

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2008 through May 31, 2009.

Employment Unit Location/Name: Riviera Broadcast Group, LLC, KVGS-FM, Las Vegas, Nevada

Unit Members (List all station call signs and communities of license): KVGS-FM Las Vegas, Nevada

EEO Contact Information for Unit Member:

Mailing Address: Riviera Broadcast Group, LLC 2725 E. Desert Inn Road, Ste 180 Las Vegas, Nevada 89121	Telephone Number: 310-490-3113
	Contact Person: Brigid Stancin
	E-mail Address: Brigid@rivierabroadcast.com

List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Nevada Broadcasters
2. Administrative Assistant- Bullhead City, AZ	Referral
3. Promotions Director	Internal Referral

Station KVGS-FM is an Equal Opportunity Employer

1) Job Title: Account Executive

Referral Source(s) of Hiree: Nevada Broadcasters

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
All Access	website	www.allaccess.com	website	No
AM/FM Jobs	Website	www.amfmjobs.com	Website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	No
Nevada Broadcasters Assoc.	Earlene Lefler	1050 E. Flamingo Road, Ste S-110 Las Vegas, NV 89106 www.nevadabroadcasters.org	Earlenelefler@yahoo.com	No
Nevada Job Board	website	www.nevadajobboard.com	website	No
TV/Radio Jobs	website	www.tvandradijobs.com	website	No
KVGS-FM	website	www.area1079.com	website	No
Riviera Broadcast Group, LLC	website	www.rivierabroadcast.com	website	No

2) Job Title: Administrative Assistant-Bullhead City, AZ **Referral Source(s) of Hiree:** Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mojave Daily News	Classified Ad Dept	2435 Miracle Mile Bullhead City, AZ 86442	Paid Ad	No
All Access	website	www.allaccess.com	website	No
AM/FM Jobs	Website	www.amfmjobs.com	Website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	No
Nevada Broadcasters Assoc.	Earlene Lefler	1050 E. Flamingo Road, Ste S-110 Las Vegas, NV 89106 www.nevadabroadcasters.org	Earlenelefler @yahoo.com	No
Nevada Job Board	website	www.nevadajobboard.com	website	No
TV/Radio Jobs	website	www.tvandradijobs.com	website	No
KVGS-FM	website	www.area1079.com	website	No
Riviera Broadcast Group, LLC	website	www.rivierabroadcast.com	website	No

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Community College of Southern Nevada	Career Services	700 College Drive, Henderson, NV 89102	702-651-3174 P 702-651-4048 F	No
Employment Security Division (DETR)	Job Bank	3405 S. Maryland Pkwy. Las Vegas, NV 89109	702-486-0100 P 702-486-7914 F	No
Henderson Chamber of Commerce	Las Vegas Job Connect Office	590 S. Boulder Hwy. Henderson, NV 89015 www.hendersonchamber.com	702-565-8951 P 702-565-3115 F	No
Las Vegas Indian Center	Joseph Serrao	2300 W. Bonanza Road Las Vegas, NV 89106	702-647-5842 P 702-647-2647 F	No
N. Las Vegas Chamber of Commerce	Annette Kinsman	3345 W. Craig Rd, Ste B, Las Vegas, NV 89032	702-642-9595 P 702-642-0439 F	No
Latin Chamber of Commerce	Job Bank	300 N. 13th Street, Las Vegas NV 89101	702-385-7367 P 702-385-2614 F	No
NAACP – Las Vegas	Job Bank	3340 S. Topaz Street, Ste 150 Las Vegas, NV 89121	702-638-1300 P 702-369-1342 F	No
Nevada Partners	Chris Miller	710 W. Lake Mead Road Las Vegas, NV 89030	702-399-5627 P 702-399-0880 F	No
UNLV Career Services	Amanda Cox	4505 S. Maryland Parkway Box 456004 Las Vegas, NV 89154	702-895-3495 P 702-895-4661 F cscssc@unlv.edu	No
Urban Chamber of Commerce	Louis Overstreet	1048 W. Owens, Las Vegas, NV 89106	702-648-6222 P 702-646-6223 F	No
Women In Communications	Lisa Sanders Job Bank	1350 E. Flamingo Rd. #538 Las Vegas, NV 89119	702-436-8258 F	No
All Access	website	www.allaccess.com	website	No
AM/FM Jobs	Website	www.amfmjobs.com	Website	No
Craig's List-Las Vegas	website	www.lasvegas.craigslasvegas.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	No
Nevada Broadcasters Assoc.	Earlene Lefler	1050 E. Flamingo Road, Ste S-110 Las Vegas, NV 89106 www.nevadabroadcasters.org	Earlenelefler @yahoo.com	No
Nevada Job Board	website	www.nevadajobboard.com	website	No
TV/Radio Jobs	website	www.tvandradiojobs.com	website	No
KOAS-FM	website	www.1057theoasis.com	website	No
KVGS-FM	website	www.area1079.com	website	No
Riviera Broadcast Group, LLC	website	www.rivierabroadcast.com	website	No

Total # of Interviewees Referred by Each Source: For the period from June 1, 2008 to May 31, 2009 this Employment Unit interviewed 21 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
1. All Access	1
2. AREA Website	5
3. Entertainment Careers	3
4. Internal Referral	4
5. Internal Candidate	2
6. Mojave Daily News	1
7. Nevada Broadcasters	5

Supplemental Recruitment Measures

Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. The Employment Unit participated in the Opportunity Boulevard Winter Career Fair. This event offered awareness and information designed to inform students of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted and also had the authority to hire.	January 8, 2009	Promotions Manager Promotions Assistants
2. The Employment Unit participated in the Nevada Broadcasters Association Opportunity Boulevard Career Fair. This event offered awareness and information designed to inform the general public of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted and also had the authority to hire.	May 19, 2009	Assistant Business Manager Promotions Manager Promotions Assistant

General Outreach Efforts

Description of Supplemental Recruitment Measure:	Description of Supplemental Recruitment Measure:	Description of Supplemental Recruitment Measure:
1. www.1057theoasis.com	Continual Posting	KOAS-FM has included language on their station website (www.1057theoasis.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.
2. www.area1079.com	Continual Posting	KVGS-FM has included language on their station website (www.AREA1079.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.
3. www.rivierabroadcast.com	Continual Posting	Riviera Broadcast Group, LLC has included language on the Corporate website (www.RivieraBroadcast.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.

Participation in Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>1. Internship Program KVGS-FM provides internship program for university students in the fields of programming, and promotions. Through the station's established relationship with major colleges in the Nevada market and professors in the specific discipline of broadcasting/journalism, KVGS-FM solicits universities directly as opening become available. College students are provided an opportunity to work with the station and earn college credit for real world experience. The station provides the necessary information to the schools so that students receive earned credit and students receive guidance under the supervision of one or several station managers. Programs are typically 13 weeks in duration.</p>	<p>Per semester</p>	<p>General Manager Promotions Director Programming Director Sales Manager</p>

Employee Cross Training

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>KVGS-FM has an internal policy that any employee may learn any aspect of radio that is outside of the employee's current job responsibility, so the employee can acquire the necessary skills to qualify them for other positions, including higher level positions. At the employee's request, a mentor in the area about which the employee wishes to learn will train the employee and expose him or her to the skills necessary for the job.</p>	<p>On Going</p>	<p>Receptionist Sales Assistant National Sales Manager Sales Manager</p>