

2005 ANNUAL EEO PUBLIC FILE REPORT

COMMUNITY WIRELESS OF PARK CITY, INC.

Station in Employment Unit: KCPW(FM-NCE), Salt Lake City, UT
KCPW(AM-NCE), Tooele, UT¹

Date Range of Annual Report: May 22, 2004 – May 21, 2005

No. of Full-time Employees: Between 5 and 10

During the Reporting Period, nine full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the materials that follow.

BROAD OUTREACH INITIATIVES

Hosted a Job Fair

KCPW AM/FM held a job fair on May 18, 2005 in the Salt Lake City Public Library. The licensee publicized the event with on-air announcements and an ad on its website. 22 people attended the event. The event was an opportunity to meet people interested in future volunteer, part-time and full-time positions with the radio station. During the three hour event, the station collected resumes and answered questions about broadcasting and KCPW. The General Manager attended the job fair.

Internship Program

KCPW AM/FM established an internship program that was launched in May 2005. The licensee worked with the University of Utah, Salt Lake Community College, Westminster College, Utah Valley State College, and Brigham Young University to solicit interns. Interns are scheduled to work 20-30 hours per week, producing news content for daily broadcast, developing story ideas, researching stories, reporting in the field, and producing at least 2 long-form news stories for broadcast. Through a referral from the Westminster College posting, one intern from Bates College was selected to work for the Summer semester.

KCPW Mentoring Program

As reported in the 2004 Annual EEO Public File Report, in February of 2004, KCPW began a mentoring program to cultivate news/journalism talent for potential positions with the station. The News Director and the Afternoon Host personally sought volunteers for this informal program at area colleges and universities. One volunteer began working with the News Director and the other with the Afternoon Host in March 2004.

¹ KCPW(AM) was acquired out of bankruptcy by the licensee on October 1, 2003, and was silent until August 6, 2004.

The mentee shadowed the News Director during her morning hosting duties and learned professional broadcast news basics, two mornings a week at KCPW. In May, she was invited to work at KCPW on a paid part-time basis, and filled in for the News Director when she went on vacation. In October 2004, the mentee was asked to fill in on a temporary, full-time basis when a KCPW news staff member took a Family leave of absence. When that staff member decided not to return to work, the mentee was offered a full-time reporter position in February 2005. She has since become the KCPW Legislative Reporter and was recently named a recipient of the Edward R. Murrow Award for journalistic excellence for a story she wrote and produced.

The other mentee spent one afternoon a week at KCPW working with the Afternoon Host learning how to gather news and write copy for broadcast. She also learned how to voice and record news stories. She began working for KCPW on a part-time basis in June 2004, covering news events and producing stories. She continued working for KCPW on a part-time as-needed basis until November 2004, when she had a baby.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/16/2004	General Manager	Personal Reference
7/16/2004	News Director	Personal Reference
8/1/2004	Chief Engineer	Personal Reference
9/1/2004	Fund Raising Manager	Catalyst
9/7/2004	Midday Producer	Personal Reference
11/2/2004	Reporter	Promoted from Part-Time
4/11/2005	Morning Host	Promoted from Part-Time
5/20/2005	Midday Producer	Website
5/20/2005	Office/Sales Assistant	Salt Lake Tribune

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed for Positions Filled during the Reporting Period: 20

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Catalyst Magazine	3
Salt Lake Tribune	3
Deseret Morning News	0
Website ads	8
On Air Announcements on KCPW AM/FM	2
Organizations listed on pages 4 & 5	0
Employee/Personal Referrals	4
Promotions from within from part-time to full-time	2

RECRUITING SOURCES USED

General Manager	Date of Hire: 7/16/2004	Personal Reference
News Director	Date of Hire: 7/16/2004	Personal Reference
Chief Engineer	Date of Hire: 8/1/2004	Personal Reference
Fundraising Manager Sources:	Date of Hire: 9/1/2004 Catalyst Magazine, 362 East Broadway, Salt Lake City, UT Classified Advertising Dept., 801-363-1505 On Air Announcements – KCPW AM/FM KCPW Web site	
Midday Producer	Date of Hire: 9/7/2004	Personal Reference
Reporter	Date of Hire: 11/2/2004	Promoted from Part-Time
Morning Host	Date of Hire: 4/11/2005	Promoted from Part-Time
Midday Producer Sources:	Date of Hire: 5/20/2005 Salt Lake Tribune 143 S. Main Street, Salt Lake City, UT 84111 Classified Dept., 801-237-2000, www.nacorp.com Deseret Morning News 143 S. Main Street, Salt Lake City, UT 84111 Classified Dept., 801-237-2000, www.nacorp.com KCPW Website See attached list	
Office/Sales Assistant Sources:	Date of Hire: 5/20/2005 Salt Lake Tribune 143 S. Main Street, Salt Lake City, UT 84111 Classified Dept., 801-237-2000, www.nacorp.com Deseret Morning News 143 S. Main Street, Salt Lake City, UT 84111 Classified Dept., 801-237-2000, www.nacorp.com KCPW Website See attached list	

No source requested that it receive notices of job openings.

ADDITIONAL RECRUITMENT ORGANIZATIONS

	Organization	Address	City	St	Zip	Contact
1	A-4 African American Awareness Association	Salt Lake Community College	Salt Lake City	UT	84130	Deron Hutchinson
2	American Women in Radio and Television	1650 Tyson Blvd. #200	McLean	VA	22101	Erin Tanner
3	Asian American Journalists Association	1182 Market Street	San Francisco	CA	94102	Samantha Jang
4	Asian Student Association	Salt Lake Community College	Salt Lake City	UT	84130	Huy K. Ngo
5	BYU Career Placement Services	2410 Wilkinson Student Center	Provo	UT	84602	
6	BYU Polynesian Students Association	400 ELWC	Provo	UT	84602	Donna Camacho
7	BYU Women's Office	1520 ELWC	Provo	UT	84601	
8	Centro Civico Mexicano	155 S 600 West	Salt Lake City	UT	84107	Alexius Gallegos
9	Chinese Society of Utah	6544 South Cottonwood Street	Murray	UT	84107	Jenn Mau-Shyong
10	College of Eastern Utah Women's Center	639 West 100 South	Blanding	UT	84511	
11	Coloring Outside the Lines	Salt Lake Community College	Salt Lake City	UT	84130	Gordon Storrs
12	Corporation for Public Broadcasting Jobline	401 Ninth Street NW	Washington	DC	20004	
13	Current	1612 K Street, NW #704	Washington	DC	20006	Victoria Maulhardt
14	Dixie College Gender Equity Center Dixie State University Career Planning & Placement Center	225 South 700 East	St. George	UT	84770	
15	Center	225 South 700 East	St. George	UT	84770	
16	Hispanic Student Council	Salt Lake Community College	Salt Lake City	UT	84130	Sonia Parker
17	NAACP Salt Lake Branch	P.O. Box 25414	Salt Lake City	UT	84125	Jeanette Williams
18	National Association of Black Journalists	8701A Adelphia Road	Adelphia	MD	20783	Kristie Jones Employment Resource Center
19	National Black Media Coalition	P.O. 10310	Silver Spring	MD	20914	
20	National Federation of Community Broadcasters	1970 Broadway, #1000	Oakland	CA	94612	Ginny Z. Berson
21	National Hispanic Media Coalition	2514 S Grand Avenue	Los Angeles	CA	90007	Claudia Flores
22	National Urban League	1111 14th St NW, #600	Washington	DC	20005	Jobline
23	Native American Indian Commission	3175 W 6th Avenue	Los Angeles	CA	90020	Tom Sellers
24	Native American Student Association	Salt Lake Community College	Salt Lake City	UT	84130	Evelynn O'Dell
25	Philippino American Association of Utah	6346 South Crestmount Drive	Salt Lake City West Valley City	UT	84121	Eunice Jones
26	Polynesian Association of Utah	4687 West 3100 South	City	UT	84120	Ellen Seru
27	Polynesian Club	Salt Lake Community College	Salt Lake City	UT	84130	Kauli Kaio
28	Southern Utah State College Women's Resource Center	Southern Utah State College	Cedar City	UT	84720	
29	Tongan Society of Utah	1866 S Washington Center	Provo	UT	84606	Kingi Langi
30	United Chinese Association of Utah	3335 S 900 East, #250	Salt Lake City	UT	84106	Dr. Zhong Chen
31	University of Utah Career Services	201 South 1460 East, #350	Salt Lake City	UT	84112	
32	University of Utah Middle East Center	260 Central Campus Drive, Room 153	Salt Lake City	UT	84112	

	Organization	Address	City	St	Zip	Contact
33	University of Utah Pacific Islander Association	318 Union	Salt Lake City	UT	84112	Umu Tukuafu
34	University of Utah Women's Resource Center	200 South Central Campus Drive, #293	Salt Lake City	UT	84121	
35	Utah Department of Workforce Services	158 South 200 West	Salt Lake City	UT	84101	
36	Utah Martin Luther King Human Rights Commission	324 S State Street, #500	Salt Lake City	UT	84111	Michael Styles
37	Utah Minority Community Information & Education Center	353 E 200 South, #201	Salt Lake City	UT	84111	Kiko Cornejo
38	Utah State University Career Services	4305 Old Main Hill	Logan	UT	84322	
39	Utah State University Women's Center	Taggart Student Center	Logan	UT	84322	
40	Utah Valley State College Career & Student Employment	800 West University Parkway, #AD113	Orem	UT	84058	
41	Utah Valley State College Gender Equity Center	800 W University Parkway	Orem	UT	84058	
42	Women in Communication	780 Ritchie Highway, #28-S	Severna Park	MD	21146	Janet Jenkins-Marsen