

**EEO Public File Report
for KSOS, Las Vegas
covering the period from 6/1/19 – 5/31/20**

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

2: EEO Recruitment Source List 2020

	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	New Hope Las Vegas 6344 W. Sahara Ave. Las Vegas, NV 89146 702-737-4300	0	0
7	Haitian Baptist Church LV 700 E. St. Louis Ave. Las Vegas, NV 89104 702-771-3231	0	0

8	Holy Trinity A.M.E. Church PO Box 337143 North Las Vegas, NV 89033 702-870-0790	0	0
9	So-Mang Presbyterian Church 3840 El Camino Las Vegas, NV 89103 702-871-9588	0	0
10	Central Christian Church 1001 New Beginnings Dr. Henderson, NV 89015 702-735-4004	0	0
11	Full Gospel Las Vegas Korean Church 1580 E. Bledsoe Ln. Las Vegas, NV 89110 702-453-1223	0	0
12	Iglesia Bautista El Camino Church 7880 W. Craig Rd Las Vegas, NV 89129 702-488-4576	0	0
13	Friendship Church of God In Christ 2249 W. Washington Ave. Las Vegas, NV 89106 702-646-1361	0	0
14	Latin Chamber of Commerce Nevada Inc. 300 N. 13 th St. Las Vegas, NV 89101 702-385-7367	0	0

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	1

Ongoing	Conducted job interviews as opportunities were available with individuals who came into the radio station offices, applied by mail or email, or called.	VP of Programming Program Director	5
8/16/19	Conducted a tour of radio station and discussion with 13 students of Virgin Valley Home School Group on the workings of and employment possibilities in radio. Organizer was Kristy Neufeld.	Director of Donor Relations Mid-day Air Personality	0
2/25/20	Conducted a tour of radio station and discussion with 20 students of Lone Mtn. Home School Assoc. on the workings of and employment possibilities in radio. Organizer was Bernice Oats.	Director of Donor Relations Mid-day Air Personality	0
2/26/20	Provided a written copy of the KSOS Equal Employment Opportunity Program to all members of the staff of the station, making the information conveniently available for any of them to read.	EEO Officer	0
3/10/20	Conducted a tour of radio station and discussion with 18 students from the Calvary Chapel Christian School on the workings of and employment possibilities in radio.	Mid-day Air Personality Director of Donor Relations	0
3/11/20	Conducted a tour of radio station and discussion with 21 students from Calvary Chapel Christian School on the workings of and employment possibilities in radio.	Director of Donor Relations Mid-day Air Personality	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.		n/a
5/20/20	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.	EEO Officer	0

Job Fairs

In a report-period in which no openings occur during the first 6 months, we begin scheduling participate in job fairs during the following 6 months for the purpose of recruitment of and interviews with potential future team members. KSOS was registered to recruit at job fairs which had to be cancelled due to the Corona Virus Shutdown in April and May of 2020. Although we had registered for "**the NAB Career Fair**" scheduled to be held at the National Association of Broadcasters Convention in Las Vegas, as well as the "Diversity Job Fair," both of these were cancelled. Since these events give us the opportunity to have face to face contact with many people, our total number of interviews for this period is significantly smaller than a normal reporting period.

b: Employee Advancement Training and Education

Date	Training & Advancement	Personnel Involved
6/19/19	Webinars: "Leveraging Social Media in Fundraising: Strategies that Drive Engagement and Donations."	Digital Media Producer Morning Show Producer
7/10/19	Front Desk Training for Listener Services Rep on new security systems installed June & July.	Front Desk/Listener Services Rep. Dir of Donor Services General Manager
8/8/19	Pryor & Co. Webinar on Front Desk Security	Front Desk/Listener Services Rep. VP of Administration General Manager
8/13/19	In-house training "How to Give a new Twist to Fundraiser " Volunteer Foodservice	Community Engagement Rep VP of Administration
2/25/20	In-house training "Taking the Onsite Booth Events to the Next Level".	Community Engagement Rep Promotions Director VP of Administration

c: Management Training and Advancement Education

Date	Training & Advancement of Management	Personnel Involved
6/12/2019	Society of Broadcast Engineers (SBE) Webinars: Power Meter Accuracy.	KSOS Chief Operator
8/8/19	RCS – G Selector System training.	Music Director
8/28/19	CMB Webinar: Jacobs Media Tech Survey 2019 Results. Survey of 85,000 Christian Music radio listeners in their use of technology.	Program Director General Manager VP of Programming
9/4/19	Jacobs Media Strategies Webinar: How Radio Air Talent Feels About the Industry." Results of 1,000 On air personalities & producers surveyed on key issues related to their work.	General Manager VP of Programming
9/11/19	CMB Webinar: "The State of the Industry." Update on the state of the Christian Music Radio industry.	General Manager VP of Programming
9/11/19	CMB Webinar: "Learning from Award Winning Radio Station Teams "	Program Director
10/22/19 2/11/20 4/20/20	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
11/5/2019	SBE Webinar: Advanced RF: RF201 Webinar Series; Module 8: AM Multiplexed Antenna Systems	KSOS Chief Operator

11/7/19	CMB Gold Member 1 day Training Event in Nashville - Managing teams, conflict & personality types. Enneagram workshop with author Ian Morgan Cron	Program Director
11/14/2019	SBE Webinar: Implementing SNMP: Part 2	KSOS Chief Operator
12/2/2019	Alabama Broadcasters Association: 3 hr HD Radio Seminar Part I and II	KSOS Chief Operator
12/12/2019	SBE Webinar: Workbench Tips	KSOS Chief Operator
1/8/2020	StreamGuys Webinar: Encoding and Digital Signal Processing With The Telos Alliance	KSOS Chief Operator
1/16/2020	SBE Webinar: Wireshark, Part 1	KSOS Chief Operator
1/22/2020	SBE Webinar: Manager's Engineering Notebook	KSOS Chief Operator
2/6/20	Allegiance Donor Software upgrades training with Bill Tiedman.	Director/ Donor Relations
2/12/20	CMB Webinar: "Streaming Music, Royalties & Sound Exchange"	General Manager
2/13/2020	SBE Webinar: Wireshark Webinar: Part 2 – Troubleshooting	KSOS Chief Operator
2/19/2020	Webinar: "Digital Sunrise for AM Radio	KSOS Chief Operator
2/28/20	Participated in the Nevada Broadcasters Assoc. Voluntary Alternative FCC-Inspection Program. Preparation for the inspection and spending a day with a member of the FCC-Alternative Inspection Team was valuable as an up-dated overview and assessment of our compliance, particularly relating to our technical operations and Public Inspection File.	KSOS Chief Operator VP of Programming/EEO Officer General Manager
3/5/20	CMB Gold Member 1 day Training Event in St Louis - Copywriting, marketing & air talent workshop with Tim Miles from The Wizard of Ads.	Program Director
3/11/20	CMB Webinar: "Learning From Legacy Leaders." Industry veterans shared from their experience on becoming effective leaders.	General Manager VP of Programming Music Director
3/26/20	Jacobs Media Webinar: "Tech Survey 2020 Results" and assessment.	General Manager VP of Programming
3/31/20	CMB Webinar: "Fundraising in Challenging Times." Fundraising experts led a discussion on what non-profit organizations were finding in the challenge of facing the Spring fund drive season as listeners are dealing with the Covid-19 Shutdown.	Program Director General Manager VP of Programming
4/1/20	Vegas Chamber (of Commerce) Webinar hosting a discussion with the North Las Vegas City Council Members to explore ways the City Council and the business community can work together during the critical time of Covid-19 Shutdown.	General Manager VP of Programming
4/2/20	Vegas Chamber Webinar with the NV State Labor Commissioner re: Covid-19 business regulations and the mounting unemployment crisis in Nevada.	General Manager VP of Programming

4/3/20	Vegas Chamber Webinar with Nevada's US Senator Catherine Cortez Masto re: The CARES Act.	General Manager VP of Programming
4/6/20	Vegas Chamber Webinar with Nevada's Director of the Department of Employment Training and Rehabilitation re: Nevada's massive unemployment and the related challenges of the overwhelming number of claims, and discussing how to best help those residents struggling with an overwhelmed system to get their unemployment benefits started.	General Manager VP of Programming
4/8/20	CMB Webinar "How Are You Responding to Serve Your Community during the Pandemic?"	Program Director General Manager VP of Programming
4/8/20	US Chamber of Commerce webinar: "The Federal CARES Act." US Chamber Exec. VP and Chief Policy Officer Neil Bradley provided an update on the impact of the Fed. CARES Act on Nevada's small businesses and non-profits.	General Manager VP of Programming
4/14/20	CMB Webinar "Programming During the New Temporary Normal." KSOS Program Dir participated as one of the webinar presenters	Program Director General Manager VP of Programming
4/17/20	CMB Webinar: "How Is Your Station Building Community Engagement During This Crisis?"	Music Director
4/21/20	Jacobs Media Webinar "Results of the Jacobs Media COVID-19 Christian Radio Listener Survey." Presented by Fred Jacobs.	Program Director General Manager VP Of Programming
5/1/2020	SBE Webinar: FM Filters and Combiners. (event date 9/19/2019; captured for later viewing on 5/1/20)	KSOS Chief Operator
5/2/2020	Nautel's Virtual NUG (Nautel User's Group) Webinar	KSOS Chief Operator
5/13/2020	NAB Express (virtual NAB) Broadcast Engineering and IT Conference (BEITC) Presentation: 8th Harmonic Interference to a Cellular Service Not Caused by an FM Station: A Case Study.	KSOS Chief Operator
5/13/2020	NAB Express BEITC: Radio In-Car User Experience	KSOS Chief Operator
5/21/2020	Broadcast Desktop Reference (BDR) presentation: Broadband AM Antenna.	KSOS Chief Operator
5/27/20	Vegas Chamber Webinar: "What Reopening Means For Your Business," in partnership with the Nevada Business Information Network and business licensing representatives from Clark County, City of Las Vegas and City of No Las Vegas. Important guidelines for business in response to the COVID-19 Pandemic.	General Manager VP of Programming
5/28/20	Vegas Chamber Webinar: "How to Keep and Grow your Teams Culture with 6 Feet of Separation."	General Manager VP of Programming

5/29/20

Vegas Chamber Webinar: "Presenting the Chair of the Clark County Commission and Local Empowerment Advisory Panel, Marilyn Kirkpatrick laying out important updates and information from the Governors Phase II Reopening Guidelines.

General Manager
VP of Programming

Total number of persons interviewed during this report period: 6

Total number of persons hired to full or part time positions this period: 0