

## 2020 ANNUAL EEO PUBLIC FILE REPORT

LICENSEE: Tuba City High School Board, Inc.

Station:	KGHR 91.3 FM
Community of License:	Tuba City, AZ
Reporting Period:	October 1, 2019 – September 30, 2020
No. of Full-time Employees:	1 full time employee

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):

<p><i>Participated in at least 4 <b>job fairs</b> by station personnel who have substantial responsibility in making hiring decisions.</i></p>	<p>KGHR was not able to effectively meet the needs of the events, job fairs, or other programs due to lack of up-to-date equipment or lack of dependability of current equipment. We are always interested in working to provide opportunities for employment. Our team is planning to further develop our outreach to our community for employment opportunity in the near future.</p>
<p><i>Hosted at least one <b>job fair</b>.</i></p>	
<p><i>Co-sponsored at least one <b>job fair</b> with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i></p>	
<p><i>Participated in at least 4 <b>events</b> sponsored by <b>organizations</b> representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.</i></p>	
<p><i>Participated in <b>job banks, internet programs, and other programs</b> designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</i></p>	
<p><i>Sponsored at least 2 <b>events</b> in the <b>community</b> designed to inform and educate the public as to employment opportunities in broadcasting.</i></p>	
<p><i>Participated in at least 4 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.</i></p>	
<p><i>Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	

<i>Participated in <b>scholarship</b> programs designed to assist students interested in pursuing a career in broadcasting.</i>	KGHR did not participate in any scholarship program at this time due to change of management and direction of the station.
<i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	KGHR does receive professional development training from Tuba City High School Board, Inc. to further the skills of KGHR personnel.
<i>Established a <b>mentoring</b> program for station personnel.</i>	KGHR is in development of establishing a mentor program. However, we do seek out collaborators to instruct personnel and management to further improve production quality and functionality.
<i>Listed each <b>upper-level</b> category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</i>	KGHR did advertise an upper-level category opening over the air as well as through other resources provided by Tuba City High School Board, Inc.
<i>Provided <b>assistance</b> to unaffiliated non-profit entities in <b>maintaining web sites</b> that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting</i>	KGHR did not help other non-profit entities in maintaining websites or other trainings. We are working on establishing better networking avenues as we are in transition of management and direction.
<i>Provided <b>training</b> to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.</i>	
<i>Provided <b>training to management level personnel</b> on methods of ensuring equal employment opportunity and prevent discrimination.</i>	KGHR did participate in various training provided by Tuba City High School Board, Inc. to insure equal employment opportunity as well as preventing discrimination in the work place.
<i>Participated in <b>other</b> 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.</i>	KGHR is use various outlets including social media, website, and resources provided by Tuba City High School Board, Inc.

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LIST OF POSITIONS FILLED (No Positions Filled)

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INTERVIEWEE REFERRAL SOURCE SUMMARY (None)

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RECRUITING SOURCES USED (None)