

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, 2017 to and including May 31, 2018 (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, 2017 to May 31, 2018

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

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	Donor Relations Manager	KNPR Website, word of mouth (1) , Glassdoor, Indeed	5
2	Account Executive	UNLV Career Link, Word of Mouth (1) , KNPR Website, Glassdoor, Indeed, Nevada JobConnect	20
3	Sales Assistant	AppleOne (2)	7
4	Development Specialist	KNPR Website, word of mouth, Glassdoor, Indeed	2
5	Development Coordinator	NVPR Website, word of mouth, Indeed (2)	5

Total Number of Persons Interviewed During Applicable Period: 39

Appendix 2
Annual EEO Public File Report Form

Covering the Period from June 1, 2017 to May 31, 2018

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

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, 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	4	4
B	Word of Mouth	Staff and Friends of NVPR 1289 S. Torrey Pines Dr. LV NV 89146 702-258-9895	10	4
C	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	0	1
D	Glassdoor	Address: 100 Shoreline Hwy 100a Mill Valley, California 94941-3649 United States (415) 339-9105 Website: glassdoor.com	1	3

E	Indeed	Indeed Matt Handler Small Business Consultant MHandler@Indeed.com 203-653-4815 www.indeed.com 177 Broad Street, 6th Floor Stamford, CT 06901	17	4
F	AppleOne	Lauryl Pfrimmer Account Executive AppleOne Las Vegas II, NV 6655 W. Sahara Ave. Suite A200 Las Vegas, NV 89146 w: 702-258-3010 d: 702-684-8886 f: 702-870-1875 lpfrimmer@appleone.com	7	1
G	Nevada JobConnect	3405 South Maryland Parkway Las Vegas, NV 89169 P: 702.486.0100 F: 702.486.0118	0	1

Total Number of Sources Reviled by Interviewees During Applicable Period: 39

Appendix 3
Annual EEO Public File Report

Covering the Period from June 1, 2017 to May 31, 2018

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, Prism Global HR Management Group.
- NVPR has adopted an 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 held its inaugural workplace harassment training meeting on Wednesday, December 13, 2017.
- To complement the annual workplace harassment training, NVPR has also implemented an “Anonymous Hotline” providing all staff, volunteers, independent contractors, 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. To date, no reports have been made via this hotline.
- 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. 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), 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 26 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.
 - NVPR as part of its commitment to community engagement hosts the Desert Companion On Tour events 6-8 times annually 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 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 within the community.
 - NVPR has developed and implemented a Governance Committee. The Governance Committee meets quarterly and is responsible for, among other things, to review employment policies, procedures and practices. We have our labor attorney and our HR consultant attend the meeting and provide any updates or information that the Committee may need.