

**KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
No Full-Time Positions Were Filled During this Reporting Period.		

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On August 29, 2019, our SEU participated in a Career Fair hosted by the University of Nevada Reno on its campus. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as internships and job openings within the SEU. SEU participants included our Business Manager and Promotions Director.
2	Participate in Job Fair	On February 13, 2020, our SEU participated in a Career Fair hosted by the University of Nevada Reno on its campus. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as internships and job openings within the SEU. SEU participants included our Business Manager and Promotions Director.
3	Internship Program	<p>Our SEU maintains an on-going Internship Program. Students from local high schools and colleges participate in this Program, which offers meaningful educational and work experiences designed to meet the academic and career goals of each intern. Student interns are exposed to all facets of radio broadcasting including programming, production, marketing, sales, business and more.</p> <p>During this reporting period, our SEU is hosting one student, who attends Innovations High School.</p>
4	EEO Management Training	On October 16, 2019, our SEU participated in a training seminar conducted by the Nevada Equal Rights Commission (NERC). Two hour training session discussing Federal and State Laws, Pre and Post Employment Hiring practices, Protected Classes, and Interview do's and don'ts. Open forum at the end training for questions: Market Manager, KKOH Program Director, KBUL Program Director, Business Manager, Chief Engineer, KWYL and KNEV Program Director and Promotions Director were the managers who completed the NERC Training Seminar.

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5	EEO Management Training	<p>During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.</p>