

**KOLO TV**  
**EEO PUBLIC FILE REPORT**  
**JUNE 1, 2021-MAY 31, 2022**

**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
MULTIMEDIA JOURNALIST	1,7,10,20,22,23,31,35,36,37	23
MULTIMEDIA JOURNALIST	1,7,10,20,22,23,31,35,36,37	37
MULTIMEDIA JOURNALIST	1,7,10,20,22,23,31,35,36,37	37
MULTIMEDIA JOURNALIST	1,7,10,20,22,23,31,35,36,37	37
VIDEO EDITOR	1,7,10,20,23,24,25,31,35,36,37	25
VIDEO EDITOR	1,7,10,20,23,24,31,35,36,37	23
VIDEO EDITOR	1,7,10,20,23,24,31,35,36,37	23
VIDEO EDITOR	1,7,10,20,23,24,31,35,36,37	37
VIDEO EDITOR	1,7,10,20,23,24,25,31,35,36,37	25
VIDEO EDITOR	1,7,10,20,23,24,31,35,36,37	23
VIDEO EDITOR	1,7,10,20,23,24,31,35,36,37	23
EXECUTIVE PRODUCER	1,7,10,20,23,24,25,31,35,36,37	37
EXECUTIVE PRODUCER	1,7,10,20,23,24,25,31,35,36,37	37
TECHNICAL DIRECTOR-TMP	1,7,10,20,22,23,31,35,36,37	37
TECHNICAL DIRECTOR-TMP	1,7,10,20,22,23,31,35,36,37	1
ACCOUNT EXECUTIVE	1,4,7,10,12,18,20,22,23,25,31,36,37	25
ACCOUNT EXECUTIVE	1,4,7,10,12,18,20,22,23,31,36,37	1
LOCAL SALES MANAGER	1,4,7,10,12,18,20,22,23,25,31,36,37	1

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>KOLOTV.COM</b> 4850 Ampere Drive Reno NV 89502 Phone: 775-858-8888 Email: <a href="mailto:Pat.Thomas@kolotv.com">Pat.Thomas@kolotv.com</a>	N	7
2	<b>Renohelpwanted.com (fee)</b> 1 Civic Center Plaza #506 Poughkeepsie, NY 12601 Phone: 1-800-365-8630 Post at: <a href="http://www.renohelpwanted.com">www.renohelpwanted.com</a>	N	
3	<b>Reno Gazette-Journal (fee)</b> 955 Kuenzli Street Reno NV 89512 Phone: 775-348-7355 Email: <a href="mailto:lmacaula@rgj.com">lmacaula@rgj.com</a>	N	
4	<b>Truckee Meadows Community College</b> 7000 Dandini Blvd Reno NV 89512 Phone: 775-673-7063 Job Board Fax: 775-673-7268 Post at: <a href="http://www.tmcc.edu">www.tmcc.edu</a>	N	
5	<b>MediaLine</b> PO Box 51909 Pacific Grove, CA 93950 Phone: 1-800-237-8073 Post at: <a href="http://www.medialine.com">www.medialine.com</a>	N	
6	<b>NAB Educational Foundation (fee)</b> 1771 N Street, N.W Washington DC 20036 Phone: 202-429-5498 Post at: <a href="http://www.broadcastcareerlink.org">www.broadcastcareerlink.org</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Nevadabroadcasters.org</b> Attn: Clay Giffin 1050 Flamingo Road # S-110 Las Vegas, NV 89119 Phone: 702-794-4994 Email: <a href="mailto:melanie@nevadabroadcasters.org">melanie@nevadabroadcasters.org</a>	N	
8	<b>Career Choices (fee)</b> 6880 S. McCarran Blvd, #7 Reno NV 89509 Phone: 775-826-2555 Email: <a href="mailto:lisa@career-choices.com">lisa@career-choices.com</a>	N	
9	<b>Tvjobs.com</b> PO Box 4116 Oceanside, CA 92052 Phone: 800-374-0119 Post at: <a href="http://www.tvjobs.com">www.tvjobs.com</a>	N	
10	<b>Academy of Arts, Careers &amp; Technology</b> 380 Edison Way Reno NV 89502 Phone: 775-861-4418 Fax: 775-891-4415 Email: <a href="mailto:jtenpenny@washoeschools.net">jtenpenny@washoeschools.net</a>	N	
11	<b>Jobing.com (fee)</b> Phone: 775-786-7171 Post at: <a href="http://www.reno.jobing.com">www.reno.jobing.com</a>	N	
12	<b>ProNet</b> 1201 Terminal Way, #100 Reno, NV 89502 Phone: 775-674-5408 FAX: 775-674-5414 Email: <a href="mailto:dcastle@join.org">dcastle@join.org</a>	N	
13	<b>Society of Broadcast Engineers</b> 9102 N. Meridian Street #150 Indianapolis, IN 46260 Phone: 317-846-9000 FAX: 765-846-9120 Email: <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Alliance for Women in Media (fee)</b> 1760 Old Meadow Road, #500 McLean, VA 22102 Phone: 703-506-3290 Post at: <a href="http://www.awrt.org">www.awrt.org</a>	N	
15	<b>Internal Hire/Promotion</b>	N	
16	<b>RTDNA (fee)</b> 1600 K Street N.W. # 700 Washington DC 20006 Phone: 202-659-6510 Post at: <a href="http://www.rtdna.org/channel/find_a_job">www.rtdna.org/channel/find_a_job</a>	N	
17	<b>Advertising Association of Northern NV (fee)</b> Attn: Kerri Garcia 299 S. Arlington Avenue Reno NV 89502 Phone: 775-827-7311 Post at: <a href="http://www.aafreno.com">www.aafreno.com</a>	N	
18	<b>Nevada Job Connect</b> 4001 S. Virginia, Reno, NV 89502 Phone: 775-834-1970 Fax: 775-834-1983 Post at: <a href="http://www.nevadajobconnect.com">www.nevadajobconnect.com</a>	N	
19	<b>602 Communications</b> Attn: Sandy Lizik 4349 E. Colter St Phoenix, AZ 85018 Email: <a href="mailto:slizik@602communications.com">slizik@602communications.com</a>	N	
20	<b>602 Communications</b> Attn: Sandy Lizik 4349 E. Colter St Phoenix, AZ 85018 Email: <a href="mailto:slizik@602communications.com">slizik@602communications.com</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	<b>Media Bistro/Tvspy (fee)</b> 475 Park Avenue South, 4th Floor New York, New York 10016 Phone: 212-389-2000 Fax: 866-880-1429 Post at: <a href="http://www.mediabistro.com">www.mediabistro.com</a>	N	
22	<b>University of Nevada, Reno</b> 1664 N. Virginia Street Reno NV 89557 Post at: <a href="http://www.unr.edu/career/employers">www.unr.edu/career/employers</a>	N	
23	<b>Indeed.com</b> <a href="https://employers.indeed.com/post-job">https://employers.indeed.com/post-job</a>	N	5
24	<b>California Chicano News Media Association</b> ASU Walter Cronkite School of Journalist 725 Arizona Ave, Ste 206 Santa Monica, CA 90401 Phone: 424-229-9482 FAX: 424-229-9486 <a href="http://ccnma.org/submit-job/">http://ccnma.org/submit-job/</a>	N	
25	<b>Employee Referral</b>	N	8
26	<b>Non-Employee Referral</b>	N	
27	<b>National Association of Hispanic Journalists (fee)</b> 1000 National Press Blvd Washington DC 20047 Phone: 202-662-7145 Post at: <a href="http://www.nahjcareercenter.com">www.nahjcareercenter.com</a>	N	
28	<b>National Association of Black Journalists (fee)</b> University of Maryland 8701-A Adelphi Road Adelphi, MD 20783 Phone: 866-479-NABJ Post at: <a href="http://www.careerservices.nabj.org">www.careerservices.nabj.org</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	<b>Poynter Institute for Journalism (fee)</b> Post at: <a href="http://www.careers.poynter.org/hr">www.careers.poynter.org/hr</a>	N	
30	<b>LinkedIn (fee)</b> <b>Bessire and Associates Inc.</b> 7621 Little Ave. Suite 212 Charlotte NC 28226-9926 800-797-7355, 4101 <a href="http://www.bessire.com">www.bessire.com</a>	N	
31	<b>NevadaWorks.com</b> 6490 South McCarran Blvd. Building A #1 Reno, NV 89509 Phone: 775-337-8600 Post at: <a href="http://www.nevadaworks.com">www.nevadaworks.com</a>	N	
32	<b>National Press Photographers Association</b> 3200 Croasdaile Drive Ste. 306 Durham, NC 27705 Phone: 919-383-7246 Fax: 919-383-7261 Post at: <a href="http://www.nppa.org">www.nppa.org</a>	N	
33	<b>B-Roll.Net (News Openings Only-fee)</b> Attn: Kevin Johnson 1623 D Street NE Washington, DC 20002 Phone: 202-470-5396 Fax: 270-837-3491 Post at: <a href="http://www.broll.net">www.broll.net</a>	N	
34	<b>Media Match</b> Post at: <a href="https://www.media-match.com">https://www.media-match.com</a>	N	
35	<b>Collective Talent</b> 1721 Richardson Place Tampa, FL 33606 813-254-9695 <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	<b>Express Employment Professionals</b> 3973 S. McCarran Blvd Reno, NV 89502 775-826-4442 <a href="mailto:Michele.davies@expresspros.com">Michele.davies@expresspros.com</a>	N	
37	<b>Gray TV Careers</b> <a href="http://www.gray.tv/index.php?page=gray-tv-careers">http://www.gray.tv/index.php?page=gray-tv-careers</a>	N	15
(etc.)			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			35

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in event sponsored by organizations representing community groups	General Manager is on the Nevada Broadcasters board of directors, monthly meetings are held to plan and execute scholarship awards for future broadcasters in Nevada. Two annual events are held where students are given information on applying for said Broadcast scholarships.
<b>2</b>	Participate in job fair sponsored by educational institution	Our Local Sales Manager and News Director participated in the University of Nevada Reno All Major Career and Internship Fair on February 16, 2022 from 10a-2p. This was an in-person career fair where participants could approach various tables to talk with recruiters. Our News Director spoke one-on-one with a number of students and graduates about careers in broadcasting at KOLO-TV, possible positions and Internships.
<b>3</b>	Events sponsored by educational institution	Our News Anchor participated in the National Association of Black Journalists convention August 18-21,2021. Due to COVID restrictions, it was held virtually.
<b>4</b>	Community Events/Educational Group Participation	A local girl scout troop toured the station on April 1, 2022. They had the opportunity to see the studio, newsroom and the control room and learn about different jobs in broadcasting.
<b>5</b>	Internships	KOLO-TV maintains an on-going Internship Program with University of

		<p>Nevada Reno for students who are interested in a broadcasting career. These internships are offered for the term of one semester and afford students studying communications the opportunity to achieve practical experience in the field.</p> <p>We had one intern during the fall 2021 semester.</p>
6	EEO Management Training	<p>5/12/21-6/11/21 our Promotions Manager and Copy Coordinator participated in a training series “Foundations in Diversity, Equity and Inclusion; from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding; gendered language, race, class and ability, how to apologize effectively.</p> <p>On February 17, 2022, our Copy Coordinator participated in a training on the FCC’s EEO Rules and Regulations provided by Wiley Rein, LLP</p>