

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2017 - May 22, 2018

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)	Employee Referrals (3), Job Fair (1)
(b) Director of Sales	Exigent Circumstances
(c) National & Digital Sales Manager	Exigent Circumstances
(d) On-Air Talent	Exigent Circumstances
(e) Program Director/On-Air Talent	All Access
(f) VP/Market Manager	Exigent Circumstances
(g) Webmaster	Temp Agency Referral

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5) Job Title: A Account Executive (4 positions)

Referral Source(s) of Hire: Employee Referral (3), Job Fair (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				18	N
Exigent Circumstances				0	N
Indeed.Com	On Line Access			0	N
Nevada Broadcasters Association	Melanie Mueller	Fax: 702-794-4997	702-794-4994	0	N
LV Jobs.com (Job Fair)	Mike Brown	Fax: 702-257-1527		5	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: B Director of Sales

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

5) Job Title: C National & Digital Sales 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

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5) Job Title: D On Air Talent

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

5) Job Title: E Program Director/On Air Talent

Referral Source(s) of Hire: All Access

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
Internal Candidate				2	N
Indeed.Com	On Line Access			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		4	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: F 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

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5) Job Title: G Webmaster

Referral Source(s) of Hire: Temp Agency Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Temp Agency				1	N
Indeed.Com	On Line Access			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@nvdetr.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	2	N

6) Total # of Interviewees Referred: For the period from **May 23, 2017 - May 22, 2018** this Employment Unit interviewed 41 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Fairs

On June 28, 2017, the Station Employment Unit participated in a job fair at Sunset 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 and NTR Sales Managers, 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 July 26, 2017, 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 Unit Business Manager, Director of Sales, NTR Manager, and Program Directors, all of whom have substantial responsibility in the making of hiring

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decisions, participated with a booth, educating potential employees about job opportunities in radio and the Employment Unit, and accepting resumes from job fair participants.

On September 7, 2017, the Beasley Media Vice President of Corporate Communications participated in the National Association of Broadcasters Career Fair at Austin, Texas. The event attracted hundreds of individuals interested in a career in broadcasting.

On September 21, 2017, 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 November 15, 2017, 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 January 16, 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, 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, 2018, 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.

(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. The Station Employment Unit had an Intern from the College of Southern Nevada from September 2017 through May 2018.

(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.

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(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-train with the Account Executives to prepare sales presentations, write orders and copy and collect outstanding balances. Additionally, they train in Production to download and play produced spots. They also cross-train 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. Mary Beth Sewald, the President of the Nevada Broadcasters Association, discusses the service during “Talking Solutions with Terrie Springs”, our Public Affairs Director on an ongoing basis. This is a local weekly 30 minute Public Affairs show that airs across the cluster.

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