

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

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 KVNV-Reno 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, 2019 to and including May 31, 2020 (the "Applicable Period").

The FCC's 2003 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, 2019 to May 31, 2020

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

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	Producer (rehired previous employee)	word of mouth (1)	1
2	Director of Finance	KNPR Website, word of mouth, Indeed (1) , LinkedIn, CPB Jobline	9
3	Receptionist	KNPR Website, word of mouth** (1) , Indeed, LinkedIn	12
4	Donor Relations Manager (promoted current employee)	Indeed, KNPR Website, LinkedIn, word of mouth (1)	4

Total Number of Persons Interviewed During Applicable Period: 26

Appendix 2
Annual EEO Public File Report Form

Covering the Period from June 1, 2019 to May 31, 2020

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

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	KNPR Website and KNPR Social Media (Facebook and LinkedIn) and Internal Posting	www.knpr.org 1289 S. Torrey Pines Dr. Las Vegas, NV 89146 702-258-9895 jobs@nevadapublicradio.org	0	3
B	Word of Mouth	Staff and Friends of NVPR 1289 S. Torrey Pines Dr. Las Vegas, NV 89146 702-258-9895	6	4
C	Corporation for Public Broadcasting On-line Job Bank	http://stations.cpb.org/jobline/login.php Self-Administered-Password Protected	0	1
D	Indeed	Indeed www.indeed.com 177 Broad Street, 6th Floor Stamford, CT 06901 Self-Administered – Password Protected	20	3

Total Number of Sources Revisited by Interviewees During Applicable Period: 26

Appendix 3
Annual EEO Public File Report

Covering the Period from June 1, 2019 to May 31, 2020

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

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KNPR, KCVN, KTPH, KLNK, KWPR, KSGU, KLRK, KVVV 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, Endunamo Consulting.
- The Nevada Public Radio Governance Committee is the standing governing committee that meets quarterly to ensure that the Board fulfills its responsibilities relating to adequate governance policy development, oversight of grant and license compliance and legal and human resource matters for all stations of Nevada Public Radio. Within its scope is compliance as it relates specifically to the Equal Employment Opportunity Act and the activities reported here as well as oversight in all matters of compliance with the FCC. Minutes of the NVPR Governance Committee meetings are available upon request.
- Nevada Public Radio has continued its annual mandatory workplace harassment training program for all staff. This training includes information about the company policy and demonstration of compliance. All NVPR staff are required to attend a workplace harassment training meeting at least once annually. Staff members who hold supervisory positions may be required to attend more than one training session annually. NVPR staff is currently completing online harassment training remotely, via a learning module, with a due date of June 12, 2020. Employees must score at least 70% on the harassment training to pass.
- To complement the annual workplace harassment training, NVPR provides an anonymous hotline for employees, interns, volunteers, Board members and all other applicable persons, the ability to report a policy violation in the event the reportee does not feel secure in making such a report and having his/her identity known.
- We have established and annually review our Diversity Policy in compliance with CPB regulations to further the mandate of diversity in public broadcasting. <http://knpr.org/about/cpb-compliance> NVPR consistently seeks to identify the diversity found in the communities we serve throughout all areas of our operations including the recruitment of staff and independent contractors, the development of our governing and advisory Boards, the practice of original journalism and content creation in story selection, sourcing and production, making business decisions with companies, foundations and organizations aligned with shared values when all other factors are equal and attracting and retaining

audiences that reflect the diverse nature of our region and resonate with the core values expressed in the excellence of our content and the independent nature of our media organization.

- Provide training and professional development opportunities to staff designed to enable employees to acquire skills to qualify for higher-level positions. Such as SHRM Certification for HR Manager and attending various conferences like Public Media Development Managers Conference (PMDMC), Public Media Business Association (PMBA), Public Radio Program Directors (PRPD), Public Radio News Directors Incorporated (PRNDI), Public Radio Engineering Conference (PREC), National Association of Broadcasters (NAB) and NON-COMMvention.
- 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 and PRNDI 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 38 interns to develop the skills needed for broadcast employment with a focus on high-quality 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.
- Nevada Public Radio, as part of its commitment to community engagement, hosts a number of Desert Companion events throughout the year in its continued effort to further its mission to enhance the quality of life and foster its civic engagement by informing, educating and inspiring our growing audiences. These events include, among others, the Annual Photo Showcase event and traveling exhibit, which showcases the art of photography from local photographers and is an open dialogue of the natural beauty that can be found in every corner of Nevada...from the street performers on Fremont Street to the serene caves of Bridge Mountain. The showcase then goes on tour for one year to many of the public libraries in Las Vegas and the surrounding area.
- In August 2019, Nevada Public Radio attended the annual Women's Leadership Conference in Las Vegas; a signature program of the MGM Resorts Foundation. The purpose of the conference is to inspire women to seek their highest level of personal and professional growth by presenting participants with role models, varying perspectives and strategies for development.