

EEO Public File Report  
 Outside Waves LLC  
 K24NS-D, Stateline, NV  
 K31KH-D, Stateline, NV  
 Reporting Period: June 1, 2021-May 31, 2022

Full-Time Positions Filled

Job/Requisition # /Vacancy	Recruitment Source	# Interviewed	# Hired
Studio Director	Outside Career Site	1	1
	Linkedin	1	0
	ZipRecruiter	2	0
	Indeed	1	0
Production Manager	Outside Career Site	4	1
	Google Jobs	1	0
	Facebook	3	0
	ZipRecruiter	1	0
News Director	Outside Career Site	5	1
	ZipRecruiter	9	0
	Google Jobs	2	0
Sales Manager	Outside Career Site	5	1
	Cambers Outdoor Job Board	1	0
	Google Jobs	1	0
	Linkedin	1	0
	Facebook	1	0
Inside Sales Social Media Manager	Outside Career Site	3	0
	ZipRecruiter	12	0
	Indeed	1	0
	Other (Contractor hire)	1	1
Production Show Director	Outside Career Site	10	1
	Linkedin	1	0
	Facebook	3	0
	Google Jobs	3	0
	Glassdoor	1	0

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**Recruitment Source List – used for all vacancies**

No.	Recruitment Source	Contact	Email	Total Interviewees	Entitled to Notification (Yes/No)
1	Outside Career Site	Internet posting	<a href="http://www.outsideinc.com/careers">www.outsideinc.com/careers</a>	28	N
2	Camber Outdoors Job Board	Internet posting	<a href="http://www.jobscamberoutside.org">www.jobscamberoutside.org</a>	1	N
3	Indeed	Internet posting	<a href="http://www.indeed.com">www.indeed.com</a>	2	N
4	Google jobs	Internet posting	<a href="http://www.careers.google.com">www.careers.google.com</a>	7	N
5	Glassdoor	Internet posting	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	1	N
6	ZipRecruiter	Internet posting	<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	24	N
7	JobRapido	Internet posting	<a href="http://www.Us.jobsrapido.com">www.Us.jobsrapido.com</a>	0	N
8	Linkedin	Internet posting	<a href="http://www.linkedin.com">www.linkedin.com</a>	3	N
9	Diversity.com	Internet posting	<a href="http://www.diversity.com">www.diversity.com</a>	0	N
10	Facebook	Internet posting	<a href="http://www.facebook.com">www.facebook.com</a>	7	N
11	Other (Contractor Hire)	NA	NA	1	N

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**Outreach Initiatives**

<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Personnel Involved</b>
Summer 2021	Career Training Program	For this reporting period, the unit sponsored two interns from South Tahoe High School, where they were trained as Studio Directors.	Studio Director and station management
Summer/Fall 2021	Journalism internship	In the fall of 2021, the unit established an intern program with the University of Nevada-Reno. The station sponsored one student interested in journalism.	News director and station management
Ongoing	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The employment unit sponsors monthly training programs for new and current employees to train and/or cross-train roles to broaden their range of knowledge, skills and expertise in elements of TV production.	Participants included employees in Electronic Field Production, Post-Production, Technical Direction, Studio Direction, On-Camera Talent and Sales Training.