

# 2024 ANNUAL EEO PUBLIC FILE REPORT

## Channel 5 Public Broadcasting, Inc.

Station: PBS Reno  
 Community of License: Reno, NV

Reporting Period: May 22, 2023 – May 21, 2024

### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/20/2023	Education Services Assistant	Internal Hire
7/1/2023	Broadcast Content Operator	Indeed.com
7/24/2023	Executive Assistant & Board Liaison	Indeed.com
8/15/2023	Administrative Assistant	Indeed.com
9/5/2023	Content Resource Coordinator	Indeed.com
10/16/2023	Membership Outreach Coordinator	Indeed.com
11/4/2023	VP of Technology	Internal Hire/Promotion
10/23/2023	Programming Assistant	Internal Hire
12/18/2023	Broadcast Engineering Tech	Internal Hire/Promotion
2/05/2024	Building Maintenance Tech	Indeed.com
2/15/2024	Broadcast Content Operator	PBS Reno Website
2/20/2024	Digital Marketing Assistant	PBS Reno Website
03/25/2024	Production Media Technician	PBS Reno Website

### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 50

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	38
Word of Mouth/Personal Referral	3
Society of Broadcast Engineers	1
Association of Fundraising Professionals	0
PBSRENO.org	2
Linkedin.com	0
Handshake (UNR)	1
Facebook	0
Twitter	0

Instagram	0
AFP Sierra Chapter	0
Walk-in	0
Internal Posting	5

RECRUITING SOURCES USED

Job Title of Position: Education Services Assistant

Date of Hire: 06/20/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Broadcast Content Operator

Date of Hire: 07/01/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="http://indeed.com">http://indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/talent/projects">https://www.linkedin.com/talent/projects</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
SBE	N	N/A	N/A	<a href="https://sbe.org/resources/jobs/">https://sbe.org/resources/jobs/</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies

Job Title of Position: Executive Assistant & Board Liaison

Date of Hire:

07/24/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>

Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Administrative Assistant      Date of Hire: 08/15/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Content Resource Coordinator      Date of Hire: 9/5/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Facebook	N	N/A	N/A	<a href="https://www.facebook.com/pbsreno">https://www.facebook.com/pbsreno</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Membership Outreach Coordinator      Date of Hire: 10/16/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>

UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: VP of Technology      Date of Hire: 11/04/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Facebook	N	N/A	N/A	<a href="https://www.facebook.com/pbsreno">https://www.facebook.com/pbsreno</a>
Instagram	N	N/A	N/A	<a href="https://www.instagram.com/pbsreno/">https://www.instagram.com/pbsreno/</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
SBE	N	N/A	N/A	<a href="https://sbe.org/resources/jobs/">https://sbe.org/resources/jobs/</a>
Nevada Broadcasters Association	N	N/A	N/A	<a href="https://nevadabroadcasters.org/careers/job-bank/">https://nevadabroadcasters.org/careers/job-bank/</a>
NETA Careers	N	N/A	N/A	<a href="https://www.netaonline.org/careers-public-media">https://www.netaonline.org/careers-public-media</a>
Postjobsfree.com	N	N/A	N/A	<a href="https://Postjobsfree.com">https://Postjobsfree.com</a>

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Programming Assistant      Date of Hire: 10/23/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Facebook	N	N/A	N/A	<a href="https://www.facebook.com/pbsreno">https://www.facebook.com/pbsreno</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
Instagram	N	N/A	N/A	<a href="https://www.instagram.com/pbsreno/">https://www.instagram.com/pbsreno/</a>
pbsreno.org	N	N/A		<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>

Internal Posting	N	N/A	N/A	N/A
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\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Broadcast Engineering Technician

Date of Hire: 12/18/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Facebook	N	N/A	N/A	<a href="https://www.facebook.com/pbsreno">https://www.facebook.com/pbsreno</a>
Instagram	N	N/A	N/A	<a href="https://www.instagram.com/pbsreno/">https://www.instagram.com/pbsreno/</a>
SBE	N	N/A	N/A	<a href="https://sbe.org/resources/jobs/">https://sbe.org/resources/jobs/</a>
Nevada Broadcasters Association	N	N/A	N/A	<a href="https://nevadabroadcasters.org/careers/job-bank/">https://nevadabroadcasters.org/careers/job-bank/</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Building Maintenance Tech

Date of Hire: 02/05/2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Facebook	N	N/A	N/A	<a href="https://www.facebook.com/pbsreno">https://www.facebook.com/pbsreno</a>
Instagram	N	N/A	N/A	<a href="https://www.instagram.com/pbsreno/">https://www.instagram.com/pbsreno/</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Broadcast Content Operator

Date of Hire: 02/15/2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
SBE	N	N/A	N/A	<a href="https://sbe.org/resources/jobs/">https://sbe.org/resources/jobs/</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Facebook	N	N/A	N/A	<a href="https://www.facebook.com/pbsreno">https://www.facebook.com/pbsreno</a>
Instagram	N	N/A	N/A	<a href="https://www.instagram.com/pbsreno/">https://www.instagram.com/pbsreno/</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Digital Marketing Assistant

Date of Hire: 02/20/2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>
Veteran Job Listing	N	N/A	N/A	<a href="https://www.veteranjoblistings.com/">https://www.veteranjoblistings.com/</a>
Postjobfree.com	N	N/A	N/A	<a href="https://www.postjobfree.com/">https://www.postjobfree.com/</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Facebook	N	N/A	N/A	<a href="https://www.facebook.com/pbsreno">https://www.facebook.com/pbsreno</a>
Instagram	N	N/A	N/A	<a href="https://www.instagram.com/pbsreno/">https://www.instagram.com/pbsreno/</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of job vacancies.

Job Title of Position: Production Media Tech

Date of Hire: 03/25/2024

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	N/A	N/A	<a href="https://www.indeed.com">indeed.com</a>
Linkedin.com	N	N/A	N/A	<a href="https://www.linkedin.com/company/pbsreno">Linkedin.com/pbsreno</a>

Twitter	N	N/A	N/A	<a href="https://twitter.com/pbsreno">Twitter.com/pbsreno</a>
Facebook	N	N/A	N/A	<a href="https://www.facebook.com/pbsreno">https://www.facebook.com/pbsreno</a>
Instagram	N	N/A	N/A	<a href="https://www.instagram.com/pbsreno/">https://www.instagram.com/pbsreno/</a>
UNR Handshake	N	N/A	N/A	<a href="https://joinhandshake.com/career-centers">https://joinhandshake.com/career-centers</a>
pbsreno.org	N	N/A	N/A	<a href="http://www.pbsreno.org/about/jobs/">http://www.pbsreno.org/about/jobs/</a>
Internal Posting	N	N/A	N/A	N/A

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of job vacancies.

## INITIATIVES

The employment unit engaged in the following broad outreach initiatives:

*Participation in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

### 1. UNR Journalism Career Discussion

Location: UNR Reynolds School of Journalism

Date: April 24, 2024

Two PBS Reno staff members visited the Reynolds school of Journalism to meet with students to discuss PBS Reno and careers in Media and Journalism.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

### 1. General Internships at PBS Reno

PBS Reno does have specific work that the interns do that prepares them for broadcast employment as well as our Curiosity Classroom program. We have job outlines for each of the positions and candidates are interviewed before we select them. During the reporting period PBS Reno had 3 interns who shadowed in the Content department during the year. PBS Reno also works with the UNR Department of Education to provide an ongoing internship program within our Curiosity Classroom program. There were 2 interns during the Spring Semester of 2024.

### 2. UNR Pack Internship Program

PBS Reno has applied for and received a grant for the last 5 years from the University of Nevada, Reno Pack Internship Program. We had two interns during the Spring Semester of 2023. The Pack Internship Grant Program is a partnership

between the Nevada Career Studio and the Associated Students of the University of Nevada that provides funding for forty individual student internships with Northern Nevada businesses, nonprofits and public or government agencies. The internship program is used to assist with PBS Writer's Contest and general Curiosity Classroom activities.

### 3. Path to Independence Internship

This is an inclusive, two-year, non-degree certificate program offering a college experience to students with intellectual disabilities. PBS Reno partners with UNR by bringing interns who are in the program in to work with our Education team on various tasks relating to our Curiosity Classroom Workshops.

### 4. Bank of America Student Leader Program

PBS Reno also applied for and received a grant from Bank of America in the 5<sup>th</sup> year of their internship program that provides funding for 2 interns to complete an 8 week program at PBS Reno starting June 2022 through August 2022. They are introduced to all the different areas of PBS Reno during a rotating schedule of different learning opportunities in each department.

*Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination*

### 1. CPB Harassment Prevention Training

All PBS Reno staff members and officers participated in a webinar focused on anti-harassment, equal opportunity and DEI which is required to annually and was completed in August of 2022.

### 2. PMBA Conference

PBS Reno VP of Administration participated in the annual PMBA conference which held a multitude of sessions ranging in topics from DEI and equal opportunity initiatives, leadership, future of Public Media and many other topics. This took place May 30, 2023 – June 2, 2023.



### 3. The PBS Programming Advisory Council (PAC)

The PAC is comprised of a group of leaders within the PBS member station system that manages the local and national content experience for local communities. The members act as advocates for station program needs, collaborate on improving system-wide programming capabilities, and provide guidance to PBS Programming on content, strategy, and services for the system. The PAC convenes monthly scheduled conference calls and meets for strategic planning 1-2 times a year. The PBS Reno VP of Content is a member of this committee.

### 4. Executive Content Managers (ECM)

This is a network of public media professionals that engage in content leadership, innovation, collaboration and professional development. Mission: To provide education and direction for public media content managers in order to effectively lead staff, promote the curation, production and distribution of high quality content in all platforms to elevate local voices regionally and nationally. Executive Content Managers break silos, promote diversity and inclusion, and provide leadership within the public media system. The PBS Reno VP of Content is a member of the cohort.

### 5. Vistage International

Three PBS Reno senior staff participate in monthly and quarterly meetings where they share goals, victories and challenges with peers. They also participate in monthly speakers series on a variety of different topics.

#### *Other initiatives:*

1. Featured Speaking engagements (Reno Rotary Club, Reno Kiwanis, Reno Central

Lions Clubs, Northern Nevada Executive Council, Bank of America Student Leadership Selection Committee, Washoe County School District Meetings).

Kurt Mische – CEO participated presentations that provide an overview the broadcast industry, station operations and a discussion of volunteer and employment opportunities as well as professional development.

Kurt Mische – CEO is a member of the Northern NV Grade Level Reading Coalition which provides opportunities to interface with Nevada students, parents, teachers, counsellors and other residents about literacy and how it leads to in-demand jobs and career opportunities in the new Nevada. He is also the past chair and current executive committee member of the Board of Directors of the Reno-Sparks Chamber which provides opportunities to speak with community groups about opportunities in broadcasting. Kurt is also a board member of the Nevada Broadcaster’s Association which actively promotes a statewide job bank and education efforts, including a scholarship program, for aspiring broadcasters. In addition to the Nevada Broadcaster’s Board Kurt is also the Vice Chair of California Public Television which further provides opportunities to speak with groups and individuals in the region about career opportunities.

Emma Glenn – VP of Development presented Chamber of Commerce’s 2023 Leadership Class during their “Media & Marketing” session on Wednesday, December 13<sup>th</sup>, 2023. It was for 25 professionals, who she shared about all of PBS Reno’s projects and Public Media as a whole.

2. Training offered for staff and management with reimbursement and/or stipend  
Broadcast Control Operators are offered an increase in their hourly rate of \$.50 per hour once they complete their SBE Television Operator

Certification. One Master Control Operator participated in this.

Staff training is also offered in the form of annual conference participation both in person and virtually. They are also offered the opportunity to attend Vistage speaker sessions monthly as it pertains to their skills and job scope.

*Participation in events or programs relating to career opportunities sponsored by educational institutions*

#### 1. Station Tours

Throughout the year, various staff members participate in conducting station tours for school kids of varying grade-levels as well as homeschooling groups, Boy Scouts and Girl Scouts. They spend time showing them through many aspects of PBS Reno from Curiosity Classroom programs, internship opportunities, broadcast, production and other content operations.

In the last year we have begun a tour schedule that is the 2<sup>nd</sup> Tuesday of each month, where anyone from the community can sign up and participate. We also offer tours to groups such as schools, special needs organizations, retirement communities etc.