

**EEO Public File Report  
for KSOS, Las Vegas  
covering the period from 6/1/20 – 5/31/21**

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

**2: EEO Recruitment Source List 2021**

	<b>Recruitment Source Information</b>	<b># of responses</b>	<b># of interviews referred by this source</b>
1	Asian Chamber of Commerce 6431 W. Sahara Ave. #280 Las Vegas, NV 89146 702-737-4300	<b>0</b>	<b>0</b>
2	1st Filipino American Baptist Church 4600 E Desert Inn Rd. Las Vegas, NV 89121 702-384-4200	<b>0</b>	<b>0</b>
3	1 <sup>st</sup> Korean Presbyterian Church 3500 E. Harmon Ave. Las Vegas, NV 89121 702-454-2525	<b>0</b>	<b>0</b>
4	Fountain of Hope African Methodist Episcopal Church 2955 E Russell Rd. Las Vegas, NV 89120 702-798-3949	<b>0</b>	<b>0</b>
5	Iglesia Primera Bautista Hispana Church 3770 W. Washburn N. Las Vegas, NV 89031 702-732-3385	<b>0</b>	<b>0</b>
6	New Hope Las Vegas 6344 W. Sahara Ave. Las Vegas, NV 89146 702-487-8439	<b>0</b>	<b>0</b>
7	Grace Chinese Baptist Church 8612 Copper Falls Ave. Las Vegas, NV 89129 702-908-8855	<b>0</b>	<b>0</b>

8	Holy Trinity A.M.E. Church 700 Lola Ave. North Las Vegas, NV 89030 702-877-0790	0	0
9	So-Mang Presbyterian Church 3840 El Camino Las Vegas, NV 89103 702-222-0691	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 702-219-1907	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 300 N. 13 <sup>th</sup> 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	0

Ongoing	Conducted <b>job interviews</b> as opportunities were available with individuals who applied by mail or email, or called.	VP of Programming Program Director	1
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.		n/a
5/6/21	Sent <b>mailing to Recruitment Sources List</b> (#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
5/11/21	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	2
5/14/21	6:30 am Job Fair information break, discussing details of the Binions & 4 Queens Hotel Casinos Job Fair and promoting the upcoming event to be held at Binions on 5/18/21.	Prog. Dir./Morning Show Host	
5/14/21	8:20 am Headlines on morning show included information that Amazon, Darden Restaurants, McDonalds, Olive Garden, Chipotle & Costco are hiring right now and preparing to increase hourly wages in the next year.	Morning Show News KSOS Reporter	
5/18/21	7:20 am Job Fair information break, discussing details of the Binions & 4 Queens Hotel Casinos Job Fair and promoting the upcoming the event being held at Binions today.	Prog. Dir./Morning Show Host	
5/18/21	12:50 am & again at 1:48 pm Job Fair information break, discussing details of the Binions & 4 Queens Hotel Casinos Job Fair and promoting the event being held at Binions today.	Midday Show Host	

Job Fairs – In a report-period in which no openings occur, such as this year, participating in Job Fairs provides KSOS with the opportunity to collect resumes and conduct onsite interviews or schedule later contact for interviewing potential future employees. Due to the pandemic cancellations of these events, we were not able to participate in them as is our normal practice. We're looking forward to regular business resuming so that we can again participate onsite in Job Fairs as soon as they're again being held and when it's safe for our staff to do so.

We're grateful to have been able to keep all of the 10 employees on our full time staff working during this period of unique challenges, as they did their part to keep KSOS operating to serve our community at such a vital time.

**b: Employee Advancement Training and Education**

<b>Date</b>	<b>Training &amp; Advancement</b>	<b>Personnel Involved</b>
9/22 – 10/1/20	Kingdom Music Academy “2:22 Challenge” on Facebook Live – a series of 9 nightly webinars/virtual meetings to give direction and inspiration to aspiring singer/songwriters to get their music produced and into the hands of those in the record industry, presented by some of our format’s respected and successful artists.	Music Director
3/19/21	Mastering Your Audio in Under 5 Minutes - Online Tutorial	Mid-day Air Personality
3-25-21	Make Your Audio and Voice Sound Better – Audition CC Tutorial	Mid-day Air Personality
3-26-21	Noise Reduction and Restoration – Adobe Audition Tutorial	Mid-day Air Personality
4-1-21	Dialogue Compressor Tutorial Adobe Audition	Mid-day Air Personality

**c: Management Training and Advancement Education**

<b>Date</b>	<b>Training &amp; Advancement of Management</b>	<b>Personnel Involved</b>
7-15-20	White House Conference Call featuring COVID-19 updates from US Surgeon General Jerome Adams and Department of Education Secretary Betsy DeVos.	General Manager
8/12 & 13/20	Rohde & Schwarz factory training: 9000 Series TV Transmitter Customer Training onsite in Columbia, MD.	KSOS Chief Operator
8/14/20	Rohde & Schwarz factory training: THR9 FM HD Transmitter Customer Training onsite in Columbia, MD.	KSOS Chief Operator
9/1/20	CMB Future of Radio Virtual Summit presentation by Daniel Anstandig	Program Director General Manager VP of Programming
9/2/20	CMB Virtual Programming Summit with presentations by the Barna Group, Jacobs Media & Coleman Insights	Program Director General Manager
10/7/20	Allegiance Fundraising Software: Benchmarking: Trends in Fundraising Performance.	Director/ Donor Relations
10/7/20	Webinar - Rick Hall of Moody Radio – Programming Strategy seminar	Program Director
10/8/20	Allegiance Fundraising Software: What is AI (Artificial Intelligence) in Fundraising? Optimizing Donor Giving w/ A.I.	Director/ Donor Relations
10/9/20	Allegiance Fundraising Software: Key Performance Metrics for Public Media.	Director/ Donor Relations
10/13/20	Allegiance Fundraising Software: Passport Consumers – Making the Case for Philanthropic Support.	Director/ Donor Relations
10/13-15/20	Wisconsin Broadcasters Assn. Broadcaster's Clinic 2020; virtual presentations attended this year included “NAB Technology Update,” “On the Air from The Cloud,” “Working From Home,” “Nuts & Bolts: Preparing for an Install,” “FCC Compliance Issues,” and more...	KSOS Chief Operator
10/14/20	Microwave Series presented by Commsearch and CommScope: Microwave Components & RF Propagation Course.	KSOS Chief Operator

10/14/20	Allegiance Fundraising Software: When and What to Mail.	Director/ Donor Relations
10/20/20	Allegiance Fundraising Software: Sustainer Upgrades: The Next Big Thing.	Director/ Donor Relations
10/29/20	Allegiance Fundraising Software: 8 Steps to Fundraising During a Crisis.	Director/ Donor Relations
11/4/20	Webinar – The future of event strategy from Dan Fife of Awakening Events & David Smallbone of Smallbone Management on the strategy for concert/events after COVID.	Program Director
11/10/20	CMB Digital Radio Summit	Program Director
11/10/20	Microwave Series presented by Commsearch and CommScope: "Path Reliability & Path Design Considerations".	KSOS Chief Operator
11/11/20	CMB Creative Radio Summit	Program Director
12/8/20	Microwave Series presented by Commsearch and CommScope: "Interference Analysis & Frequency Planning."	KSOS Chief Operator
1/28/21	The Broadcast Desktop Reference (theBDR.net) Virtual Lunch Gathering: Steve Wilde presented "FM Antenna Field Tuning."	KSOS Chief Operator
2/4/21	The Broadcast Desktop Reference (theBDR.net) Virtual Lunch Gathering: "Getting the Best out of Ferrites" by Jeff Welton of Nautel.	KSOS Chief Operator
2/19/21	CMB Fundraising Virtual Summit	Program Director General Manager VP of Programming
2/23/21	Christian Radio Broadcasters Virtual Training: "Think Big, Make Big Things Happen" presented by Jeff Schmidt.	General Manager
3/4/21	The Broadcast Desktop Reference (theBDR.net) Virtual Lunch Gathering: "Planning for Maintenance" by Jeff Welton.	KSOS Chief Operator
3/9/21	Nautel's Tuesday Transmitter Talk: "HD Primer."	KSOS Chief Operator
3/14/21	Society of Broadcast Engineers Web Extra presentation- "Fire Safety for Broadcast Facilities."	KSOS Chief Operator
3/16/21	Christian Music Broadcasters Virtual Training: Rick Dunham "Christian Music Radio & What to Expect in 2021."	Director/ Donor Relations General Manager
3/17/21	Christian Music Broadcasters Virtual Training: Laura Kruisenga Recurring Giving.	Director/ Donor Relations General Manager
3/23/21	Christian Music Broadcasters Virtual Training: Bill Knott "Funnels and Pyramids."	Director/ Donor Relations General Manager
4/8/21	The Broadcast Desktop Reference (theBDR.net) Virtual Lunch Gathering: Using IR cameras for antenna and tower inspection - Paul Shulins	KSOS Chief Operator
4/23/21	CMB Leadership Summit	Program Director
5/6/21	StreamGuys Ralph Dallons Webinar: "How to Create Rewindable Live Streaming Experiences."	General Manager
5/6/21	Jacobs Media Techsurvey 2021: Radio in the Year of COVID	General Manager

5/19/21	Reframe The Ratings – Dave Sullivan RRC	General Manager
4/7/21 5/18/21	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

**Total number of persons interviewed during this report period: 3**  
**Total number of persons hired to full or part time positions this period: 0**