

**EEO Public File Report
for KSOS, Las Vegas
covering the period from 6/1/25 – 5/31/26**

1. **Vacancy Information** - There were no full or part time positions filled during this reporting period.

of Interviews as a result of general outreach efforts during the time of this reporting period: **17**

General Outreach Efforts

Date		Personnel Involved
Ongoing	Maintain an area of the KSOS website , www.sosradio.net posting information on job vacancies at KSOS, with an invitation to mail or email a resume'. As well as continuing to maintain the presentation of the KSOS EEO Policy & Program for ongoing review, consideration and instruction for anyone interested in applying for a position at any time.	EEO Officer
Ongoing	Conducted job interviews throughout the period of this report as opportunities were presented for future openings available with individuals who reached out to KSOS by phone, at radio workshop/seminar events, etc.	Program Director Program Consultant
Ongoing	We also circulate a written copy of the KSOS EEO Policy & Program for employees to review.	EEO Officer

During the period covered by this report, there were **17** interviews conducted
with individuals via phone, email or meetings at radio events.

Management Training and Advancement Education

Date	Training & Advancement of Management	Personnel Involved
6/9/2025	Wildland Fire Safety S190 for First Response Broadcaster; Presented by Joe Livreri, Fire Suppression, State of Nevada Dept. of Forestry; 4 hrs.	KSOS Chief Operator
6/12/2025	Modern AV: Creating More With Less; Presented by Dr. Andy Gladdings. 1 hr.	KSOS Chief Operator

6/18/25	<p>Prog. Dir. Chalmer Harper connected with RCS, the music software company used for our automation and scheduling systems, G-Selector and Zetta. RCS support team did a remote training session with Chalmer on how to determine that Zetta and G-Selector were communicating.</p> <p>The 1hr. 25 min. training included: how to run housekeeping, place parameters on the audio pieces in the G-Selector program, and a scheduled update for the software.</p>	Chalmer Harper Program Director
6/20/25	<p>Allegiance Group + Pursuant Resources Fundraising Webinar: Sustainers - Maintaining, Upgrading, and Reporting.</p>	Michael Mead Dir. of Donor Relations
6/30/25	<p>Program Director Chalmer Harper trained morning show host and Production Dir., Jeremiah St. James on loading, sound coding, & setting parameters for audio to be loaded into the system when necessary. Training was 15 min.</p>	Chalmer Harper Program Director
7/2/25	<p>Chalmer Harper trained Mike Prendergast, KSOS Programming Consultant, on the parameters around Fly-In links in the G-Selector music software. The training included how to adjust the demand, sound codes, dating, and category placing. This training took 20 minutes.</p>	Chalmer Harper Program Director
7/17/2025	<p>The Broadcast Desktop Reference (TheBDR.Net) weekly Lunch Meeting (Webinars): Modulation Monitoring; Presented by Ben Barber, Inovonics Broadcast, 45 min.,</p>	KSOS Chief Operator
7/24/2025	<p>Air Conditioning Plus; Presented by Andy Butler; 1.5 hrs</p>	KSOS Chief Operator
7/29/2025	<p>Metadata 101: Now Playing and More; Presented by Shane Toven, DoT, Frandsen Media. 1.5 hrs.</p>	KSOS Chief Operator
8/5/2025	<p>Designing for High Availability – From Physical to Virtualized Network Functions; Presented by Rueben Cazadilla. 1.25 hrs.</p>	KSOS Chief Operator
8/6/25 2/24/26	<p>Review of the KSOS EEO program conducted by General Manager, on the state of our EEO program & licensee requirements.</p>	EEO Officer General Manager
8/13/25	<p>Jacobs Media sponsored webinar, "CMB's On Air Pulse-Survey of Christian Talent."</p> <p>A roadmap to build stronger teams and deeper impact through the lens of your most influential communicators. Presented by Fred Jacobs & Michelle Younkman.</p>	General Manager

8/11/25	Program Director Chalmer Harper watched a 1 hour training to relearn solutions for the problems we were facing in music scheduling software. He discovered additional problems in G-Selector, went to the RCS website & You Tube page where he found answers.	Chalmer Harper Program Director
8/21/2025	Changes in the Noise Environment at AM Frequencies, Pt. 1: Effects.; Viewed 1 hr. Presented by John Kean & Gary Cavell, Cavell Metz.	KSOS Chief Operator
8/25/2025	RF Site Management Including RF Monitoring & Remote Control; Presented by John Bob Tarsio, Broadcast Devices, Inc (BDI), 1 hr.	KSOS Chief Operator
8/28/2025	Building the Broadcast IP Content Network; Presented by Wayne Pecena; 1.25 hrs.	KSOS Chief Operator
8/29/25	SOS Radio Programming Consultant Mike Prendergast spent time with PD Chalmer Harper for a day of strategizing and training on ways to support our on-air staff to be better communicators on the air. Chalmer shared newly acquired strategies of communicating with the staff to make it easier for everyone to follow instructions when sharing about station events. This training session took 6 hrs.	Chalmer Harper Program Director
9/1/25	Program Director Chalmer Harper and Programming Consultant Mike Prendergast investigated and discovered the solutions for scheduling various content for the morning show on KSOS. Chalmer then trained the KSOS Morning Show host Jeremiah St. James in how to implement this solution. This training took 20 min.	Chalmer Harper Program Director
9/5/25	During the SOS Radio On-Air Talent's Monthly Zoom Meeting, Chalmer Harper shared research from Finney Media's 'Why Listen?' survey with the air staff. This research gives information to purpose behind the content of the on-air team's breaks. The training took 30 minutes.	Chalmer Harper Program Director
09/08/25	Paya-a Nuvei Company - Credit Card and EFT Processor (Training Videos) Check and ACH Processing Best Practices Guide: Discovering essential tips for optimizing check & ACH processing to improve efficiency & reduce errors in your transactions.	Michael Mead – Dir. of Donor Relations
09/15/25	Paya Virtual Terminal Risk and Security Settings.	Michael Mead – Dir. of Donor Relations
10/30/2025	C-Band's Future, "2020 C-Band R&O, It's Back", Presented by Mark Johnson, Linkup Comms.1.5hrs.	KSOS Chief Operator

10/31/25	KSOS Program Director Chalmer Harper traveled with Dan Grimes, KSOS Radio Chief Operator, to the KSOS Radio Tower Site. Dan trained Chalmer in the process necessary to make certain that the transmitter and the equipment used to keep KSOS on the air is running properly. This training took place over 5 hours.	Chalmer Harper Program Director
11/20/2025	Beyond C-Band: Hybrid Satellite/IP Models for the Next Generation of Content Distribution. Presented by Ruben Calzadilla, Ciro Noronha. Viewed, 1.5 hrs	KSOS Chief Operator
11/21/25	Chalmer Harper trained Mike Prendergast on making technical adjustments necessary to the changing music and imaging to adapt to the holiday season so far as the music and imaging for holiday season. This was a complete library and scheduling change. The training took over 2 hours.	Chalmer Harper Program Director
12/10/25.	Sage 50 (Training Video) Generating and Printing W2s - How to generate and print employee W2s.	Michael Mead – Dir. of Donor Relations
12/15/25	Generating and Printing Form 1099. How to print Vendor 1099s manually, to learn how to generate and print or eFile vendor 1099's.	Michael Mead – Dir. of Donor Relations
1/8/2026	Prism (Audio Delivery Network (ADN)), Presented by Adrian Berkovits, Catfish Dosch, 45 min.	KSOS Chief Operator
1/9/2026	Audio Processing Criteria, Catfish Dosch, Angry Audio, (et. al.), 1 hr. 35 min.	KSOS Chief Operator
1/9/2026	Empower (Site Monitoring and Control); Presented by Steve Wilde, American Amplifier Technologies, 45 min.	KSOS Chief Operator
1/15/2026	Brief Introduction to the SBE; Self-Inspection Guides Presented by Charles Keiler; Viewed. 1.5 hrs.	KSOS Chief Operator
1/21/2026	Building the Broadcast IP Content Network: Part 1 – IP Fundamentals; Presented by Wayne Peneca; 1 hr.	KSOS Chief Operator
1/22/2026	Building the Broadcast IP Content Network: Part 2 - Audio Over IP; Presented by Wayne Peneca; 1 hr.	KSOS Chief Operator
1/27/2026	Changes in the Noise Environment at AM Frequencies, Part 2: Collocated Studio/Transmitter Sites; Presented by John Kean, Gary Cavell; Viewed 1.5 hrs.	KSOS Chief Operator
2/26/2026	Audio control and RF monitoring products from BDI; Presented by Bob Tarsio, Broadcast Devices, Inc, 1 hr.	KSOS Chief Operator

3/10/26	Prog. Dir. Chalmer Harper called our music software provider, RCS, who gave a solution via remote session on how to set a default category for music and links in the entire system. RCS trained Chalmer in how to find that area in the Global Settings and setup in G-Selector. This 2 hour RCS remote session.	Chalmer Harper Program Director
3/26/2026	Technical Proof of Performance: What Remains Required and What Data Makes Sense to Routinely Collect; Presented by Greg Buchwald, Motorola, 1.25 hrs.	KSOS Chief Operator
5/5/26	Nexus Tip: Nexus - Getting Started with Nexus: Nexus Edition is a public media web-based CRM built for speed, clarity, and confidence. Public media teams rely on accurate data and efficient workflows to power fundraising and donor engagement.	Michael Mead – Dir. of Donor Relations
5/26– 29/26	Christian Music Broadcasters Seminar “MOMENTUM 2026” 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.	Mike Prendergast Program Consultant

Total number of persons interviewed during this report period: 17

Total number of persons hired during this period: 0