

**Nevada Public Radio
KNPR/KCNV/KTPH/KLNR/KWPR/KLKR/KVNV**

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with Section 73.208©(6) of the FCC’s 2003 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations KNPR and KCNV-Las Vegas NV, KTPH-Tonopah NV, KLNR-Panaca NV, KWPR-Ely NV, KLKR-Elko NV and KVNV-Reno NV and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time-period beginning June 1, 2025 to and including May 31, 2026 (the “Applicable Period”).

The FCC’s 2003 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©(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©(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 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 and/or over the telephone.

The recruitment source that referred the hiree is identified in bold type face.

Appendix 1
Annual EEO Public File Report

Covering the Period from June 1, 2025 to May 31, 2026

Station(s) Comprising Station Employment Unit: KNPR, KCNV, KTPH, KLNR,
KWPR, KLKR, KVNV

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Date of Hire	Recruitment Sources of Applicants, & Hiree	Total Number of Interviewees from All Sources for This Position
Audience Engagement Specialist (promoted PT intern that was originally hired using broad outreach)	10/20/2025 (date of promotion)	Staff Promotion (1)	1
Membership Associate	02/09/2026	KNPR Website, word of mouth, Indeed (1) , LinkedIn	5
On-Air Host/Board Operator	06/16/2025	KNPR Website (1) , word of mouth, LinkedIn, Indeed(organic syndication/not directly posted by NVPR)	3
On-Air Host/Board Operator (promoted PT employee that was originally hired using broad outreach)	10/01/2025 (date of promotion)	Staff Promotion (1)	1

Total Number of Persons Interviewed During Applicable Period: 10

Appendix 2
Annual EEO Public File Report Form

Covering the Period from June 1, 2025 to May 31, 2026

Station(s) Comprising Station Employment Unit: KNPR, KCVN, KTPH, KLNR, KWPR,
KLKR, KVVV

Section 2: Recruitment Source Information

	Recruitment Source	Address, Website if applicable, Telephone Number, Contact Person, E-mail Address	Total Number of Interviewees This Source Has provided During This Period	Full-time Positions for Which This Source Was Utilized
A	KNPR Website and KNPR Social Media, On-Air Messaging, Internal posting	https://knpr.org/about 1289 S. Torrey Pines Dr. Las Vegas, NV 89146 702-258-9895	2	2
B	Word of Mouth	Staff/Friends of NVPR 1289 S. Torrey Pines Dr. Las Vegas, NV 89146 702-258-9895	1	2
C	Staff Rehire or Promotion	1289 S. Torrey Pines Dr. Las Vegas, NV 89146 702-258-9895	2	2
D	Indeed	Indeed https://www.indeed.com/ 177 Broad Street, 6th Floor Stamford, CT 06901 Self-Administered – Password Protected	2	2
E	LinkedIn	https://www.linkedin.com	3	2

Total Number of Sources Referred by Interviewees During Applicable Period: 10

Appendix 3
Annual EEO Public File Report

Covering the Period from June 1, 2025 to May 31, 2026

Station(s) Comprising Station Employment Unit: KNPR, KCVN, KTPH, KLNR, KWPR,
KLKR, KVVV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KNPR, KCVN, KTPH, KLNR, KWPR, KLKR, KVVV on behalf of
Nevada Public Radio

Description of Activities:

- Management continued to utilize employment advisement from professionals specializing in labor and employee relations regarding equal employment opportunity practices, prevention of workplace discrimination and harassment, and compliance with applicable federal and state employment laws and FCC EEO requirements, including consultation services provided by Endunamo Consulting.
- The Nevada Public Radio Governance Committee is a standing governing committee that meets to ensure the Board fulfills its responsibilities related to governance policy development, oversight of grant and license compliance, and legal and human resource matters for all Nevada Public Radio stations. Within its scope is oversight of compliance related to Equal Employment Opportunity requirements and FCC compliance matters. Minutes of Governance Committee meetings are available upon request.
- NVPR provides an anonymous reporting hotline for employees, interns, volunteers, Board members, and other applicable individuals to report potential policy violations or workplace concerns when they do not feel comfortable making a report directly or identifying themselves.
- NVPR provides training and professional development opportunities designed to enable employees to acquire skills necessary to qualify for higher-level positions, including attendance at conferences, webinars, workshops, continuing education programs, and industry training opportunities. Staff participated in professional development opportunities including NPR training programs, MWNB webinars and workshops, SHRM trainings, the Alliance for Nevada Nonprofits Regional Conference, Public Media Development & Marketing Conference, Association of Fundraising Professionals events, LVGEA Perspective Conference, Las Vegas Leadership Retreat, Philanthropy Leaders' Summit with Moonridge Foundation, and the Women's Leadership Conference.
- We regularly accept resumes from college students seeking internships to fulfill course or degree requirements, as well as recent graduates seeking broadcast experience. Since inception, NVPR has hosted more than 50 interns to help develop skills in journalism, production, broadcasting, and research
- Calls and inquiries regarding employment opportunities are regularly accepted. Prospective applicants are directed to NVPR's website for current openings, and resumes may be retained for future consideration in the event of position vacancies.

- The Director of HR attended journalism internship and career fairs at the University of Nevada, Las Vegas (UNLV) and the College of Southern Nevada (CSN) to recruit students for internships and future employment opportunities.
- As part of its commitment to community engagement, Nevada Public Radio hosts and participates in a variety of events throughout the year that support its mission to inform, educate, inspire, and foster civic engagement within the Southern Nevada community. These efforts include NVPR's annual Focus on Nevada photo contest and accompanying photo showcase and traveling exhibit, which highlight local photographers and diverse perspectives from across the region. NVPR also hosts Community at Studio One (CAS1), a live event series that brings audiences together for conversations, performances, and presentations featuring Southern Nevadans. These events are free and open to the public and are also accessible virtually via Zoom. In addition, NVPR participates in community outreach events such as the Las Vegas Book Festival and various campus events, where staff engage with community members about NVPR's editorial programming, productions, and publications. NVPR is an active member of both the Vegas Chamber of Commerce and the Henderson Chamber of Commerce and regularly attends chamber events and expos. NVPR journalists and staff also frequently participate as speakers at educational panels, cultural events, and community discussions, and periodically serve as guest instructors for classes at the CSN and UNLV. Through these outreach and engagement efforts, NVPR's editorial platforms, including Desert Companion magazine and KNPR's State of Nevada, connect with a broad and diverse audience throughout Southern Nevada.