

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2018 - May 22, 2019

1) **Employment Unit: Beasley Media Group – Las Vegas**

2) **Unit Members (Stations and Communities of License):**

KDWN (AM), Las Vegas, NV
KCYE (FM), Boulder City, NV
KKLZ (FM), Las Vegas, NV
KOAS (FM), Dolan Springs, AZ
KVGS (FM), Meadview, AZ

3) **EEO Contact Information for Employment Unit:**

| | |
|--|--|
| Mailing Address: 2920 S. Durango Drive Las Vegas, NV 89117 | Telephone Number: 702-730-0303 |
| | Contact Person/Title: JoAnn Johnson/Business Manager |
| | E-mail Address: joann.johnson@bbgi.com |

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

| Job Title | Recruitment Source Referring Hiree |
|-------------------------------------|---|
| (a) Account Executive (4 positions) | All Access (3), Employee Referral (1) |
| (b) Creative Services Director | Indeed.com |
| (c) Director of Sales | Employee Referral |
| (d) Morning Show Producer KCYE | Employee Referral |
| (e) Morning Show Producer KKLZ | Employee Referral |
| (f) Program Director KOAS/KVGS | Employee Referral |
| (g) Sales Assistant | Indeed.Com |
| (h) VP/Market Manager | Exigent Circumstances |

**Stations KDWN(AM), KCYE(FM), KKLZ(FM), KOAS(FM) and KVGS(FM)
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5) Job Title: A Account Executive (4 positions)

Referral Source(s) of Hire: All Access (3), Employee Referral (1)

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|---|------------------|----------------------------|--|
| Employee Referral | | | | 4 | N |
| Indeed.Com | On Line Access | | | 16 | N |
| LinkedIn | | | | 0 | N |
| Nevada Broadcasters Association | Melanie Mueller | Fax: 702-794-4997 | 702-794-4994 | 0 | N |
| LV Jobs.com | Mike Brown | Fax: 702-257-1527 | | 0 | N |
| All Access | Joe Sacco | Website Posting | | 9 | N |
| Employment Security | Stephen Settembre | Website Posting: http://nvos.state.nv.us/seeker/index.asp . sssettembre@nvdetr.org | | 0 | N |
| Nevada Partners | Yvette Thomas | | 702-924-1600 | 0 | N |
| Latin Chamber of Commerce | Post to Website | www.lvlcc.com | | 0 | N |
| LV Paiute Tribal Council | | contact@lvpaiute.com | 702-386-3926 | 0 | N |
| Community College of S Nevada | Erica O'Toole | https://csn-csn.symplicity.com/employers | 702-651-4144 | 0 | N |
| Devry University | Ebony Black | ebblack@devry.edu | 702-492-3702 | 0 | N |
| Help of So Nevada | Paula McDonald | pmcdonald@helpsonnv.org | 702-369-4357 | 0 | N |
| Las Vegas Review Journal | Nicole Thomas | nthomas@reviewjournal.com | 702-383-0494 | 0 | N |

5) Job Title: B Creative Services Director

Referral Source(s) of Hire: Indeed.com

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|---|------------------|----------------------------|--|
| Referral | | | | 0 | N |
| Indeed.Com | On Line Access | | | 6 | N |
| LinkedIn | | | | 3 | N |
| Nevada Broadcasters Association | Melanie Mueller | Fax: 702-794-4997 | 702-794-4994 | 0 | N |
| LV Jobs.com | Mike Brown | Fax: 702-257-1527 | | 0 | N |
| All Access | Joe Sacco | Website Posting | | 0 | N |
| Employment Security | Stephen Settembre | Website Posting: http://nvos.state.nv.us/seeker/index.asp . sssettembre@nvdetr.org | | 0 | N |
| Nevada Partners | Yvette Thomas | | 702-924-1600 | 0 | N |
| Latin Chamber of Commerce | Post to Website | www.lvlcc.com | | 0 | N |

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| | | | | | |
|-------------------------------|----------------|---|--------------|---|---|
| LV Paiute Tribal Council | | contact@lvpaiute.com | 702-386-3926 | 0 | N |
| Community College of S Nevada | Erica O'Toole | https://csn-csn.symplicity.com//employers | 702-651-4144 | 0 | N |
| Devry University | Ebony Black | ebblack@devry.edu | 702-492-3702 | 0 | N |
| Help of So Nevada | Paula McDonald | pmcdonald@helpsonnv.org | 702-369-4357 | 0 | N |
| Las Vegas Review Journal | Nicole Thomas | nthomas@reviewjournal.com | 702-383-0494 | 0 | N |

5) Job Title: C Director of Sales

Referral Source(s) of Hire: Employee Referral

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|---|------------------|----------------------------|--|
| Employee Referral | | | | 1 | N |
| Indeed.Com | On Line Access | | | 2 | N |
| LinkedIn | | | | 0 | N |
| Nevada Broadcasters Association | Melanie Mueller | Fax: 702-794-4997 | 702-794-4994 | 0 | N |
| LV Jobs.com | Mike Brown | Fax: 702-257-1527 | | 0 | N |
| All Access | Joe Sacco | Website Posting | | 0 | N |
| Employment Security | Stephen Settembre | Website Posting: http://nvos.state.nv.us/seeker/index.asp sssettembre@nvdepr.org | | 0 | N |
| Nevada Partners | Yvette Thomas | | 702-924-1600 | 0 | N |
| Latin Chamber of Commerce | Post to Website | www.lvcc.com | | 0 | N |
| LV Paiute Tribal Council | | contact@lvpaiute.com | 702-386-3926 | 0 | N |
| Community College of S Nevada | Erica O'Toole | https://csn-csn.symplicity.com//employers | 702-651-4144 | 0 | N |
| Devry University | Ebony Black | ebblack@devry.edu | 702-492-3702 | 0 | N |
| Help of So Nevada | Paula McDonald | pmcdonald@helpsonnv.org | 702-369-4357 | 0 | N |
| Las Vegas Review Journal | Nicole Thomas | nthomas@reviewjournal.com | 702-383-0494 | 0 | N |

**5) Job Title: D Morning Show Producer
KCYE**

Referral Source(s) of Hire: Employee Referral

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-----------------|-------------------|------------------|----------------------------|--|
| Employee Referral | | | | 4 | N |
| Indeed.Com | On Line Access | | | 1 | N |
| LinkedIn | | | | 0 | N |
| Nevada Broadcasters Association | Melanie Mueller | Fax: 702-794-4997 | 702-794-4994 | 0 | N |

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| | | | | | |
|-------------------------------|-------------------|---|--------------|---|---|
| LV Jobs.com | Mike Brown | Fax: 702-257-1527 | | 0 | N |
| All Access | Joe Sacco | Website Posting | | 2 | N |
| Employment Security | Stephen Settembre | Website Posting: http://nvos.state.nv.us/seeker/index.asp.ssettembre@nvdetr.org | | 0 | N |
| Nevada Partners | Yvette Thomas | | 702-924-1600 | 0 | N |
| Latin Chamber of Commerce | Post to Website | www.lvlcc.com | | 0 | N |
| LV Paiute Tribal Council | | contact@lvpaiute.com | 702-386-3926 | 0 | N |
| Community College of S Nevada | Erica O'Toole | https://csn-csn.symplicity.com/employers | 702-651-4144 | 0 | N |
| Devry University | Ebony Black | ebblack@devry.edu | 702-492-3702 | 0 | N |
| Help of So Nevada | Paula McDonald | pmedonald@helpsonnv.org | 702-369-4357 | 0 | N |
| Las Vegas Review Journal | Nicole Thomas | nthomas@reviewjournal.com | 702-383-0494 | 0 | N |

**5) Job Title: E Morning Show Producer Referral Source(s) of Hire: Employee Referral
KKLZ**

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|---|------------------|----------------------------|--|
| Employee Referral | | | | 3 | N |
| Indeed.Com | On Line Access | | | 1 | N |
| LinkedIn | | | | 0 | N |
| Nevada Broadcasters Association | Melanie Mueller | Fax: 702-794-4997 | 702-794-4994 | 0 | N |
| LV Jobs.com | Mike Brown | Fax: 702-257-1527 | | 0 | N |
| All Access | Joe Sacco | Website Posting | | 2 | N |
| Employment Security | Stephen Settembre | Website Posting: http://nvos.state.nv.us/seeker/index.asp.ssettembre@nvdetr.org | | 0 | N |
| Nevada Partners | Yvette Thomas | | 702-924-1600 | 0 | N |
| Latin Chamber of Commerce | Post to Website | www.lvlcc.com | | 0 | N |
| LV Paiute Tribal Council | | contact@lvpaiute.com | 702-386-3926 | 0 | N |
| Community College of S Nevada | Erica O'Toole | https://csn-csn.symplicity.com/employers | 702-651-4144 | 0 | N |
| Devry University | Ebony Black | ebblack@devry.edu | 702-492-3702 | 0 | N |
| Help of So Nevada | Paula McDonald | pmedonald@helpsonnv.org | 702-369-4357 | 0 | N |
| Las Vegas Review Journal | Nicole Thomas | nthomas@reviewjournal.com | 702-383-0494 | 0 | N |

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**5) Job Title: F Program Director
KOAS/KVGS**

Referral Source(s) of Hire: Employee Referral

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|---|------------------|----------------------------|--|
| Employee Referral | | | | 5 | N |
| Indeed.Com | On Line Access | | | 0 | N |
| LinkedIn | | | | 0 | N |
| Nevada Broadcasters Association | Melanie Mueller | Fax: 702-794-4997 | 702-794-4994 | 0 | N |
| LV Jobs.com | Mike Brown | Fax: 702-257-1527 | | 0 | N |
| All Access | Joe Sacco | Website Posting | | 5 | N |
| Employment Security | Stephen Settembre | Website Posting: http://nvos.state.nv.us/seeker/index.asp.ssettembre@nvdepr.org | | 0 | N |
| Nevada Partners | Yvette Thomas | | 702-924-1600 | 0 | N |
| Latin Chamber of Commerce | Post to Website | www.lvcc.com | | 0 | N |
| LV Paiute Tribal Council | | contact@lvpaiute.com | 702-386-3926 | 0 | N |
| Community College of S Nevada | Erica O'Toole | https://csn-csn.symplicity.com/employers | 702-651-4144 | 0 | N |
| Devry University | Ebony Black | ebblack@devry.edu | 702-492-3702 | 0 | N |
| Help of So Nevada | Paula McDonald | pmcdonald@helpsonnv.org | 702-369-4357 | 0 | N |
| Las Vegas Review Journal | Nicole Thomas | nthomas@reviewjournal.com | 702-383-0494 | 0 | N |

5) Job Title: G Sales Assistant

Referral Source(s) of Hire: Indeed.com

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|---|------------------|----------------------------|--|
| Referral | | | | 0 | N |
| Indeed.Com | On Line Access | | | 3 | N |
| Nevada Broadcasters Association | Melanie Mueller | Fax: 702-794-4997 | 702-794-4994 | 0 | N |
| LV Jobs.com | Mike Brown | Fax: 702-257-1527 | | 0 | N |
| All Access | Joe Sacco | Website Posting | | 0 | N |
| Employment Security | Stephen Settembre | Website Posting: http://nvos.state.nv.us/seeker/index.asp.ssettembre@nvdepr.org | | 0 | N |
| Nevada Partners | Yvette Thomas | | 702-924-1600 | 0 | N |
| Latin Chamber of Commerce | Post to Website | www.lvcc.com | | 0 | N |
| LV Paiute Tribal Council | | contact@lvpaiute.com | 702-386-3926 | 0 | N |

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| | | | | | |
|-------------------------------|----------------|---|--------------|---|---|
| Community College of S Nevada | Erica O'Toole | https://csn-csn.symplicity.com/employers | 702-651-4144 | 0 | N |
| Devry University | Ebony Black | ebblack@devry.edu | 702-492-3702 | 0 | N |
| Help of So Nevada | Paula McDonald | pmcdonald@helpsonnv.org | 702-369-4357 | 0 | N |
| Las Vegas Review Journal | Nicole Thomas | nthomas@reviewjournal.com | 702-383-0494 | 0 | N |

5) Job Title: H VP/Market Manager Referral Source(s) of Hire: Exigent Circumstances

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|----------------|---------|------------------|----------------------------|--|
| Exigent Circumstances | | | | 1 | N |

- 6) **Total # of Interviewees Referred:** For the period from **May 23, 2018 - May 22, 2019** this Employment Unit interviewed 68 interviewees for full-time job vacancies.
- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Job Fairs

On August 23, 2018, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The employment Unit Business Manager, Director of Sales, NTR Manager and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On February 27, 2019, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, Local Sales Manager, NTR Manager and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On April 11, 2019, the Station Employment Unit Business Manager, Sales Manager, Director of Sales, Executive Assistant with the Vice President of Corporate Communications participated in the NABEF Career Fair at the Westgate Hotel, Las Vegas, NV. These employees, all of whom have substantial responsibility in the hiring decisions, discussed broadcast work in general, employment opportunities at the Station Employment Unit in particular, and accepted resumes from job fair participants.

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(b) Initiative: Internship Program

The Station Employment Unit has established and conducted an internship program designed to assist members of the community to acquire skills needed for broadcast employment. During this reporting period, the Unit hosted an intern from the College of Southern Nevada.

(c) Initiative: Participation in Program Sponsored by Education and Local Government

The Station Unit participated in Clark County Summer Business Institute Program. We hosted a graduating High School senior for the Clark County School District. Training in various departments: Internet, Production, Sales, Reception, Programming and Promotions.

(d) Initiative: Cross-Training of Station Personnel

A cross-training program has been established to train employees and enable them to acquire skills that could qualify them for higher level positions. The program works by enabling employees to train with each other to learn the skills necessary for the other position. For example, during this reporting period:

The Sales Assistants cross-trained with the Account Executives to prepare sales presentations, write orders and copy and collect outstanding balances. Additionally, they trained in Production to download and play produced spots. They also cross-trained in Traffic to run reports, pull spot times and generate missing copy reports.

(e) Initiative: Public Affairs Programming

Among the many services provided by our Nevada Broadcasters Association for radio and TV groups throughout the State, a comprehensive broadcasting job bank, job search and placement service has been set up. The President of the Nevada Broadcasters Association discusses the service with our Public Affairs Director during "Talking Solutions with Terrie Springs" on an ongoing basis.

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