

# Annual EEO Public File Report

**KSHP AM 1400 – Las Vegas, Nevada June 1, 2019 – May 31, 2020**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule.

The information contained in this report covers the time period beginning 06/01/19 to and including 05/31/20 (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 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 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 conjunction 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 the 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” when he or she was interviewed in person, on the phone or via email.

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**Appendix 1 to Annual EEO File Report Form – KSHP AM 1400**

<p><b>Full-Time Vacancies Filled During Reporting Period (June 1, 2019 - June 31, 2020) Full-Time Position</b> Account Executive</p>	<p><i>Recruitment Sources</i></p>	<p><i>Recruitment Source for Successful Applicant</i></p>	<p><i>Total Number Interviewed</i></p>
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**Appendix 2 to Annual EEO Public File Report Form –**

<p><b>Recruitment Sources</b> <i>Recruitment Source</i></p>	<p><i>Total Number Interviewees Provided by Source</i></p>	<p><i>Full-Time Positions filled from Source</i></p>
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1.	ZipRecruiter.com* (posts to 50 job boards)	5	0
2.	KSHP Radio & Station website 2400 S. Jones Blvd. #3 Las Vegas, NV 89147 <a href="http://www.ksnp.com">www.ksnp.com</a> Renee Reed	5	1
3.	Academy of Radio Broadcasting 16052 Beach Blvd. #263-N Huntington Beach, CA 92647 Doreen Dunn Doreen@arbradio.com	0	0
4.	Indeed.com 6433 Champion Grandview Way #1 Austin, TX 78750	12	0
5.	Recording, Radio, Film Connection & CASA Schools (RRFC) 6300 Wilshire Blvd. #640 Los Angeles, CA 90048 Elliot Campos rrf@ses.adminrrf.com	1	0
6.	Jewish Family Service Agency 4974 S. Eastern Ave. Suite C Las Vegas, NV 89119 Alyce Thomas alycet@jfsalv.org	0	0
7.	Las Vegas-Clark County Urban League 1058 W. Owens Las Vegas, NV 89106 John Manalang jmanalang@lvul.org	0	0
8.	Latin Chamber of Commerce 300 N. 13th St. Las Vegas, NV 89113 Beatriz Saenz beatriz@lvcc.com	0	0
9.	FaceBook		

\* **Ziprecruiter.com** posts to the following job boards with each listing on their site:  
Simplyhired.com, Ebay.com, Glassdoor.com, Job.com, juju.com, topusajobs.com, geebo.com, yakaz.com, jobrapido.com, jobsradar.com, startwire.com, backpage.com, trovit.com, jobdiagnosis.com, jobs.oodle.com, justjobs.com, careerbliss.com, careerjet.com, adzuna.co.uk, careervitals.com, jobs-to-careers.com, mynewjobsearch.com, jobinventory.com, tiptopjob.com, jobhat.com, flexjobs.com, jooble.com, emplymentcrossing.com, jobg8.com, wowjobs.ca, jobvertise.com, betterjobs.com, forhirejobs.com, recruit.net, pure-jobs.com, nshpere.net, directemployers.org, jubunlocker.com, cognius.com, jobapplicationsearch.org, neuvo.ca, dieseljobs.com, theclassifiedpost.com, skilledjobsdirect.com, vbench.com, skipta.com, jobkoreausa.com, jobtonic.com, veterancareer.com, wantedanalytics.com, jobsite.com, techfetch.com, mitula.us, jobnprofiles.com

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**Appendix 3 to Annual EEO Public File Report Form –  
Supplemental (non-vacancy specific) recruitment activities undertaken by KSHP.  
INTERNSHIP PROGRAM:**

**KSHP has established an internship program with the Recording, Radio & Film Connection, & College of Southern Nevada. Interns provide services and perform duties pertaining to continuing their education at KSHP including assisting with producing radio programming, and general station business.**