

KVVU- TV
EEO PUBLIC FILE REPORT
June 1, 2017 - May 20, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-7, 9, 14-17, 19, 21-30, 33	9
Technical Producer	1-7, 14-17, 19, 21-26, 28-30, 32-34	22
News Producer	1-7, 9, 14-17, 19-26, 28-30, 32-34	9
Executive Producer	1, 3-7, 9, 11, 14-17, 19, 21-26, 28, 30, 32-34	11
Digital Content Manager	1, 3-7, 9, 11, 14-17, 19, 21-26, 28, 30, 32-35	35
Digital Content Manager	1, 3-7, 9, 11, 14-17, 19, 21-26, 28, 30, 32-35	9
Director of Entertainment Content & Talent Develop	1, 3-7, 9, 14-17, 19, 21-26, 28, 30, 32- 35	35
Account Executive	1, 3-7, 11, 14-17, 19, 21-30, 32-34	27
Technical Producer	1, 3-7, 14-17, 19, 21-26, 28-30, 32-34	30
Content Producer	1, 4-7, 13-17, 19, 21-26, 28-30, 32-34, 36	13
Account Executive	1, 4-7, 11, 14-17, 19, 21-30, 32-34	27
Technical Producer	1, 4-7, 9, 14-17, 19-26, 28-30, 32-34	9
Commercial Producer	1, 4-7, 11, 14-17, 19, 21-26, 28-30, 32- 34	11
MORE Entertainment Producer	1, 4-7, 9, 11, 14-17, 19, 21-26, 28-30, 32-34	22
Multimedia Journalist	1, 4-7, 14-17, 19, 21-26, 28-30, 32-34	22
Marketing Manager	1, 4-7, 9, 14-17, 19-26, 28-30, 32-34, 36	9
News Producer	1, 5-7, 14-17, 19, 21-26, 28-30, 32-34, 36	22
Content Producer	1, 5-9, 14-26, 28-34, 36	20
Promotions Manager/Producer	1, 5-7, 9, 11, 14-17, 19, 21-26, 28-30, 32-34, 36	9
Chief Photographer	1, 5-7, 9, 14-17, 19, 21-26, 28-30, 32- 34, 36	9
News Director	1, 5-7, 9-10, 12, 14-17, 19, 21-34, 36	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : gnewell@602communications.com Graeme Newell	N	0
2	American Job Exchange 200 Minuteman Road Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care	N	0
3	Asian American Journalists Association 1182 Market Stree San Francisco, California 94102 Phone : 415-346-2051 Email : donna.y.tam@gmail.com Albert Lee	N	0
4	B-Roll.net 243 17th Street Washington, District of Columbia 20036 Phone : none Fax : 1-270-837-3491 Kevin Johnson	N	0
5	Black Broadcasters Alliance 205 N. Michigan Ave Suite 2015 Chicago, Illinois 60601 Phone : none Email : mail@nbmbaa.org Sherman Kizart	N	0
6	Clark County School District 601 N Ninth Street Las Vegas, Nevada 89101 Phone : 702-799-0008 Email : jsaustin@interact.ccsd.net Justin Austin	N	0
7	College of Southern Nevada 3200 E. Cheyenne Ave North Las Vegas, Nevada 89030 Phone : 702-651-3129 Email : lisa.foreman@csn.edu Lisa Foreman	N	0
8	Consultant Referral	N	1

KVVU- TV
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June 1, 2017 - May 20, 2018

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9	Current Employee	N	18
10	E-mail Inquiry	N	3
11	Employee Referral	N	14
12	Former Employee	N	1
13	Former Employee Referral	N	1
14	Google 1600 Amphitheatre Parkway Mountain View, California 94043 Phone : 650-253-0000 Jeff Dunn Manual Posting	N	1
15	Greater Las Vegas Chamber of Commerce 6671 Las Vegas Blvd Las Vegas, Nevada 89119 Phone : 702-641-5822 Customer Care Manual Posting	N	0
16	Henderson Chamber of Commerce 590 S. Boulder Hwy Henderson, Nevada 89015 Phone : 702-565-8951 Email : draffi@hendersonchamber.com Debbie Raffi	N	0
17	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-462-5842 Lindsay Wong Manual Posting	N	16
18	Internet Ad-not directly contacted by SEU	N	1
19	Latin Chamber of Commerce 829 S. 6th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Email : beatriz@lvcc.com Beatriz Saenz	N	0
20	Linked In - not directly contacted by SEU	N	5

KVVU- TV
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everette	N	0
22	Meredith/KVVU Websites 25 TV 5 Drive Henderson, Nevada 89014 Phone : 702-436-8255 Email : natalia.claytor@kvvu.com Natalia Claytor	N	45
23	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W. Suite 2000 Washington, District of Columbia 20036 Phone : 202-463-8970 Email : nabobinfo@nabob.org Customer Care	N	0
24	National Association of Broadcasters 1771 N Street, N.W. Washington, District of Columbia 20036 Phone : 202-429-5497 Email : nab@nab.org Customer Care	N	0
25	National Association of Hispanic Journalists 529 14th Street N.W. Washington, District of Columbia 20045 Email : nahj@nahj.org Maria-Luise Gomez	N	0
26	Nevada Broadcasters Association 3900 Paradise Rd Suite 279 Las Vegas, Nevada 89169 Phone : 702-794-4994 Email : melanie@nevadabroadcasters.org Melanie Muller	N	0
27	Non-Employee Referral	N	9
28	NPPA Job Information Bank 3200 Croasdaile Drive Durham, North Carolina 27705 Email : aramsess@nppa.org Akili Ramsess	N	0

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EEO PUBLIC FILE REPORT

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29	State of Nevada (Nevada Job Connect) 4500 E Sunset Rd #40 Henderson, Nevada 89014 Phone : 702-486-0210 Email : sssettembre@nvdetr.org Steven Settembre	N	0
30	TV Jobs P.O. Box 4116 Oceanside, California 92052 Email : info@tvjobs.com Mark Holloway	N	3
31	Unknown (source not adequately identified upon inquiry by SEU)	N	2
32	UNLV 4505 S. Maryland Pkwy. Las Vegas,, Nevada 89154 Phone : 702-895-3011 Career Services Manual Posting	N	0
33	Urban Chamber of Commerce 1951 Stella Lake ST #30 Las Vegas, Nevada 89106 Phone : 702-648-6222 Email : info@urbanchamber.org Customer Care	N	0
34	William Paterson University 300 Pompton Rd Atrium Wayne, New Jersey 07470 Phone : 973-720-2627 Email : rhodesj@wpunj.edu John Rhodes	N	0
35	Word of Mouth Referral	N	2
36	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			122

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/28/2017	Establishment of training programs for station personnel	Essential Skills for the first-time manager or supervisor (Fred Pryor Seminars- careertrack)	3	Managing Editor Executive Producer Executive Producer
2	9/9/2017	Establishment of a mentoring program	News management bootcamp	7	News Director Assistant News Director Director of Content Executive Producer
3	9/13/2017	Hosting of Job Fair	Career Fair at College of Southern Nevada	2	Assistant News Director Executive Producer
4	9/29/2017	Participation in scholarship programs	UNLV RAF Donation to the UNLV Athletics General Scholarship Fund (Loyalty Circle) in the amount of \$30,000.	0	
5	11/2/2017	Participation in events or programs sponsored by educational institutions	Lesha Ruffin went to UNLV to discuss with journalism students her experience working as a news professional. She also discussed how it was to cover the October 1 shooting.	1	Director of Content
6	12/2/2017	Participation in events or programs sponsored by educational institutions	APTRA Academy is a two-day reporter training boot camp in Malibu, CA. Top professionals from the broadcast news industry meet with and mentor aspiring journalists. Since 2000, The Associated Press Television Radio Association has been offering APTRA Academy in both English and Spanish. Many of its participants journalists move on to great jobs after camp.	1	News Director
7	12/5/2017	Establishment of a mentoring program	Mid Level Management Training	13	Digital Sales Manager Assistant News Director Executive Producer Production Manager
8	3/7/2018	Participation in Job Fairs	UNLV Spring Job Fair 2018	2	Assistant News Director Director of Entertainment Content & Talent Development

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9	3/9/2018	Participation in events sponsored by community groups	Participate in College and Career fair for Las Vegas High School. This opportunity assists the station to discuss the station as well as career and employment opportunities. We were able to talk to high school students about the fields of study and the different areas within the station aside from news that is needed to run effectively. We explained the different departments (sales, promotions, production, accounting, HR).	2	HR Director News Producer
10	3/22/2018	Hosting of Job Fair	Annual UNLV Internship Fair for the Hank Greenspun School of Journalism and Media Studies.	2	HR Director Promotions Assistant