

2026 ANNUAL EEO PUBLIC FILE REPORT

Capitol Broadcasting Association Inc.

Station:	KMFA
Community of License:	Austin, TX
Reporting Period:	April 1, 2025 – March 31, 2026
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

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):

Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.

St. Edward's University Spring Internship Fair, September 18, 2025, attended by the station Accounting/HR Manager. She discussed with students the various internship opportunities available at KMFA.

Huston-Tillotson University Career Fall Fair, September 24, 2025, attended by the station Manager of Education & Outreach, who recruits and supervises interns. He discussed internship opportunities at KMFA and the various career paths available in the broadcasting industry.

University of Texas, Moody College of Communication Fall Career Expo, October 1, 2025, attended by the station Accounting/HR Manager and the Manager of Education & Outreach, who recruits and supervises interns. They discussed internship opportunities at KMFA and the various career paths available in the broadcasting industry.

University of Texas, Moody College of Communication Spring Career Expo,

February 11, 2026, attended by the station Accounting/HR Manager and the Manager of Education & Outreach, who recruits and supervises interns. They discussed internship opportunities at KMFA and the various career paths available in the broadcasting industry.

Huston-Tillotson University Spring Career

Fair, February 25, 2026, attended by the station Manager of Education & Outreach, who recruits and supervises interns. He discussed internship opportunities at KMFA and the various career paths available in the broadcasting industry.

St. Edward's University Spring Internship

Fair, February 26, 2026, attended by the station Accounting/HR Manager. She discussed with students the various internship opportunities available at KMFA.

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

Fifteen internships working in Marketing, Content, Events, and Education were provided:

Six internships were provided to students from the University of Texas from 6/04/2025 – 8/14/2025. Students supported the Marketing, Content, Events, and Education departments, contributing to a range of projects, including community outreach initiatives, digital content production, and event management. Additionally, they assisted with KMFA's programs, including Kids on Key and Classical Trivia Nights.

Four internships were provided to students from the University of Texas, one internship was provided to a student from St. Edward's University, and one internship was provided to a student from Austin Community College from 8/25/2025 – 12/15/2025. Students supported the Marketing, Content, Events, and Education departments, contributing to key station initiatives. They assisted with events such as KMFA's Jingle & Mingle Holiday Party and the

Offbeat and Midday Music concert series. Additionally, interns gained hands-on experience working on Kids on Key, Composer in Residence, and various community outreach events and collaborations.

Two internships were provided to students from the University of Texas, and one internship was provided to a student from Texas State University from 1/12/2025 – 5/04/2025, directly supporting KMFA’s Marketing, Content, Events and Education departments. Students contributed to a range of projects, including marketing research, digital content production, social media management, and database management. They played an active role in community initiatives such as, The Declaration project community showcase, the Midday Music and Offbeat concert series, and various outreach efforts.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The Poynter Institute- Digital Transformation

Program April 14 – September 18, 2025, this collection of over twenty online webinars attended by the CEO, Director of Development & Director of Programming. It offered training sessions to optimize KMFA’s digital effectiveness in managing our newsletters and other digital platforms. It educates and coaches public media leaders on the best strategies and tactics to transform their organizations’ digital operations to meet the evolving needs of local audiences.

International Live Events Association – How

Much Should I Charge June 19, 2025 : How to tell if your pricing strategy is still relevant, or has it become a relic of the past? We will dive into mark-ups, discounts, and most importantly, how to present all of this to your clients in compelling proposals. Attended by the Event Director.

Texas Association of Public Broadcasting - Revenue-Building Strategies Aug 6-7th, 2025: Six sessions by Derron “Swagger On” Steenbergen, and JDA Media’s Tom Ray and Pat Norris. The Marketing Director attended these sessions.

The Veritus Group - Economics of Major Gift-Pipeline August 31, 2025, this course creates and strengthens a healthy donor pipeline so that your newer donors move to major giving quickly, and your revenue streams will be diverse enough to withstand a severe downturn. If you focus on strengthening these areas, your fundraising program will be in a position to weather any storm. Attended by the Development Director.

International Live Events Association - Events Under Pressure: Revenue, Burnout & The Tech Shift Reshaping Non-Profit Fundraising Oct 29, 2025 In this candid and strategic session, Sabrina Roy, Founder of Fluid Events and creator of eventmate, shares what nonprofit event professionals need to rethink in 2026: realistic revenue expectations, how to design mission moments that actually convert, and how AI and automation can reduce burnout instead of adding to it. Attended by the Event Director.

*Participated in **other** activities designed by the station employment unit 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.*

Summer Declaration Project Workshop
On June 18, 2025, KMFA’s Manager of Education & Outreach conducted a workshop with local students at the Draylen Mason Music Studio, in conjunction with pianist Laura Downes, Golden Hornet Composers Collective, and the Greater Austin YMCA.

Visit to Ann Richards School for Young Women Leaders
On February 23, 2026, KMFA’s Director of Content and the Manager of Education & Outreach visited the Ann Richards School for Young Women Leaders with a visiting artist as part of the Declaration Project initiative, created by pianist Lara Downes. Students participated in performances, engaged in discussions on relevant cultural topics, and explored musical concepts with the visiting artist.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
04/15/25	Account Executive	KMFA.org
10/13/25	Account Executive	KMFA.org
03/16/26	Development Manager	KMFA.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Employee Referral	4
Indeed.com	6
KMFA.org	7
TOTAL:	17

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Association of Fundraising Professionals	N	3305 Steck Ave, Suite 200 Austin, TX 78757	Automated	www.afpaustin.org
Austin Alliance for Women in Media	N	www.awmaustin.org	Automated	www.awmaustin.org
Corporation for Public Broadcasting	N	401 9 th Street, NW Washington, DC 20004	Carole Mah	cmah@cpb.org
Indeed.com	N	www.indeed.com	Automated	www.indeed.com
Internal Candidate	N	41 Navasota St. Austin, TX 78702	Anne Peterson, Director of Finance & Administration	512-476-5632 jobs@kmfa.org
KMFA.org	N	41 Navasota St. Austin, TX 78702	Anne Peterson, Director of Finance & Administration	512-476-5632 jobs@kmfa.org
LinkedIn	N	www.linkedin.com	Automated	www.linkedin.com
Mission Capital	N	8303 N. MoPac Expwy #A201 Austin, TX 78759	Automated	www.missioncapital.org 512-477-5955
Musical America	N	14846 Gates Ave. Magnolia Springs, AL	Automated	www.musicalamerica.com
Texas Association of Broadcasters	N	502 E. 11 th Street #200 Austin, TX 78701	Automated	www.tab.org 512-322-9944

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.