

**EEO Public File Report
for KSOS, Las Vegas
covering the period from 6/1/24 – 5/31/25**

1: Vacancy Information ---

There were 2 full time positions filled during this reporting period.

- 1) Recruitment was conducted to fill the vacancy of Director of Development & Community Engagement. This opening is referred to as **Job # 924** . Recruitment for this position began **9/3/24**. The position was filled **12/31/24**.

- 2) Recruitment was conducted to fill the position of KSOS Morning Show Personality & Imaging Director. This opening is referred to as **Job # 1024**. Recruitment for this position began 10/15/24. The Position was filled 3/19/25.

1a: Recruitment Activities undertaken to fill Job #924

		# of responses	Person or people hired
1	Written Notification of Job opening #924 disseminated to and initialed by all KSOS Staff 9/3/24	0	0
2	www.nevadabroadcasters.org 1050 E. Flamingo Rd. #S110 Las Vegas, NV 89110 1-702-794-4994 posted 9/4/24	0	0
3	Email was received from a business associate of 20 years at another local Non-profit Religious organization that she was considering returning to the workforce. We responded with the information that we were planning a search for a person with her specific skills and experience. She'd been a colleague & volunteer with KSOS, so we knew her well. After several interviews, it was clear that she was fully qualified to fill & help establish this newly created department, & already a resident of our community.	1	1
4	www.SOSradio.net KSOS website Chris Staley 1-702-731-5452 posted 9/4/24	0	0

Total # of persons interviewed for Job #924 – 1

2a: Recruitment Activities undertaken to fill Job #1024

		# of interviews for this opening	Person or people hired
1	SOS PD made specific outreaches by phone, email and in person with various individuals who'd reached out to him or the station to express interest in a position at KSOS. In mid-October he began reaching out in discussions, email or meeting in person where possible.	6	0
2	PD attended Christian Music Broadcaster's 'CMB Summit' in Houston, TX. Feb. 10-12, 2025 with intention to make contact with people experienced in a high level of competency in our specific format, making great impact at their current position but seeking a new situation.	4	1

Total # of persons interviewed for Job 1024 - 10

Date	Personnel Involved	# of Interviews
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General Outreach Efforts

Ongoing	Maintain an area of the KSOS website, www.sosradio.net posting information on job vacancies at KSOS, along with publishing the station's EEO Program & Policies.	EEO Officer	1
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Employee & Management Advancement & Training

Date	Training	Personnel Involved
6/13/2024	SBE Webinar Series: RF Multipath-Part 2; John Kean, Gary Cavetz.	KSOS Chief Operator
6/13/24	The Broadcast Desktop Reference Net weekly Webinars: Tower Inspections: Tom Sillerman, ERI, Inc.	KSOS Chief Operator
7/17/24	Online video presentation from the Christian Music Broadcasters Momentum Conference '24 of Convention Speaker Jeff McCue for on-air talent on how to Hold Attention, Create Energy, Choose Content and Maximize Content.	Program Dir./Afternoon Show Host VP of Programming General Manager
7/23/2024	NARDA Webinar: EMF Basics and the FieldMan.	KSOS Chief Operator
7/29/24	"Insights into Christian Radio P1 Donors and Their Impact." Rick Dunham	Director of Donor Relations
8/1/24	"Gen X and Gen Alpha: Bridging the Generational Gap through Giving"	Director of Donor Relations

8/14/24	Programming Expert Jerry Woods, Dir. of Marketing & Morning Show host @ WGTS, Wash D.C. gave practical tips on how to effectively recognize & avoid distractions to maximum productivity, and set practices to prevent them in the first place.	Program Dir./Afternoon Show Host
8/26/24	CMB Webinar “Will the Upcoming Presidential Election Impact Giving,” presented by Rick Dunham.	Director of Donor Relations
9/12/24	Merchant Admin Training: Users can use all the available modules in Dex. This training offered instruction for the applicable modules that are needed to manage all aspects associated with their Dex virtual terminal account.	Director of Donor Relations
10/1/24	Video Training: How to process and modify an AuthOnly Transaction in the Core Virtual Terminal.	Director of Donor Relations
10/2/24	Video Training: How to issue a credit card refund within the Core Virtual Terminal.	Director of Donor Relations
10/3/24	Video Training: Core Virtual Terminal User Administration	Director of Donor Relations
10/4/24	Video Training: How to setup recurring groups and schedules in the Core Virtual Terminal.	Director of Donor Relations
10/31/24	The Broadcast Desktop Reference Net weekly Webinars: RFI Interference: Bary Mishkind.	KSOS Chief Operator
12/2/24	Training & troubleshooting Session with KSOS music scheduling software provider to learn how to deal with and solve various challenges being encountered at that time with daily tasks.	Program Dir./Afternoon Show Host Music Dir./Midday Show Host
1/16/25	FAA Notification and Filing – Working with the FAA, Gary Cavetz,.	KSOS Chief Operator
1/21/2025	NARDA Webinar: EMF Basics (and the Shaped Probes).	KSOS Chief Operator
2/10/25	Christian Music Broadcaster’s (CMB) Summit in. Houston, TX “Focus on Radio Relationships.” An evening spent networking with other radio industry cohorts & Movie/TV Representatives, learning more about the power of relationships that Christian Music Artists and the Hollywood connection with our industry/genre have when they connect, as more producers create & distribute faith-based content.	Program Dir./Afternoon Show Host
2/11/25	CMB Summit in. Houston, TX “Focus on Training in Music.” Gained insights and solutions to effective music meetings. A full day devoted to exploring how data and analytics shape playlist curation, and audience engagement. Examined the evolving relationship between the artists and radio professionals, and how to enhance mutual success by creating innovative partnerships.	Program Dir./Afternoon Show Host

2/12/25	CMB Summit in. Houston, TX "Focus on Digital Platforms." A full work day learning practical ways to maximize the reach of our radio station in a digital world. Many new strategies were introduced to engage a broader, more connected audience, as well as, introduce new tools and techniques to make that possible. Learning information that might help stations thrive across digital platforms to make a lasting impact in memorable ways.	Program Dir./Afternoon Show Host
3/29/25	Desert Spring United Methodist Church Leadership Training. Rev. Doug Anderson – Training in developing workers, groups & deeper relationships with co-workers and those around you to maximize leadership of your organization. Also included Yvette Thibodeaux, training in building Volunteer Teams. 3 hour in person course.	Program Dir./Afternoon Show Host
4/6/25	Nautel Users Group Annual ½ day event. Sessions and presentations on transmitter technologies and advances.	KSOS Chief Operator
4/21/25	Summit Technology Group: Broadcast Resilience: Proven Disaster Recovery Strategies for Broadcast Facilities, Paul Stewart,	KSOS Chief Operator
4/4/25	SBE, Ennes Workshop at NAB 2025, Day 1	KSOS Chief Operator
4/5/25	SBE, Ennes Workshop at NAB 2025, Day 2	KSOS Chief Operator
5/9/25	NATE Tower Site Safety; Kathy Stieler and Brian Bicknese,;	KSOS Chief Operator
5/29/25	Jacobs Media AQ6A Air Talent Survey. Webinar was an analysis of the most recent Survey.	General Manager

Total number of persons interviewed during this report period: 11
Total number of persons hired to full or part time positions this period: 2