

**EEO Public File Report
for KSOS, Las Vegas
covering the period from 6/1/16 – 5/31/17**

1: **Vacancy Information** -- There were no full time positions filled during this reporting period.

2: **EEO Recruitment Source List 2017**

Recruitment Source Information		# of interviews referred by this source
1	Asian Chamber of Commerce 6431 W. Sahara Ave. #280 Las Vegas, NV 89146 702-737-4300	0
2	Canyon Ridge Christian Church 6200 W. Lone Mountain Rd. Las Vegas, NV 89130 702-658-2722	0
3	CCSN Career Services 3200 E Cheyenne Blvd. Las Vegas, NV 89030 702-651-4408	0
4	Central Christian Church 1001 New Beginnings Dr. Henderson, NV 89015 702-735-4004	0
5	Chinese Baptist Church 8705 S. Lindell Rd. #150 Las Vegas, NV 89139 702-696-1731	0
6	CLOSED AS OF January 23, 2017 – mail returned Edem Korean Presbyterian Church 3774 E. Flamingo Rd. – LV 9121 870-8404	0
7	Employment Security Division 2800 E. St. Louis Las Vegas, NV 89104 702-486-7934	0
8	1 st African Methodist Episcopal Church 2446 Revere St. N. Las Vegas, NV 89030 702-649-1774	0

9	1st Filipino American Baptist Church 4600 E Desert Inn Rd. Las Vegas, NV 89121 702-384-4200	0
10	1 st Korean Presbyterian Church 3500 E. Harmon Ave. Las Vegas, NV 89122 702-454-2525	0
11	Fountain of Hope African Methodist Episcopal Church 2955 E Russell Rd. Las Vegas, NV 89120 702-798-3040	0
12	Full Gospel Las Vegas Korean Church 1580 E. Bledsoe Ln. Las Vegas, NV 89110 702-453-1223	0
13	Iglesia Bautista El Camino Church 7880 W. Craig Rd Las Vegas, NV 89129 702-488-4576	0
14	IglesiaPrimera Bautista Hispana Church 3770 W. Washburn N. Las Vegas, NV 89031 702-732-3385	0
15	Institute of Professional Careers 4472 S. Eastern Las Vegas, NV 89119 702-734-9900	0
16	Shadow Hills Baptist Church 7811 Vegas Dr Las Vegas, NV 89128 702-880-7811	0
17	So-Mang Presbyterian Church 3840 El Camino Las Vegas, NV 89103 702-871-9588	0

18	The Indian Center 2300 W. Bonanza Las Vegas, NV 89106 702-647-5842	0
19	Trinity Life Center 1000 E. St. Louis Ave. Las Vegas, NV 89104 702-734-2223	0
20	Vietnamese Baptist Church 1482 E. University Ave. Las Vegas, NV 89119 702-327-6688	0
21	Yung Kwang Korean Church 2200 S. Maryland Pkwy. Las Vegas, NV 89104 702-650-365	0
22	Haitian Baptist Church LV 700 E. St. Louis Ave. Las Vegas, NV 89104 702-771-3231	0

Supplemental Recruitment Activities

a: General Outreach Efforts

Date		Personnel Involved	# of Interviews as a result of this initiative
ongoing	Maintain an area of the KSOS website , www.sosradio.net posting information on job vacancies at KSOS, along with a presentation of the station's EEO Program & Policies.	EEO Officer Webmaster	0
Ongoing	Conducted job interviews as opportunities were available with individuals who came into the radio station offices or called. During the period covered by this report, there were 3 interviews with individuals who were "walk-in," "write-in" or "call-in" job seekers.	VP of Programming Program Director	113
6/1/16	Aired interview with Chuck Sanford, CEO of the Las Vegas 2 Day Summer Diversity Career Expo Job Fair about the up-coming event at the Gold Coast Hotel Convention Center. He shared information on how to prepare for and master a job interview, as well as giving information on what companies would be recruiting at the event on 6/8/& 9. The 8 min interview aired at 6:35 am and was repeated at 8:35 am.	Morning Show DJ	n/a

6/8/16	Participated in “ the Las Vegas 2 Day Summer Diversity Career Expo ” Job Fair held at the Gold Coast Hotel Convention Center, accepting applications/resumes and conducting interviews for possible future openings.	EEO Officer	44
6/9/16	Participated in “ the Las Vegas 2 Day Summer Diversity Career Expo ” Job Fair held at the Gold Coast Hotel Convention Center, accepting applications/resumes and conducting interviews for possible future openings.	EEO Officer	45
6/27/16	40 min. live on-the-air “Morning Show Job Search.” The phone lines were opened at 7:35 am inviting job seekers to call and tell what kind of work they’re qualified and/or are looking for and employers with job openings to call in and tell the listeners live on the air about the opening at their business. 22 businesses shared their available job information on the air during that time as well as posting their information on the KSOS facebook page. Interested listeners were encouraged to find out more in order to arrange interviews or connection with the employers regarding the available jobs.	Program Director/Show Host Social Media Director	n/a
8/22/16	40 min. live on-the-air “Morning Show Job Search.” The phone lines were opened at 7:40 am inviting job seekers to call and tell what kind of work they’re qualified and/or are looking for and employers with job openings to call in and tell the listeners live on the air about the opening at their business. The job information given on the air during that time was then posted on the KSOS website as interested listeners were encouraged to find out more in order to arrange interviews or connection with the employers regarding the available jobs.	Program Director/Show Host Social Media Director	n/a
9/6 – 9/9/16	Christian Music Broadcasters Seminar “MOMENTUM 2016” held in Orlando, FL which included discussions with fellow broadcasters on employment opportunities and issues at KSOS.	Music Director Program Director	0
9/22/16	Conducted a tour of radio station and discussion with 30 students of Lone Mountain Homeschool Group on the workings of and employment possibilities in radio. Organizer was Monique Jones.	Program Director Mid-day Air Personality	0
10/18/16	Conducted a tour of radio station and discussion with 12 students of the TCMI Home School Group on workings of and employment possibilities in radio. Leader was Karla Raypon.	Mid-day Air Personality Afternoon Air Personality	0
10/21/16	Aired interview with Chuck Sanford, CEO of the Las Vegas Diversity Career Expo Job Fair about the up-coming event at the Gold Coast Hotel Convention Center 10/25 & 26/16. He shared information on how to	Morning Show DJ	n/a

prepare for and master a job interview, as well as giving information on what companies would be recruiting at the event on 6/8/9. The 3 min interview aired at 9:25 am.

11/15/16	Conducted a tour of radio station and discussion with 21 students of Calvary Chapel Green Valley 2 nd grade on workings of and employment possibilities in radio. Leader was Mrs. Willoughby.	Mid-day Air Personality Afternoon Air Personality	0
11/28/16	Interview with Chuck Sanford, CEO of the Las Vegas Christmas Job Fair about the up-coming event at the Gold Coast Hotel Convention Center 12/6 & 7/16. He shared information on how to prepare for and master a job interview, as well as giving information on what companies would be recruiting at the event on 12/6 & 7. The 5 min interview aired at 9:40 am.	Morning Show DJ	n/a
11/29/16	Additional airing of interview with Chuck Sanford, CEO of the Las Vegas Christmas Job Fair about the up-coming event at the Gold Coast Hotel Convention Center 12/6 & 7/16. He shared information on how to prepare for and master a job interview, as well as giving information on what companies would be recruiting at the event on 12/6 & 7. The 5 min interview aired at 6:08 am.	Morning Show DJ	n/a
1/23/17	Sent mailing to Recruitment Sources List (#2 above) encouraging them to invite interested individuals in their organization to send a resume to KSOS to be considered for future job openings in production, promotions, air talent & office/accounting work. (Text of letter sent to sources 1,3,7,15,18 is attached as "Attachment 2", and letter sent to sources 5, 6, 8-14, 20, 21 is attached as "Attachment 3").	EEO Officer	0
1/24/17	25 min. live on-the-air "Morning Show Job Search." The phone lines were opened at 6:55 am inviting job seekers to call and tell what kind of work they're qualified and/or are looking for and employers with job openings to call in and tell the listeners live on the air about the opening at their business. The job information given on the air during that time was then posted on the KSOS website as interested listeners were encouraged to find out more in order to arrange interviews or connection with the employers regarding the available jobs.	Program Director/Show Host Social Media Director	n/a
2/20/17	Aired interview with Chuck Sanford, CEO of the Las Vegas Diversity Career Expo Job Fair about the up-coming event at the Tuscan Hotel Convention Center 2/22 & 23/17. He gave tips on how to prepare for and master a job interview, as well as giving information on what companies would be recruiting at the event. The 3 min interview aired at 8:50 am.	Morning Show DJ	n/a

2/22/17	Aired interview with Chuck Sanford, CEO of the Las Vegas Diversity Career Expo Job Fair about the up-coming event at the Tuscany Hotel Convention Center 2/22 & 23/17. He gave tips on how to prepare for and master a job interview, as well as giving information on what companies would be recruiting at the event. The 3 min interview aired at 7:43 am.	Morning Show DJ	n/a
2/22/17	Aired another interview with Chuck Sanford, CEO of the Las Vegas Diversity Career Expo Job Fair about the up-coming event at the Tuscany Hotel Convention Center 2/22 & 23/17. In addition to explaining the details of the job fair, he invited KSOS listeners to look for him at the event for a special introduction to any of the recruiting companies represented. He also gave information on what companies would be recruiting at there. The 4 min interview aired at 9:40 am.	Morning Show DJ	n/a
2/22/17	Participated in “ 2017 Veterans & Civilians Career Fair ” held at the Tuscany Hotel Conference Center. Collected applications and conducted interviews for possible future openings. 11 of the 100 or so people who stopped by the KSOS table at the Job Fair said that they’d heard about it on KSOS.	EEO Officer	19
3/3/17	Conducted a tour of radio station and discussion with 20 Henderson Home Christian School Group. Beth Silic was their leader.	Director of Donor Relations Mid-day DJs	0
3/3/17	10 min. live on-the-air “Morning Show Job Search.” The phone lines were opened at 6:45 am inviting job seekers to call and tell what kind of work they’re qualified and/or are looking for and employers with job openings to call in and tell the listeners live on the air about the opening at their business. The job information given on the air during that time was then posted on the KSOS website as interested listeners were encouraged to find out more in order to arrange interviews or connection with the employers regarding the available jobs.	Program Director/Show Host	n/a
various times	On-air announcement inviting organizations that regularly distribute information about employment opportunities to job applicants to be placed on a list for notification of job openings at KSOS. Aired a total of 6 times, as indicated by date and time listed. (Attachment #1)		n/a

b: Employee Advancement Training and Advancement Education

Date	Training & Advancement	Personnel Involved
8/11 & 8/12/16	Global Leadership Summit presented via satellite by the Willow Creek Association featuring live training seminars with some of today's greatest leaders including Alan Mullally, Pres & CEO of Ford Motor Co, Melinda Gates, Horst Schultze, Pres of Ritz Carlton Group, and more. The live broadcast of the Summit was viewed in Las Vegas at several venues, while simultaneously being watched by satellite at locations around the globe.	Music/Production Dir Promotions Dir
9/7-9/9/16	Christian Music Broadcasters Seminar "MOMENTUM 2016" held in Orlando, FL which included full-day sessions with fellow broadcasters and industry experts on a variety of topics related to the potential of KSOS to reach greater numbers of people with our programming.	Music Director
4/27 - 28/17	KSOS Production Director Dan Young attended the CMB Production Summit." The 2-day workshop was held in Chicago, IL. Dan participated as a presenter as well as being there to learn and build his own skills.	Production Director
1/24/17	Promotions Department Analysis & Strategy Meeting. An overview of the recent, current and upcoming activities, plans and strategies of the Promotions Department, as well as an in depth assessment of the current needs of the Promotions Director to carry out the plans in place. There was discussion and explanation of additional responsibilities and provision to carry those out. Significant time was spent discussing the vision of the Promotions Director for expanding and increasing the impact of the Department and strategizing how to implement elements of that vision.	General Manager VP of Programming Program Director Promotions Director

c: Management Training and Advancement Education

Date	Training & Advancement of Management	Personnel Involved
8/11 & 8/12/16	Global Leadership Summit presented via satellite by the Willow Creek Association featuring live training seminars with some of today's greatest leaders including Alan Mullally, Pres & CEO of Ford Motor Co, Melinda Gates, Horst Schultze, Pres of Ritz Carlton Group, and more. The live broadcast of the Summit was viewed in Las Vegas at several venues, while simultaneously being watched by satellite at locations around the globe.	Program Director Director of Donor Relations VP of Programming
1/11/17 3/3/17 5/2/17	Review of the KSOS EEO program conducted by General Manager, on the latest FCC EEO rules and licensee requirements.	EEO Officer General Manager

ongoing...	<p>Donate services of our Program Director to serve on the Board of Directors of the Christian Music Broadcasters. His expertise and personal insights are sought by industry peers, & the opportunity to learn as he serves is incalculable. He participates in phone conferences and industry-wide webinars throughout the year as part of his Board duties, as well as ongoing work on the various Board committees on which he contributes his assistance and consultation. The goal of the organization is to increase the growth and impact of our format globally.</p>	Program Director
11/15 –17/16 1/11 - 13/17 3/8 - 10/17	<p>In addition to his <i>ongoing</i> contribution to the CMB Board of Directors, KSOS Program Director Scott Herrold also travels to various locations in the US to serve and contribute to meetings of the CMB Board of Directors throughout the year. This affords additional opportunity to learn from and work with some of the most respected radio professionals in our format.</p>	Program Director
3/15/17	<p>Conducted in-house workshop with Program Director on “Handling the Stressful Responsibilities and Challenges of Leadership with Confidence & Clarity.” Covered topics including managing confidently in the areas of meeting the financial needs & goals of a non-profit organization, separating the demands of work and personal life and more.</p>	General Manager VP of Programming/ EEO Officer Program Director
4/27 - 28/17	<p>KSOS Production Director Dan Young attended the “CMB Production Summit.” The 2-day workshop was held in Chicago, IL. Dan participated as a presenter as well as being there to learn and build his own skills.</p>	Production Director

Total number of persons interviewed during this report period: 113

Related to posted openings - n/a (no openings during this period)

Walk – in applicants interviewed for possible future openings – 2

Applicants interviewed at Job Fairs for possible future openings –

6/8/16 – 44

6/9/16 – 45

2/22/17 – 19

Interviews by phone for possible future openings - 1

Completed by Chris Staley, EEO Officer

date:

Brad Staley, General Manager

date

Attachment 1

Following is the text of an announcement played over the air on KSOS, Las Vegas, inviting organizations to request notification of job vacancies. The schedule of airplay follows the text at the bottom of this page.

Spot Text:

Radio for life, SOS. As an equal opportunity employer, we're looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. We can provide your organization with notification of job openings at SOS if you request it. Our phone # in So. Nev. is 702-731-5452. Outside So. Nev., 800-804-5452 . Our offices are open Mon. - Fri. from 9 - 5 pacific at 2201 So. 6th St. in Las Vegas, NV. Zip code 89104.

Thanks for listening to Radio For Life, SOS.

The above spot aired on KSOS Las Vegas at the following times:

7/19/16 – 1:53 pm

9/12/16 – 8:57 am

11/9/16 – 4:56 pm

1/19/17 – 4:50 pm

3/9/17 – 10:45 am

5/16/17 – 2:28 pm

Attachment 2



2201 So. 6th Street, Las Vegas, NV 89104 - 702-731-5452

January 23, 2017

Asian Chamber of Commerce
6272 Spring Mtn. Rd. #115
Las Vegas, NV 89146

To Whom It May Concern:

As part of this radio station's effort to provide equal employment opportunities to anyone interested in working with us, this mailing is to inform you that we're collecting applications for future job vacancies. Although there are not currently any openings at SOS Radio, we're hoping to meet interested individuals with broadcast experience in the areas of radio promotions, digital production, and as air personalities who might be interested when vacancies do occur. We also have the potential for openings for positions in broadcast engineering, office work and accounting. We're contacting a wide variety of potential referral sources, and we hope you know of someone who might have skill and experience in these areas.

We're asking interested individuals to send or drop off a resume and audio sample of their on-air work (if applicable to their area of interest) to us at SOS Radio, 2201 So. 6th St., Las Vegas, NV 89014. Our business hours are Monday – Friday, 9 am to 5 pm.

Although there are no job openings at this time, our goal is to develop a large pool of applicants from which we hope to find skilled and experienced individuals who are interested in being part of our team.

SOS Radio is an equal opportunity employer.

Thanks for your consideration and assistance in disseminating this information.

Sincerely,

Chris Staley
VP of Programming & Administration

---Christian Radio for Southern Nevada since 1972, with NO COMMERCIALS...EVER!!!---

Attachment 3



2201 So. 6th Street, Las Vegas, NV 89104 - 702-731-5452

January 23, 2017

Yung Kwang Korean Church
2200 So. Maryland Pkwy.
Las Vegas, NV 89104

Greetings in Jesus' name!

As part of this radio station's effort to provide equal employment opportunities to anyone interested in working with us, this mailing is to inform you that we're collecting applications for future job vacancies. Although there are not currently any openings at SOS Radio, we're hoping to meet interested individuals with broadcast experience in the areas of radio promotions, digital production, and as air personalities who might be interested when vacancies do occur. We also have the potential for openings for positions in broadcast engineering, office work and accounting. We're contacting a wide variety of potential referral sources, and we hope you know of someone who might have skill and experience in these areas.

We're asking interested individuals to send or drop off a resume and audio sample of their on-air work (if applicable to their area of interest) to us at SOS Radio, 2201 So. 6th St., Las Vegas, NV 89014. Our business hours are Monday – Friday, 9 am to 5 pm.

Although there are no job openings at this time, our goal is to develop a large pool of applicants from which we hope to find skilled and experienced individuals who are interested in being part of our team.

SOS Radio is an equal opportunity employer.

Thanks for all you do for the Kingdom!

Sincerely,

Chris Staley
VP of Programming & Administration

---Christian Radio for Southern Nevada since 1972, with NO COMMERCIALS...EVER!!!---