

**EEO Public File Report
for KSOS, Las Vegas
covering the period from 6/1/17 – 5/31/18**

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

KSOS began recruitment 5/8/18 to fill the vacancy of newly created position of Southwest Regional Engineer (job #518)

Recruitment sources contacted in reference to this vacancy as of filing of this report: 1 - 10 below

2: EEO Recruitment Source List for job #518

	Recruitment Source Information	# of responses	# of interviews referred by this source
1	Asian Chamber of Commerce 6431 W. Sahara Ave. #280 Las Vegas, NV 89146 702-737-4300	0	0
2	1st Filipino American Baptist Church 4690 E Desert Inn Rd. Las Vegas, NV 89121 702-384-4200	0	0
3	1 st Korean Presbyterian Church 3500 E. Harmon Ave. Las Vegas, NV 89122 702-454-2525	0	0
4	Fountain of Hope African Methodist Episcopal Church 2955 E Russell Rd. Las Vegas, NV 89120 702-798-3040	0	0
5	Iglesia Primera Bautista Hispana Church 3770 W. Washburn N. Las Vegas, NV 89031 702-732-3385	0	0
6	AllAccess.com website 5/9/18	1	0

7	Hisair.net website 5/9/18	0	0
8	Nevada Broadcasters Association Job Center – website 5/10/18	1	0
9	SOSradio.net KSOS website 5/9/18	1	0
10	Staff notification of opening 5/8/18	1	1

Recruitment Activities for Job #518 undertaken by EEO Officer

5/8/ - 5/10/18 Notification of the open position of Southwest Regional Engineer was posted electronically at Recruitment Sources 6 – 10 above.

5/17/18 EEO Officer sent **mailing to Recruitment Sources 1 – 5 on the List** above to let them know about the open position of Southwest Regional Engineer and encouraging them to invite interested individuals in their organization to send a resume to KSOS to be considered.

3. 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	0
Ongoing	Conducted job interviews with individuals who came into the radio station offices or called for general job opening possibilities. During the period covered by this report, there were 5 interviews with individuals who were “walk-in” or “call-in” job seekers for possible future placement at KSOS.	VP of Programming Program Director	5

8/4/17	“Morning Show Job Fair” . Live 15 min on-air discussion 7:22 am inviting listeners to call with information on current employment opportunities. The information given on the air during that time was then posted on the station Facebook as interested listeners were encouraged to arrange interviews or connection with the employers responding with currently available jobs.	Program Director/ Morning Show DJ	n/a
8/4/17	Aired interview with Chuck Sanford, CEO of the Las Vegas Diversity and Veteran’s 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 8/8/& 9.	Afternoon Show DJ	n/a
8/8/17	Aired interview with Chuck Sanford, CEO of the Las Vegas Diversity and Veterans Job Fair as Mr. Sanford gave information on specific participating recruiters and offered a personal introduction to any KSOS listeners who seek him out at the event to meet the recruiters on site at the upcoming Job Fair on 8/8 & 8/9/17.	Program Director/ Morning Show DJ	n/a
8/17/17	Conducted a tour of radio station and discussion with 10 students of Evangelical Christian Homeschool Group on the workings of and employment possibilities. in radio. Organizer was Julie Bainbridge.	Director of Donor Relations Mid-day Air Personality	0
8/23/2017	Morning show DJ had a discussion on air with Liz Walther of Robert Hass & Associates Corporate recruiters on jobs in Nevada, giving insights on how to land the job you’re interested in.	Program Director/ Morning Show DJ	n/a
9/5 – 9/8/17	Christian Music Broadcasters Seminar “MOMENTUM 2017” held in Orlando, FL which included discussions with fellow broadcasters on employment opportunities and issues at KSOS.	Music Director Program Director	1
11/29/17	Aired interview with Chuck Sanford, CEO of the Diversity Holiday Job Fair at the Tuscany Hotel on 12/5 & 12/6/17. Mr. Sanford gave information on the job fair as well as tips on presenting yourself as you meet prospective employers in the job fair environment.	Program Director/ Morning DJ	n/a
11/30/17	Aired interview with Chuck Sanford, CEO of the Diversity Holiday Job Fair at the Tuscany Hotel on 12/5 & 12/6/17. Mr. Sanford gave information on specific participating recruiters and offered to make a personal introduction to any KSOS listeners who seek him out at the event to meet the recruiters such as Allegiant Airlines, MGM Resorts, Nike, etc., on site.	Program Director/ Morning Show DJ	n/a

12/4/17	Aired another conversation with Chuck Sanford, the CEO of the upcoming Diversity Holiday Job Fair at the Tuscany Hotel on 12/5 & 12/6/17. They again discussed the Job Fair and Mr. Sanford shared information on specific participating recruiters including such companies as Allegiant Airlines, the Cosmopolitan Resort, UPS, and many others on site.	Program Director/ Morning Show DJ	n/a
2/15/18	Participated in “ the Las Vegas Career Fair ” put on by Las Vegas Jobs.com and held at the Sunset Station Resort Convention Center, accepting applications/resumes and conducting interviews for possible future openings.	EEO Officer	24
2/21/18	Conducted a tour of radio station and discussion with 12 students from the Calvary Chapel Green Valley Academy on workings of and employment possibilities in radio. Leader was Kari Palmeri.	Mid-day Air Personality Director of Donor Relations	0
4/2/18	30 min. live on-air “Morning Show Job Search.” The phone lines were opened at 8:10 am inviting job seekers to call and tell what kind of work they’re qualified for 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. 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
4/11/18	Participated in “ the NAB Career Fair ” held at the National Association of Broadcasters Convention in Las Vegas, accepting resumes and conducting interviews for possible future openings.	EEO Officer General Manager	11
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.		n/a

b: Employee Advancement Training and Education

Date	Training & Advancement	Personnel Involved
8/10 & 8/11/17	Global Leadership Summit presented via satellite by the Willow Creek Association featuring live training seminars with some of today’s greatest leaders including Sheryl Sandberg, COO of Facebook, Marcus Lemonis CEO Camping World & Good Sam, Laszlo Bock Senior Advisor at Google 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 Director

9/5–9/8/17	Christian Music Broadcasters Seminar “MOMENTUM 2017” 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/Production Director
4/26 - 27/18	KSOS Social Media Director JD Smith attended the CMB Social Media and Promotions Summit.” The 2-day workshop was held in Chicago, IL.	Social Media Director
5/15/18	Analysis & overview of the recent “Social Media & Promotions Summit” attended by Social Media Director. Discussed the information brought back to determine appropriate strategic response and potential means of furthering the vision & goals of KSOS.	General Manager VP of Programming Program Director Social Media Director

c: Management Training and Advancement Education

Date	Training & Advancement of Management	Personnel Involved
7/12/17	Webinar presented by Jacobs Media on Radio at Home: “How New Technologies Are Changing Listeners Behavior.”	VP of Programming General Manager
8/1/17	“CMB4 Techsurvey Results Webinar” examining the listening habits of radio audiences and the latest data on the use of smartphones and home devices, interest in the connected car and the growth of podcasts listening.	VP of Programming General Manager
8/10 & 8/11/17	Global Leadership Summit presented via satellite by the Willow Creek Association featuring live training seminars with some of today’s greatest leaders including Sheryl Sandberg, COO of Facebook, Marcus Lemonis CEO Camping World & Good Sam, Laszlo Bock Senior Advisor at Google 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 General Manager
2/16/18 4/10/18 5/23/18	Review of the KSOS EEO program conducted by General Manager, referencing information on the latest FCC EEO rules and licensee requirements.	EEO Officer General Manager
ongoing...	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. His participation includes 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.	Program Director

11/7 –10/17 1/10 - 12/18 3/7 - 9/18	In addition to his ongoing contribution to the CMB Board of Directors, KSOS Program Director 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.	Program Director
10/18/17	Nevada Broadcasters Association live webinar “The Changing Face of the FCC’s EEO Rules in 2017.”	EEO Officer General Manager
11/30/17	Nevada Broadcasters Association, political advertising live webinar with Bobby Baker, head of the FCC’s Office of Political Broadcasting and David Oxenford of Wash. DC law firm Wilkinson Barker Knuer on how broadcasters can navigate the 2018 election season.	General Manager
1/30/18	KSOS General Manager “attended” the webinar sponsored by The Nevada Broadcasters Association and presented by Pillsbury Winthrop Shaw Pittman on requirements for meeting the 3/1/18 deadline for moving KSOS Public Inspection File online.	General Manager
4/11/18	Attended presentation at the 2018 NAB Career Fair by the US Military Veterans Outreach to Industry held at the National Association of Broadcasters Convention in Las Vegas.	EEO Officer General Manager

Total number of persons interviewed during this report period: 71

- Walk – in applicants interviewed for possible future openings – 5
- Applicants interviewed at Job Fairs for possible future openings – 35
- 2/15/18 – 24
- 4/11/18 – 11
- Interviews by phone for possible future openings – 1