contact Person: Deborah Oyler

Phone: 620-275-7444

Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

KZAN/ 91.7

File Located At: Main Studio High Plains Public Radio

210 North 7th

Garden City, KS 67846

Contact Person: Deborah Oyler

Phone: 620-275-7444

Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

KZNK/ 90.1

File Located At: Main Studio High Plains Public Radio

210 North 7th

Garden City, KS 67846

Contact Person: Deborah Oyler

Phone: 620-275-7444

Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

KTOT/ 89.5

File Located At: Main Studio High Plains Public Radio

210 North 7th

Garden City, KS 67846

Contact Person: Deborah Oyler

Phone: 620-275-7444

Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

KTXP/ 91.5

File Located At: Main Studio High Plains Public Radio

210 North 7th

Garden City, KS 67846

Contact Person: Deborah Oyler

Phone: 620-275-7444

Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

KJJP/ 105.7

File Located At: Main Studio High Plains Public Radio
210 North 7th

Garden City, KS 67846

Contact Person: Deborah Oyler

Phone: 620-275-7444

Hours of Operations: 8:00 am -5:00 pm, Monday- Friday

Annual EEO Public File Report Form

High Plains Public Radio (KANZ, KZNA, KZAN, KZNK, KTOT, KTXP, KJJP)

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080 (c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared for KANZA Society Inc, that is comprised of the following stations: KANZ, Garden City, KS; KZNA, Hill City, KS; KZAN, Hays, KS; KZNK Brewster, KS; KTOT, Spearman, TX; KTXP, Bushland, TX, KJJP, Amarillo, TX and is required to be placed in the public inspection files of these stations, and posted on the website.

The information contained in this Report covers the time period beginning February 1, 2010 to and including January 31, 2011 (the Applicable Period).

The FCC's 2002 EEO Report requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refers to the number of full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy has deemed filled not when the offer was extended but when the hiree accepted the job offer. A person was deemed interviewed whether he or she was interviewed in person and/or over the telephone.

Appendix 1

HPPR Annual EEO Public File Report Form

Covering the Period from February 1, 2010 to January 31, 2011

Station(s) Comprising the Station Employment Unit: KANZ, KZNA, KZAN, KZNK,
KTOT, KTXP, KJJJ

Section 1: Vacancy Information

| | Full-time Positions Filled By Job Title, Date of Hire | Recruitment Source of Hiree | Total Number of Interviewees from All Sources for This Position |
|---|--|--|--|
| 1 | All Things Considered Host/ News Reporter 08/02/10 | Journalismjob.com, CPB Jobline ¹ , HPPR Website and On-Air, National Organization of Hispanic Journalists | 6 |
| 2 | Director of Regional Programming 08/02/10 | Journalismjob.com, CPB Jobline ² , HPPR Website and On-Air, National Organization of Hispanic Journalists | 7 |

Remarks:

¹ Recruitment source that led to hiree for All Things Considered Host/News Producer

² Recruitment source that led to hiree for Director of Regional Programming/Host

| | Full-time Positions Filled By Job Title, Date of Hire | Recruitment Source of Hiree | Total Number of Interviewees from All Sources for This Position |
|---|--|---|--|
| 3 | Music Director 09/20/10 | CPB Jobline, HPPR Website ³ | 4 |
| 4 | Community Donor Relations Assistant 10/04/10 | HPPR Website, Garden City Telegram, ⁴ Garden City Telegram Online Edition, Nex-Tech Classified Ads | 5 |

Remarks:

³ Recruitment source that led to hiree for Music Director

⁴ Recruitment source that led to hiree for Community Donor Relations Assistant

| | Full-time Positions Filled By Job Title, Date of Hire | Recruitment Source of Hiree | Total Number of Interviewees from All Sources for This Position |
|---|--|--|--|
| 5 | Program Director 11/17/10 | HPPR Website ⁵ , CPB Jobline, PRADO Listserv, Kansas Joblink, | 3 |
| 6 | Director of Corporate Support 11/18/10 | HPPR Website Hays Daily News ⁶ , Garden City Telegram | 2 |

Remarks:

⁵ Recruitment source that led to hiree for Program Director

⁶ Recruitment source that led to hiree for Director of Corporate Support

| | Full-time Positions Filled By Job Title, Date of Hire | Recruitment Source of Hiree | Total Number of Interviewees from All Sources for This Position |
|---|--|------------------------------------|--|
| 7 | Texas Underwriting Sales Representative 01/28/11 | HPPR Website ⁷ | 2 |

Remarks:

⁷ Recruitment source that led to hiree for Texas Underwriting Sales Representative

Section 2: Recruitment Source Information

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for Which This Source Was Utilized |
|---|---|--|---|
| A | Corporation for Public Broadcasting Jobline Website 800-272-2190 www.cpb.org/jobline/ | 16 | 2 |
| B | Garden City Telegram 310 N 7 th Street Garden City, KS 67846 620-275-8500 www.gctelegram.com | 6 | 1 |
| C | Hays Daily News 507 Main Street Hays, KS 67601 785-628-1081 www.hdnews.net | 1 | 1 |
| D | High Plains Public Radio Website 210 N. 7 th Street Garden City, KS 67846 | 5 | 3 |
| E | Journalism Jobs www.journalismjobs.com | 0 | 0 |
| F | Kansas Job Links www.kansasjobs.net | 0 | 0 |
| G | National Organization of Hispanic Journalists www.nahj.org | 0 | 0 |
| H | The Nex-Tech Classifieds www.nextechclassified.com | 0 | 0 |
| I | Prado Listserv www.pradoweb.org | 1 | 0 |
| * None of the recruitment sources above have requested notification of vacancies* | | | |

Appendix 3 to

HPPR Annual EEO Public Rile Report Form

Covering the Period from February 1, 2010 to January 31, 2011

Station(s) Comprising Station Employment Unit: KANZ, KZNA, KZAN, KZNK, KTOT, KTXP, KJJP

Section 3: Supplemental (Non-vacancy Specific) Recruitment Activities Undertaken by High Plains Public Radio

High Plains Public Radio participates in the following activities that supplement Non-Vacancy specific recruitment activities:

1. HPPR utilizes the services of the Community Service Program for troubled youth and adults to encourage interest in careers in public broadcasting as well as opportunities to gain experience in the context a "real" work environment.
2. HPPR uses several media to enhance recruitment via HPPR's website, newspaper advertisements and radio spots that air on HPPR. In addition, HPPR participates in various job banks such as: KS Job Bank, Amarillo Non-Profit Listserv, and DEI Jobsite.
3. HPPR participates in the KAB Scholarship Program which financially assists students seeking a career in broadcasting.
4. HPPR works in conjunction with the local colleges and universities to promote and utilize volunteerism.
5. HPPR staff invites and conducts many tours each year for new board members, station members and other guests. The staff also promotes public awareness of public radio broadcasting.
6. HPPR has established an Internship Program allowing students to acquire various skills including: broadcast preparation of community calendar events, various journalism tasks, and assisting with marketing research and planning.

Appendix 4 to

HPPR Annual EEO Public Rile Report Form

Covering the Period from February 1, 2010 to January 31, 2011

Station(s) Comprising Station Employment Unit: KANZ, KZNA, KZAN, KZNK, KTOT, KTXP, KJJP

Narrative Statement

High Plains Public Radio is governed by the Kanza Society, Inc. In addition to a full time on-air staff, HPPR utilizes the services of the Community Service Program for troubled youth and adults to encourage interest in careers in public broadcasting as well as opportunities to gain experience in the context a "real" work environment.

HPPR also uses several methods of media to enhance recruitment via HPPR's website, newspaper advertisements and radio spots that air on HPPR in addition to posting openings in various job banks.

HPPR is involved in promoting careers in the broadcasting field by participating in the KAB Scholarship program.

HPPR also uses college students involved in the volunteer program of Garden City, KS to assist with the promotional and development needs of the station.

In addition, HPPR staff invites and conducts many tours each year for various community organizations. HPPR employees participated in an educational Music Awareness Program through USD 457.

And finally, HPPR has extended the opportunity of an internship program to higher education students. With in the past year, 4 of our interns have assisted in marketing research and development.