

Nevada Public Radio
KNPR/KCNV/KTPH/KLNR/KWPR/KLKR/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, 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, 2021 to and including May 31, 2022 (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, 2021 to May 31, 2022

Station(s) Comprising Station Employment Unit: KNPR, KCVN, KTPH, KLNR,
KWPR, 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	KNPR Website, word of mouth(2) , Indeed, cpb.org,	2
2	Online Editor (1 position change then resigned then, 1 new hire)	KNPR Website(1) , word of mouth(1) , LinkedIn	4
3	Indigenous Affairs Reporter	KNPR Website, word of mouth, Journalism Jobs(1) , LinkedIn, Cronkite School, Native American Journalists Association	3
4	Account Executive (1 hired and currently recruiting)	KNPR Website, word of mouth(1) , LinkedIn, Indeed, cpb.org, Nevada Broadcasters, ZipRecruiter	16
5	Revenue Systems Coordinator	KNPR Website, word of mouth(1) , Indeed, cpb.org	4
6	Website Coordinator	KNPR Website(1) , word of mouth, Indeed, cpb.org, LinkedIn	4
7	Development Associate	KNPR Website, word of mouth, Indeed(1)	6
8	CEO (recruited by Livingston & Associates. Recruitment started in 2020 – hired in 2022)	word of mouth, Livingston & Assoc.(1) , Indeed, cpb.org, LinkedIn, Current, ZipRecruiter, AFP Las Vegas Chapter	6
9	Director of Broadcast Operations	KNPR Website, word of mouth, LinkedIn, Indeed, cpb.org, Nevada Broadcasters(1) , Current	3
10	Announcer (promoted PT announcer that was originally hired using broad outreach)	KNPR Website(1) , word of mouth, Indeed, cpb.org	1

11	News Reporter/Producer (promoted PT announcer that was originally hired using broad outreach)	PT position evolved with additional responsibilities creating new FT position.	1
12	Senior Graphic Designer (rehired laid off employee)	Laid off employee rehired	1
13	Distributions & Events Coordinator (added responsibilities and job title change for FT Account executive)	FT Account Executive with added responsibilities and job title change.	1
14	Mountain West Regional Roving Reporter (recruit suggested by partner Mt. West News Bureau)	KNPR Website, word of mouth(1) ,cpb.org	1
15	Northern Nevada Producer	KNPR Website, word of mouth(1) , Indeed.com, JournalismJobs	1
16	Podcast Audio Editor (promoted PT Podcast Audio Editor that was originally hired using broad outreach and originally recruited May 2021)	KNPR Website(1) , Indeed.com, cpb.org, LinkedIn	1

Total Number of Persons Interviewed During Applicable Period: 55

Appendix 2
Annual EEO Public File Report Form

Covering the Period from June 1, 2021 to May 31, 2022

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

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, On-Air Messaging, Internal posting or current staff promotion or rehire laid off	https://knpr.org/about 1289 S. Torrey Pines Dr. Las Vegas, NV 89146 702-258-9895	5	12

B	Word of Mouth	Staff/Friends of NVPR 1289 S. Torrey Pines Dr. Las Vegas, NV 89146 702-258-9895	17	15
D	Indeed	Indeed https://www.indeed.com/ 177 Broad Street, 6th Floor Stamford, CT 06901 Self-Administered – Password Protected	17	10
E	JournalismJobs.com	https://www.journalismjobs.com/ 510-508-7386	2	2
F	LinkedIn	https://www.linkedin.com	8	7
G	CPB On-line Job Bank	http://stations.cpb.org/jobline/login.php Self-Administered-Password Protected	2	9
H	Nevada Broadcasters Association On-Line Job Bank	NBA Job Bank https://Nevadabroadcasters.org	1	2
I	Current (also sourced by Livingston & Assoc. for CEO Search)	https://current.org/ 4400 Massachusetts Ave., NW Washington, DC 20016-8122	0	2
J	Cronkite School	https://cronkite.asu.edu/ The Walter Cronkite School of Journalism and Mass Communication 555 N. Central Ave., Phoenix, AZ 85004 Main phone: 602.496.5555 Main email: cronkiteinfo@asu.edu	0	1
K	Native American Journalists Association	https://najanewsroom.com/ Job Postings contact: Justine Medina medina@naja.com	0	1
L	ZipRecruiter (also sourced by Livingston & Assoc. for CEO Search)	https://www.ziprecruiter.com Self-Administered-Password Protected 1 (877) 252-1062	1	2
M	AFP Las Vegas Chapter (sourced by Livingston & Assoc. for CEO Search)	https://afplasvegas.org/ 1800 E. Warm Springs Rd. #100 Las Vegas, NV 89119 702-798-5156	0	1
N	Livingston & Associates	https://livingstonassociates.net 7345 S. Pierce St. STE 101 Littleton, CO 80128 410-243-1974	2	1

Total Number of Sources Referred by Interviewees During Applicable Period: 55

Appendix 3
Annual EEO Public File Report

Covering the Period from June 1, 2021 to May 31, 2022

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

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

Description of Activities:

- Management continues on-going employment training provided by those 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 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 on the NVPR website or 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. This year's harassment training has begun with a deadline of September 30, 2022. The training module we are using is CPB's Everfi Training.
- 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 their 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 Training for HR Manager, online webinar training for Diversity, Equity and Inclusion and attending various conferences/webinars/continuing education like SHRM Conference, Public Media Business Association (PMBA), Veritus Group Academy, Engaging Latino Communities webinar, Confronting the Lack of Diversity in the Workplace webinar, National Podcast Movement Convention, The Public Radio Super-Regional Meeting, Association of Public Radio Engineers Conference and 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 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 or recent graduates wanting broadcast experience. Since inception we have hosted 43 interns to develop the skills needed for broadcast employment with a focus on high-quality journalism, producing and research. We have just hired 3 more interns that will start Summer 2022.
- Calls are regularly accepted regarding open position inquiries. 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.
- The NVPR HR Manager and the Deputy Editor of our DC magazine have attended 2 career fairs at UNLV this past year, with the focus of recruiting graduating students.
- As part of its commitment to community engagement, Nevada Public Radio hosts several Desert Companion events throughout the year in its continued effort to further its mission to enhance the quality of life and foster civic engagement by informing, educating, and inspiring our growing audiences. These events include our annual photo showcase and traveling exhibit, which celebrates the winners of our annual “Focus on Nevada” photo contest; our annual Top Doctors event, in which we recognize medical and dental excellence as reflected in our annual Top Doctors and Top Dentists lists; our annual Best of the City event, honoring the people, businesses, and organizations we highlight in our annual Best of the City issue; and our annual Restaurant Awards luncheon, which recognizes the chefs

and restaurants selected in our annual Restaurant Awards issue. Moreover, Desert Companion staffers frequently appear as speakers at educational panels and cultural events, as well as in the capacity of guest instructors for classes at UNLV. The variety of these Desert Companion events puts the magazine in contact with a diverse range of readers, listeners and community members.