

**Nevada Public Radio
KNPR/KCNV/KTPH/KLNR/KWPR/KSGU**

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with Section 73.208©(6) of the FCC's 2003 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations KNPR and KCNV-Las Vegas NV, KTPH-Tonopah NV, KLNR-Panaca NV, KWPR-Ely NV, KSGU-St.George UT, KLKR-Elko, NV and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time-period beginning June 1, 2015 to and including May 31, 2016 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

The recruitment source that referred the hiree is identified in bold type face.

Appendix 1
Annual EEO Public File Report

Covering the Period from June 1, 2015 to May 31, 2016

Station(s) Comprising Station Employment Unit: KNPR, KCVN, KTPH, KLNR,
KWPR, KSGU, KLLR

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Sources of Interviewees & Hiree	Total Number of Interviewees from All Sources for This Position
1	<i>KNPR's State of Nevada</i> Host/Producer	JournalismJobs.com, Indeed.com, CPB Job Line, Pub Radio, Word of Mouth, KNPR Website , Simply Hired,	8
2	Account Executive	NBA Job Bank, UNLV Career Link, AMA website, Word of Mouth(1) , KNPR Website, DETR, Indeed, Simplyhired, Career builder, idealist	1
3	Receptionist/Administrative Assistant (2 hired)	Indeed.com, Word of Mouth(1) , KNPR Website, idealist, UNLV Career Link, CPB Jobline, DETR, AppleOne (1)	4
4	Membership, Marketing and Events Coordinator (AKA- Events and Membership Coordinator) (6 positions hired)	UNLV Career Link , job connect, idealist.org, indeed.com(2) , DETR, CPB Job Line, creative jobs central, Word of Mouth, KNPR Website, AppleOne	15
5	IT Manager	DETR, CPB, NBA Job Bank, Word of Mouth , KNPR Website, Indeed.com	3
6	<i>KNPR's State of Nevada</i> Producer (2 Positions Hired)	Indeed.com, UNLV Career Fair, Monster.com, CPB Job Line, ihirebroadcasting.com, NBA Job Bank, Journalismjobs.com, Word of Mouth(2) , KNPR Website	7

Total Number of Persons Interviewed During Applicable Period: 38

Annual EEO Public File Report Form

Covering the Period from June 1, 2015 to May 31, 2016

Station(s) Comprising Station Employment Unit: KNPR, KCVN, KTPH, KLNR, KWPR,
KSGU, KLKR

Section 2: Recruitment Source Information

	Recruitment Source	Address, Website if applicable, Telephone Number, Contact Person, E-mail Address	Total Number of Interviewees This Source Has provided During This Period	Full-time Positions for Which This Source Was Utilized
A	Nevada Broadcasters Association On-Line Job Bank	NBA Job Bank Nevadabroadcasters.org	0	1
B	Corporation for Public Broadcasting On-line Job Bank	http://stations.cpb.org/jobline/login.php Self Administered-Password Protected	4	5
C	Journalismjobs.com	72 Plaza Drive, 2nd Floor Berkeley, CA 94705 510-653-1521 Journalismjobs.com	2	2
D	KNPR Website, Social Media (Facebook), On-Air spots and Internal Posting	www.knpr.org 1289 S. Torrey Pines Dr. LV NV 89146 702-258-9895 jobs@nevadapublicradio.org	7	6
E	Word of Mouth	Staff and Friends of NVPR 1289 S. Torrey Pines Dr. LV NV 89146 702-258-9895	7	6
F	UNLV Career Center	Student Services Complex (SSC), Building A, Room 301 University of Nevada, Las Vegas Career Services Box 456004 4505 S. Maryland Parkway Las Vegas, NV 89154-6004 702-895-3495 cscssc@unlv.edu http://hire.unlv.edu	2	4

G	Simply Hired	Simply Hired, Inc. 370 San Aleso Ave Suite 200 Sunnyvale, CA 94085 Support-premium@simplyhired.com	0	2
H	Indeed	Indeed Matt Handler Small Business Consultant MHandler@Indeed.com 203-653-4815 www.indeed.com 177 Broad Street, 6th Floor Stamford, CT 06901	11	6
I	US.Jobs/DETR	Nevada Department of Employment, Training and Rehabilitation Nevada State Job Bank Employment Security Division Nevada.us.jobs Southern Nevada 702-486-0129 702- 486-7914 Fax	0	4
J	Idealist.com	Idealist.org 209 SW Oak, Ste. 600 Portland OR 97204 503-914-0344 www.Idealist.org	5	3

Total Number of Sources Reviled by Interviewees During Applicable Period: 38

Appendix 3
Annual EEO Public File Report

Covering the Period from June 1, 2015 to May 31, 2016

Station(s) Comprising Station Employment Unit: KNPR, KCVN, KTPH, KLNK, KWPR,
KSGU, KLKR

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KNPR, KCVN, KTPH, KLNK, KWPR, KSGU, KLKR on behalf of
Nevada Public Radio

Description of Activities:

- Management continues on-going employment law seminars provided by Attorneys specializing in labor and employee relations regarding methods of ensuring equal employment opportunity, preventing discrimination, and compliance with EEOC rules and regulations on general Equal Employment Opportunity. As well as management training on leadership, better supervisor communication techniques and employee relations provided through our HR consultant, Prism Global HR Management Group.
- Establishment of Diversity Policy in compliance with the CPB regulations to further the mandate of diversity in public broadcasting. <http://knpr.org/about/cpb-compliance>
- Provide training and professional development opportunities to staff designed to enable employees to acquire skills to qualify for higher-level positions. Annual conference attendance with industry specific associations such as Public Media Development Managers Conference (PMDMC), Public Media Business Association (PMBA), Public Radio Program Directors (PRPD), Integrated Management Association (IMA), Public Radio Engineering Conference (PREC), National Association of Broadcasters (NAB).
- Listing of each upper-level category opening, if applicable, in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities: Nevada Public Radio has access to The Association of Fundraising Professionals (AFP), and other specialty field online job banks through professional resources. Current provides a newsletter to its' subscribers with job bank postings for the communications/media/non-profit trades. Nevada Public Radio is also an affiliate of National Public Radio, the Corporation for Public Broadcasting, and industry specific associations Greater Public, NPBA, PMBA, PRPD allowing access to their on-line job bank.
- We regularly accept resumes of College students needing to complete an Internship as part of their course and degree requirements. Since inception we have hosted 21 interns to develop the skills needed for broadcast employment with a focus on journalism, producing and research.
- Calls are regularly accepted regarding open position inquires. In each case, prospective applicants are directed to our website whether there is an opening or not. Resumes are also collected from individuals who wish to have their information be available in the event of any position openings.

- NVPR as part of its commitment to community engagement host the Desert Companion on tour events 6-8 times annually in its continued effort to further its mission to enhance the quality of live and foster its civic engagement by informing, educating and inspiring our growing audiences. These events include informational classes with Q&A on desert plant life, discussions with prominent members of the media specializing in government and civic affairs and bringing our audience together with professions of different fields with in the community.