

Annual EEO Public File Report Form
Station KSHP

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the Station KSHP, North Las Vegas, Nevada, and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this Report covers the time period beginning June 1, 2009, to and including June 1, 2010 (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(c)(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(c)(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, over the telephone or by e-mail.

Appendix 1 to

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Covering the Period from 6/1/2009 to 6/1/2010

Section 1: Vacancy Information

| <u>Full-time Positions Filled By Job Title</u> | <u>Recruitment Source of Hiree</u> | <u>Total Number of Interviewees from All sources for This Position</u> |
|--|------------------------------------|--|
| Account Executive | Referral | 1 |
| Account Executive | Craig's List | 99 |
| Account Executive | Craig's List | 99 |

Appendix 2 to

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Covering the Period from 6/1/2009 to 6/1/2010

Section 2: Recruitment Source Information

| <u>Recruitment Source (Name, Address, Telephone Number, Contact Person)</u> | <u>Total Number of Interviewees This Source Has Provided During This Period (If Any)</u> | <u>Full-time Positions for Which This Source Was Utilized</u> |
|---|--|---|
| Craig's List | 99 | 3 |
| KSHP web site | 13 | 3 |
| KSHP on-air announcements | 6 | 3 |
| Corner 4 Success Job Fair | 7 | 2 |
| Temple Ner Tamid Job Fair | 3 | 0 |
| Los Prados Job Expo | 2 | 0 |

Appendix 3 to

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Covering the Period from 6/1/2009 to 6/1/2010

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KSHP pursuant to Section 73.2080(c)(2) of the Rules (engage in at least four of the following in the next two year period):

This is a list of options provided by the Commission:

1. Participate in at least four job fairs
2. Host at least one job fair
3. Co-sponsor at least one job fair in the community with an organization with female and minority members
4. Participate in at least four of the following: conventions, career days, workshops, and similar activities with organizations interested in broadcast employment issues
5. Establish an internship program
6. Participate in job banks, internet programs and other programs designed to promote outreach
7. Participate in scholarship programs
8. Establish a training program
9. Establish a mentoring program
10. Participate in at least four events sponsored by educational institutions relating to career opportunities in broadcasting
11. Sponsor at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting
12. List upper level openings in a job bank or newsletter of organizations whose membership includes substantial participation by women and minorities
13. Provide assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for jobs
14. Provide training to management level personnel as to methods of insuring equal employment opportunities and preventing discrimination
15. Provide training to non-profits what would enable them to better refer job candidates for broadcast positions
16. Participate in other activities designed to widely disseminate employment opportunities to candidates that might otherwise be unaware of them.