

2026_ ANNUAL EEO PUBLIC FILE REPORT

[KCIE Radio Station]

Station(s) KCIE Radio Station

Community(ies) of License:
Dulce , NM

Reporting Period: June 1,2025 -
May 31,2026

No. of Full-time Employees: 5 – 10 **10 Full Time Employees**

Small Market Exemption: Yes

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):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

In the summer of 2025 KCIE Hired 4 High school students as well as 1 college students to work at KCIE during the summer .The students came from the Dulce Independent High school . Their employment began in June and ended in August before school started . The students learned all they could about being broadcasters at a public radio station . They learned how to be on-air announcers, how to use radio equipment and the stations rules and regulations , they helped with the news department and learned how to produce PSA's as well as short skits. By the end of the summer , students gained hands -on experience with the day to day operations of a radio station.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

All KCIE staff including management participated in Workplace harassment training in the month of September 2025 . This class was held online and was mandatory for each full time employee. This class taught KCIE employees key aspects of harassment, including definitions and best practices for handling and reporting harassment.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/11/2026	Custodian	IN HOUSE - JOB POSTING

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 1

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Job listing for position was posted in Tribal Building and in other local offices around the community	0
Was posted in the local news paper (The Chieftain)	0
Was advertised online at www.hrjicarilla.com	0
Posted In -House (KCIE Radio Station)	1

RECRUITING SOURCES USED

Job Title of Position: Custodian Date of Hire: 5/11/2026

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Job Listing Posted in tribal building and also in other local offices .	N	PO Box 550, Dulce , NM 87528	Angelo Rivas , HR Director	575-759-3242
www.hrjicariilla.com	N	PO Box 550, Dulce , NM 87529	Angelo Rivas , HR Director	575-759-3242
Local News paper (The Chieftain)	N	PO Box 550, Dulce , NM 87530	Chieftain Director	575-759-3242
Posted In House at KCIE Radio Station .	N	PO Box 603, Dulce , NM 87528	Mariah Elote , KCIE General Manager	575-419-0447

