

KPLV, KSNE-FM, KWNR
EEO PUBLIC FILE REPORT

June 1, 2015 - May 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|------------------------------------|---|-----------------------|
| Integrated Media Account Executive | 1, 3-6, 10-12, 14-15, 17-20, 22, 24-34, 36, 38-39, 41-42 | 18 |
| Integrated Media Account Executive | 1, 3-6, 10-12, 14-15, 17-20, 22, 24-34, 36, 38-39, 41-42 | 18 |
| Integrated Media Account Executive | 1, 3-6, 10-12, 14-15, 17-20, 22, 24-34, 36, 38-39, 41-42 | 11 |
| Integrated Media Account Executive | 1, 3-6, 10-12, 14-15, 17-20, 22, 24-34, 36, 38-39, 41-42 | 33 |
| Sales Assistant | 1-7, 10, 13, 16, 18-19, 24-28, 30-32, 37, 40-42 | 10 |
| Integrated Media Sales Executive | 1, 3-6, 8-10, 16, 18, 23-28, 30-32, 42 | 10 |
| Air Talent/ Music director | 1-6, 9-10, 16, 18, 24-28, 30-32, 42 | 10 |
| Sales Assistant | 1, 3-6, 9-10, 16, 18, 21, 24-28, 30-32, 42 | 21 |
| Promotions Events Planner | 1, 3-6, 9, 16, 18, 21, 23-28, 30-32, 35, 42 | 35 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 1 | Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn | N | 0 |
| 2 | All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Career Services Manual Posting | N | 2 |
| 3 | Art Institute of Las Vegas 2350 Corporate Circle Henderson, Nevada 89074 Phone : 702-992-8541 Url : http://ai.artschools.com/artinstitutes/lasvegas.ph Email : fbutvich@aii.edu Fax : 1-702-992-8532 Fran Butvich | Y | 0 |
| 4 | Bureau of Vocational Rehabilitation 3016 W. Charleston Blvd. #200 Las Vegas, Nevada 89102 Phone : 702-486-5230 Url : http://nvdetr.org/ Email : mrsanchez@nvdetr.org Fax : 1-702-486-5088 Monica Sanchez | N | 0 |
| 5 | Champion Center of Las Vegas 3900 E. Bonanza Road Las Vegas, Nevada 89110 Phone : 702-452-1300 Email : reginafloyd@gmail.com Regina Floyd | Y | 0 |

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|-----------|--|---|--|
| 6 | College of Southern Nevada Workforce Development 6375 W. Charleston Blvd. Las Vegas, Nevada 89146-1164 Phone : 702-651-4144 Url : www.csn.edu Fax : 1-702-651-4612 Erica O'Toole | N | 0 |
| 7 | Current Employee | N | 1 |
| 8 | Did not indicate (Source Unknown) | N | 1 |
| 9 | Economic Opportunity Board 330 W. Washington Blvd. Suite 7 Las Vegas, Nevada 89106 Phone : 702-647-3307 Url : www.eobccnv.org Email : info@eobccnv.org Fax : 1-702-647-0803 Keysha Rogers | N | 0 |
| 10 | Employee Referral | N | 12 |
| 11 | Former Employee | N | 1 |
| 12 | GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting | N | 0 |
| 13 | GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting | N | 0 |
| 14 | Hispanic American Partnership Inc. 2950 S. Rancho Drive Ste 102 Las Vegas, Nevada 89102 Phone : 702-432-4274 Url : HAPINV.ORG Email : mzamora@hapinv.org MARLENE ZAMORA | Y | 0 |

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|------------------|---|--|---|
| 15 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 0 |
| 16 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 0 |
| 17 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 0 |
| 18 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 15 |
| 19 | Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting | N | 2 |
| 20 | Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com/ OpenHire Source Manual Posting | N | 0 |

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|-----------|--|---|--|
| 21 | Indeed.com | N | 2 |
| 22 | Internal Transfer/Promotion | N | 1 |
| 23 | Internet Ad | N | 3 |
| 24 | Jewish Family Service Agency 4974 S. Eastern Ave. Suite C Las Vegas, Nevada 89119 Phone : 702-732-0304 Url : http://jfsalv.org/ Email : alycet@jfsalv.org Fax : 1-702-794-2033 Alyce Thomas | Y | 0 |
| 25 | Las Vegas - Clark County Urban League 1058 W. Owens Las Vegas, Nevada 89106 Phone : 702-483-4200 Url : www.lvccul.org Fax : 1-702-483-4211 Career Services | N | 0 |
| 26 | Las Vegas Indian Center 2300 W. Bonanza Rd. Las Vegas, Nevada 89106 Phone : 702-647-5842 Url : www.lasvegasindiancenter.org Email : rulonpete@lvcoxmail.com Rulon Pete | N | 0 |
| 27 | Las Vegas Metro Chamber of Commerce 8363 W. Sunset Rd. Suite 250 Las Vegas, Nevada 89113 Phone : 702-641-5822 Url : www.lvchamber.com Email : ddamron@lvchamber.com Fax : 1-702-735-0406 Donna Damron | N | 0 |
| 28 | Latin Chamber of Commerce 300 N. 13th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Url : lvlcc.com Email : carlos@lvlcc.com Fax : 1-702-385-2614 Carlos Gomez | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 29 | My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell | N | 0 |
| 30 | Nevada Broadcasters 1050 E. Flamingo Rd. Suite S-110 Las Vegas, Nevada 89119 Phone : 702-794-4994 Url : nevadabroadcasters.org Email : earlene@nevadabroadcasters.org Fax : 1-702-794-4997 Earlene Lefler | N | 0 |
| 31 | Nevada Partners 710 W. Lake Mead Blvd. Las Vegas, Nevada 89030 Phone : 702-924-2155 Url : www.nevadapartners.com Email : jrael@nevadapartners.com Fax : 1-702-924-1600 Janice Rael | N | 0 |
| 32 | Nevada Public Computer Centers/The Learning Center 250 N. Eastern Las Vegas, Nevada Phone : 702-365-8885 Url : www.nvpcc.org Email : patricia.thomas@tlclasvegas.com Patricia Thomas | Y | 0 |
| 33 | Non-Employee Referral | N | 3 |
| 34 | Previous Applicant | N | 1 |
| 35 | Previous Employee | N | 1 |
| 36 | Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting | N | 0 |

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|--|--|---|--|
| 37 | Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting | N | 0 |
| 38 | Self Referral | N | 1 |
| 39 | SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting | N | 0 |
| 40 | SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting | N | 0 |
| 41 | The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015 | N | 0 |
| 42 | United States Veterans Initiative 525 E. Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-366-0456 Url : http://usvetsinc.org/ Email : jbeverly@usvetsinc.org Fax : 1-702-307-6985 Jamie Beverly | Y | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 46 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|--|
| 1 | 8/12/2015 | Participation in Job Fairs | On August 12, 2015, our SEU participated in a job fair hosted by the Las Vegas Review Journal at the Palace Station Hotel & Casino in Las Vegas. Station participants included our Sales Manager, Market Controller, and Sales Support Manager who spoke to job fair attendees about career opportunities in broadcasting. | 3 | Market Controller General Sales Manager Sales Support Manager |
| 2 | 10/20/2015 | Participation in Job Fairs | On October 20, 2015, our SEU participated in a job fair hosted by the Las Vegas Review Journal at the Palace Station Hotel & Casino in Las Vegas. Station participants included our Sales Manager, Program Director, Digital Manager, and Marketing Director who spoke to job fair attendees about career opportunities in broadcasting. | 4 | Digital Manager VP of Sales Program Director Marketing Director |
| 3 | 2/8/2016 | Participation in events or programs sponsored by educational institutions | Desert Pines High School-discussed radio broadcasting industry and career opportunities. | 1 | Asst Program Director |
| 4 | 2/8/2016 | Participation in events or programs sponsored by educational institutions | Desert Pines High School-discussed radio broadcasting industry and career opportunities. | 1 | Asst Program Director |
| 5 | 2/9/2016 | Participation in events or programs sponsored by educational institutions | Desert Pines High School-John shared his story of getting into broadcasting, gave insight on the industry, and recommended avenues for students interested in getting into the field. Also answered questions from the students and instructor. | 1 | Asst Program Director |
| 6 | 2/11/2016 | Participation in events or programs sponsored by educational institutions | Desert High School-Discussed the broadcasting industry and how to start a career in radio. | 2 | Program Director On Air Personality |
| 7 | 2/19/2016 | Participation in events or programs sponsored by educational institutions | Western High School-Spoke about the radio industry and how to start a broadcasting career. | 1 | Program Director |

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|----|-------------|---|---|-------------------------------------|--|
| 8 | 2/19/2016 | Participation in events or programs sponsored by educational institutions | Western High School-John shared his story of getting into broadcasting, gave insight on the industry, and recommended avenues for students interested in getting into the field. Also answered question from the students and instructor. | 1 | Asst Program Director |
| 9 | 2/22/2016 | Participation in events or programs sponsored by educational institutions | Desert Pines High School - Discussed the radio industry and career opportunities. | 1 | SVPP |
| 10 | 3/4/2016 | Participation in events or programs sponsored by educational institutions | Valley High School-John shared his story of getting into broadcasting, gave insight on the industry, and recommended avenues for students interested in getting into the field. Also answered questions from the students and instructor. | 1 | Asst Program Director |
| 11 | 3/7/2016 | Participation in events or programs sponsored by educational institutions | Basic High School-presentation on the radio industry and how to start a career in broadcasting | 2 | Program Director On Air Personality |