

**EEO Public File Report
for KSOS, Las Vegas
covering the period from 6/1/18 – 5/31/19**

1: Vacancy Information

Job #518 – KSOS began recruitment 5/8/18 to fill the vacancy of the newly created position of Southwest Regional Engineer. As of the beginning of this report period, the recruitment was still in progress from the preceding period and the position hadn't yet been filled.

Recruitment information below reflects the efforts undertaken to complete the hiring for this job.

2:a EEO Recruitment Source List for job #518

Recruitment sources contacted in reference to this vacancy: 1 - 10 below

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	2	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.

Recruitment for this position was completed as a result of recruitment source #10.

Only 1 of the applicants wanted to interview. The Southwest Regional Engineer hired came as a result of a part time staff promotion.

Job #818 – Midday Air Personality/Imaging Producer

KSOS began recruitment 8/24/18 to fill this vacancy.

Recruitment information below reflects the efforts undertaken to complete the hiring for this job, which was ultimately filled with a shift change, as well as amending the Imaging Producer duties to outsourcing.

2:b EEO Recruitment Source List for job #818

Recruitment sources contacted in reference to this vacancy: 5 - 11 below

Recruitment Source Information		# of responses	# of interviews referred by this source
5	Christian Music Broadcasters cmbonline.org 8/24/18	0	0
6	AllAccess.com 8/24/18	7	7
7	Hisair.net 8/24/18	2	2
8	Nevada Broadcasters Association Job Center – 8/26/18	2	2
9	SOSradio.net 8/24/18	0	0
10	Staff notification of opening	2	2
11	NAB Career Fair 4/9/19 Air/Img Prdcr	38	16
12	Walk In	1	1

Recruitment Activities for Job #818

Date		Personnel Involved	# of Interviews
8/24/ - 8/26/18	Notification of the open position of Imaging Producer/ Air Personality was posted electronically at Recruitment Sources 5 – 11 above.	EEO Officer	21
4/9/19	Participated in “the NAB Career Fair” held at the National Association of Broadcasters Convention in Las Vegas, informing attendees of job vacancy #818, accepting resumes and conducting interviews.	EEO Officer General Manager	16

Total number of persons interviewed for job #818: 38

First person hired for this position was hired 9/29/18 and was referred from source #7. Individual’s situation changed causing her to be unable to start work as anticipated. Recruitment continued.

Position has not been filled as of the conclusion of the current report period.

Job #1118 – Music Director/Air Personality

KSOS began recruitment 10/25/18 to fill this vacancy.

2:c EEO Recruitment Source List for job #1118

Recruitment sources contacted in reference to this vacancy: 4 - 12 below

Recruitment Source Information		# of responses	# of interviews referred by this source
4	FacebookJobs facebook.com/job_opening 10/25/19	0	0
5	Christian Music Broadcasters cmbonline.org 10/25/18	3	3
6	AllAccess.com 10/26/18	4	1
7	Hisair.net 10/25/18	4	3
8	Staff notification of opening 10/26/18	2	2
9	SOSradio.net KSOS website 10/26/18	1	0
10	Listener referral	1	1
11	Industry word of mouth	1	1

12	Better Hire Career Fair 3/21/19	27	8
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Additional Recruitment Activities for Job #1118

Date		Personnel Involved	#of Interviews
3/21/19	Participated in Better Hire Career Fair , informing attendants of job vacancy #1118, accepting resumes and conducting interviews.	EEO Officer	8

Total number of persons interviewed for job #1118: 19

The person hired for job #1118 was referred in discussion with an industry contact, by word of mouth, Resource #11. Employment to start 6/1/19.

3. Supplemental EEO 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
9/5 – 9/8/18	Christian Music Broadcasters Seminar "MOMENTUM 2018."	Music Director Program Director	1
9/20/18	Conducted a tour of radio station and discussion with 13 students of American Heritage Girls on the workings of and employment possibilities in radio. Organizer was Janet Ensley.	Director of Donor Relations Mid-day Air Personality	0
3/13/19	Conducted a tour of radio station and discussion with 13 students of Eagles Home School Group on the workings of and employment possibilities in radio. Organizer was Rebecca McClanahan.	Director of Donor Relations Mid-day Air Personality	0

3/22/19	Participated in "the Best Hire Career Fair" held at the Palace Station Convention Center, informing attendants of and conducting interviews for job vacancies #818 and #1118, and accepting resumes and conducting interviews for possible future openings.	EEO Officer	24
4/9/19	Participated in "the NAB Career Fair" held at the National Association of Broadcasters Convention in Las Vegas, informing attendants of job vacancies #818 and #1118, and accepting resumes and conducting interviews for possible future openings.	EEO Officer General Manager	11
4/30/19	Conducted a tour of radio station and discussion with 19 students from the Calvary Chapel Green Valley Academy on workings of and employment possibilities in radio. Leader was Amber Matthew.	Mid-day Air Personality Director of Donor Relations	0
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 5 times, as indicated by date and time listed.		n/a

b: Employee Advancement Training and Education

Date	Training & Advancement	Personnel Involved
9/5–9/8/18	Christian Music Broadcasters Seminar "MOMENTUM 2018."	Music Dir./Production Director
1/25/19	Pryor & Associates Front Desk Security Webinar	Front Desk/Listener Services Rep. VP of Administration General Manager

c: Management Training and Advancement Education

Date	Training & Advancement of Management	Personnel Involved
9/17-21/18	"Constant Contact" software training for enhancing constituent e-mail connection.	Director of Donor Relations
9/28/18	Leadership Live: practical leadership training, Hope Church.	Director of Donor Relations
10/11/18 3/8/19 5/29/30	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

1/30/19	SBE Webinar: ATSC 3.0 Module 4: Transport MMT	Southern Regional Engineer
2/4 – 2/8/19	ABA Engineering Academy in Hoover, AL. Provided continued engineering education in FCC rules and regulations, HD Radio technology and more.	Southern Regional Engineer
2/21/19	SBE webinar "RF 201 Module 5", Feb. 21, 1.5 hrs.	Southern Regional Engineer
3/8/19	Leadership Live: practical leadership training, Hope Church.	Director of Donor Relations
3/14/19	Allegiance Software online training introducing "The Portal," enhanced donor data management service,	Director of Donor Relations
4/4 – 4/6/19	Public Radio Engineering Conference, Las Vegas, NV	Southern Regional Engineer
4/16/19	"Jacobs Media Techsurvey 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
4/17/19	SBE webinar "RF 201 Module 6: RF System Diagnostic Measurements"	Southern Regional Engineer
5/2/2019	SBE Online: "RF Safety Training";	Southern Regional Engineer
ongoing...	Donate services of our Program Director to serve on the Board of Directors of the national organization "Christian Music Broadcasters. His expertise and personal insights are sought by industry peers/leaders, & the opportunity to learn as he serves alongside format leaders is incalculable.	Program Director
11/5 – 9/18 1/17-- 18/19 3/5 - 8/19	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
4/9/19	Attended legal information session conducted by Dick Wiley and held at the 2019 National Association of Broadcasters Convention in Las Vegas.	VP of Programming General Manager

Total number of persons interviewed during this report period: 64
Total number of persons hired to full time positions this period: 2