

**EEO Public File Report  
for KSOS, Las Vegas  
covering the period from 6/1/22 – 5/31/23**

**1: Vacancy Information ---**

**There were no full time positions filled during this reporting period.**

a.) KSOS recruited briefly for job #323, searching for our next Promotions Director/Air Personality.

Recruitment for this position began 2/25/23.

2/25/23 KSOS EEO Officer & General Mngr. presented the opening for job vacancy #323 at the “**Best Hire Job Fair**,” accepting applications/resumes and conducting interviews for Promotions Director. **# of interviews conducted-9**

It was determined that the priority for our day to day operations needed to shift to hiring a Music Director before any additional effort is invested in adding any other positions to our team.

**b.) At the time this Report is being filed, KSOS is presently recruiting for job #323b, searching for our next Music Director/Air Personality.**

Recruitment for this position began 3/23/23.

**2: Recruitment Source List for job #323b.**

| <b>Recruitment Source Information</b> |  | <b># of responses</b> | <b># of interviews referred by this source</b> |
|---------------------------------------|--|-----------------------|--|
| 1                                     | Asian Chamber of Commerce<br>6431 W. Sahara Ave. #280<br>Las Vegas, NV 89146<br>702-737-4300                     | 0                     | 0  |
| 2                                     | 1st Filipino American Baptist Church<br>4600 E Desert Inn Rd.<br>Las Vegas, NV 89121<br>702-384-4200             | 0                     | 0  |
| 3                                     | 1 <sup>st</sup> Korean Presbyterian Church<br>3500 E. Harmon Ave.<br>Las Vegas, NV 89121<br>702-454-2525         | 0                     | 0  |
| 4                                     | Fountain of Hope African Methodist Episcopal Church<br>2955 E Russell Rd.<br>Las Vegas, NV 89120<br>702-798-3949 | 0                     | 0  |

|    |   |   |   |
|----|---|---|---|
| 5  | Iglesia Primera Bautista Hispana Church<br>3770 W. Washburn<br>N. Las Vegas, NV 89031<br>702-732-3385 | 0 | 0 |
| 6  | New Hope Las Vegas<br>6344 W. Sahara Ave.<br>Las Vegas, NV 89146<br>702-487-8439                      | 0 | 0 |
| 7  | Grace Chinese Baptist Church<br>8612 Copper Falls Ave.<br>Las Vegas, NV 89129<br>702-908-8855         | 0 | 0 |
| 8  | Holy Trinity A.M.E. Church<br>700 Lola Ave.<br>North Las Vegas, NV 89030<br>702-877-0790              | 0 | 0 |
| 9  | So-Mang Presbyterian Church<br>3840 El Camino<br>Las Vegas, NV 89103<br>702-222-0691                  | 0 | 0 |
| 10 | Central Christian Church<br>1001 New Beginnings Dr.<br>Henderson, NV 89015<br>702-735-4004            | 0 | 0 |
| 11 | Full Gospel Las Vegas Korean Church<br>1580 E. Bledsoe Ln.<br>Las Vegas, NV 89110<br>702-453-1223     | 0 | 0 |
| 12 | Iglesia Bautista El Camino Church<br>7880 W. Craig Rd<br>Las Vegas, NV 89129<br>702-219-1907          | 0 | 0 |
| 13 | Friendship Church of God In Christ<br>2249 W. Washington Ave.<br>Las Vegas, NV 89106<br>702-646-1361  | 0 | 0 |
| 14 | Latin Chamber of Commerce<br>300 N. 13 <sup>th</sup> St.<br>Las Vegas, NV 89101<br>702-385-7367       | 0 | 0 |

|    |  |   |   |
|----|--|---|---|
| 15 | <a href="http://www.SOSradio.net">www.SOSradio.net</a><br>KSOS website<br>Chris Staley<br>1-702-731-5452<br><b>posted 3/22/23</b>  | 1 | 1 |
| 16 | <a href="http://www.Allaccess.com">www.Allaccess.com</a><br>Joel Denver<br>All Access Music Group<br>1-310-457-6616<br>28955 Pacific Coast Hwy, #21<br>Malibu, CA 90265<br><b>posted 3/24/23</b> | 4 | 0 |
| 17 | <a href="http://www.HisAir.net">www.HisAir.net</a><br>Ted Semper<br><a href="mailto:jobs@HisAir.net">jobs@HisAir.net</a><br>1-225-744-4258<br><b>posted 3/25/23</b>                              | 6 | 1 |
| 18 | Job posts @ cmbonline.org<br>Christian Music Broadcasters Online<br><a href="https://cmbonline.org/job">https://cmbonline.org/job</a><br>all contact is through website<br><b>posted 3/23/23</b> | 3 | 0 |
| 19 | <a href="http://www.nevadabroadcasters.org">www.nevadabroadcasters.org</a><br>1050 E. Flamingo Rd. #S110<br>Las Vegas, NV 89110<br>1-702-794-4994<br><b>posted 5/12/23</b>                       | 0 | 0 |
| 20 | Written Notification of Job opening 323b<br>disseminated to and initialed by all KSOS Staff.   | 9 | 8 |

Sources 1 – 14 above were contacted by U.S. Mail, sent 5/15/23, informing them of the opening of Job #323b.

### 3c: Supplemental Recruitment Activities undertaken to fill job #323b

| Date | Personnel Involved  |              |              | # of Interviews |
|------|---|--------------|--------------|-----------------|
| #    | Source  | Contact      | Address      | Phone#          |
|      | <a href="http://www.sosradio.net">www.sosradio.net</a><br><b>posted 3/22/23</b> | Chris Staley | KSOS website | 702-731-5452    |
|      |   |              |              | 1               |

|         |   |                                 |    |
|---------|---|---------------------------------|----|
| 3/24/23 | Circulated staff <b>memo to all personnel</b> informing them of job vacancy #323b   | EEO Officer                     | 0  |
| 3/22/23 | Posting of job vacancy #323b placed at <b>KSOS website</b>  | EEO Officer                     | 1  |
| 5/11/23 | Attended <b>Job Fair put on by Best Hire.com</b> , informing attendants of job vacancy #323b, collecting applications/resumes and conducting interviews | EEO Officer<br>Program Director | 11 |
| 5/15/23 | Notification of job vacancy #323B by e-mail or online posting to recruitment sources #1 – 14  | EEO Officer                     | 0  |

Total number of persons interviewed for job # 323b: 21  
Job #323b was not filled at the time of filing deadline of this report.

### 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 publishing the station's EEO Program & Policies. | EEO Officer        | 1  |

#### General Supplemental Recruitment Activities undertaken on an on-going basis by KSOS

#### a: General Outreach Efforts

| Date         |  | Personnel Involved              | # of Interviews |
|--------------|--|---------------------------------|-----------------|
| 6/1 – 6/3/22 | Christian Music Broadcasters Seminar 'MOMENTUM 2022' held in Orlando, FL which included discussions with fellow broadcasters on employment opportunities and issues at KSOS. | Program Director                | 5               |
| 2/25/23      | KSOS. presented the opening for job vacancy #323 at the "Best Hire Job Fair," accepting applications/resumes and conducting interviews for Promotions Director.              | EEO Officer & General Mngr.     | 9               |
| 5/11/23      | Attended Job Fair put on by Best Hire.com, informing attendants of job vacancy #323b, accepting applications/resumes and conducting interviews                               | EEO Officer<br>Program Director | 11              |

b: Employee Advancement Training Program

| Date      | Training & Advancement of Personnel  | Personnel Involved |
|-----------|--|--------------------|
| 7/13/22   | Attracting Millennials and Gen Z to Christian Radio Part 2: CMB Webinar - Coleman Insights' Jay Nachlis & Meghan Campbell presented a follow up to their Momentum 2022 presentation.   | Music Director     |
| 8/10/22 - | This Zoom session was led by SOS PD Scott Herrold, who talked to the members of the KSOS Air team, including Amanda Hildabrand, Andy Youso, Blake Powers, Chalmer Harper, Chris Gabriel, Robert Forbes, Terese Main. They discussed how to catch the listener's attention with our breaks, and using listener audio & artist audio to build interaction and examples from radio professionals around the country. The session was presented as a 45 minute Zoom. |                    |
| 11/18/22  | Personal training appointment from RCS techs to trouble-shoot persistent unsolved issues occurring in the G Selector music scheduling system.  | Music Director     |
| 11/24/22  | Another personal training appointment from RCS techs to Continue solving persistent issues in the recent G Selector upgrade.   | Music Director     |
| 12/27/22  | An additional one on one training appointment in finding solutions to additional persistent issues. A purchase for all new hardware and software was made.   | Music Director     |

c: Management Training and Advancement Education

| Date                          | Training – Management  | Personnel Involved             |
|-------------------------------|--|--------------------------------|
| 6/1 – 6/3/22                  | Christian Music Broadcasters Seminar 'MOMENTUM 2022' 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. | Program Dir. 5 interviews      |
| 7/6/2022                      | <b><u>Sage/Peachtree Podcast</u></b><br>"Improving Your Business Decision-Making Process" by Sage partner Olivia Brown.  | Dir. of Donor Relations        |
| 7/13/22<br>1/26/23<br>5/11/23 | Review of the KSOS EEO program conducted by General Manager, on the latest FCC EEO rules and licensee requirements.  | EEO Officer<br>General Manager |
| 9/20/2022                     | <b><u>Sage/Peachtree Articles</u></b><br>Sage – Money Matters "12 Ways to Support a Better Work-Life Balance for Your Employees" by Jessica Fuhl.  | Dir. of Donor Relations        |

|                |  |                         |
|----------------|--|-------------------------|
| 1/19/2023      | <b>Broadcast Desk Reference Webinar</b><br>NRSC measurements for AM and FM.  | KSOS Chief Operator     |
| 2/2/2023       | <b>Broadcast Desk Reference Webinar</b><br>Understanding the AM NRSC Measurement.  | KSOS Chief Operator     |
| 2/14/2023      | <b><u>Momentum Videos and Articles</u></b><br>CMB – Education, Programming, Revenue<br>“Radio Paves the Way for Growth” by Tammy Greenberg.  | Dir. of Donor Relations |
| 3/6/2023       | CMB – Education, Programming, Revenue<br>“Why Are My Donors Leaving” by Dunham + Company.  | Dir. of Donor Relations |
| 3/13/2023      | CMB – Education, Programming, Revenue<br>“Are You Asking Too Much Too Often” by Todd Isberner.   | Dir. of Donor Relations |
| 3/20/2023      | <b>SBE: Webinar WebXtra</b><br>Presentation on Cybersecurity.  | KSOS Chief Operator     |
| 3/23/2023      | <b>Broadcast Desk Reference Webinars</b><br>LinkUp Sentinel transmitter monitoring and control.  | KSOS Chief Operator     |
| 4/12/2023      | CMB Webinar - Fundraising Insights by Dr. Andrew Novocin, CEO & Founder of FNDRSNG.  | Program Dir.            |
| 4/13 & 14/2023 | NAB 2023; Public Engineering Radio Conference  | KSOS Chief Operator     |
| 4/15/2023      | NAB 2023 continued with training sessions brought by Nautel User Group @ NAB.  | KSOS Chief Operator     |
| 5/5/2023       | <b><u>Sage/Peachtree Articles</u></b><br>Sage – Technology & Innovation “Tips for Non-Profit Budgeting During Times of Economic Uncertainty” by Nancy Master   | Dir. of Donor Relations |
| 5/16/23        | Webinar led by Doug Shaw, Chairman/CEO of Douglas Shaw & Assoc. titled, “the <i>Donor Experience Scorecard</i> ”, presenting the results of research conducted specifically through the interaction of 70 organizations that communicated with new donors after an initial gift. This webinar detailed & explored the findings of the data, sharing their analysis of what they were told. | General Manager         |
| 9/20/2022      | <b><u>Sage/Peachtree Articles</u></b><br>Sage – Money Matters “12 Ways to Support a Better Work-Life Balance for Your Employees” by Jessica Fuhl.  | Dir. of Donor Relations |

**Total number of persons interviewed during this report period: 35**