

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2017 - May 31, 2018

**Station Included in Report:** KTNV-TV

**I. List of Recruitment Sources**

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				20
C2	Internal Candidate / WorkLife				23
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			75
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	8
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		30
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	5
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				15
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			

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C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		17
<b>Local Sources</b>					
L1	American Broadcasting School	712 N. Watson Rd, Ste 200 Arlington, TX 76011	Michelle@radioschool.com michelle@radioschool.com	817-695-2474	
L6	College of Southern Nevada	6375 W. Charleston Ave. Las Vegas, NV 702-651-58	Monica Williams hrcustomerservice@csn.edu	702-651-5800	
L8	National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Brenda Rivas info@nhmc.org	213-746-1305	
L9	Nevada Broadcasters Association*	1050 E. Flamingo Rd. Suite S110 Las Vegas, NV 89119	Melanie Mueller melanie@nevadabroadcasters.org www.Nevadabroadcasters.org	702-794-4994	
L10	Nevada Job Connect*	3405 S. Maryland Pkwy Las Vegas, NV 89109	Valerie Hurtado v-hurtado@nvdetr.org	702-486-0119	
L12	United States Vetrans Initiative	525 E. Bonanza Rd. Las Vegas, NV 89101	Brenda Purvis bpurvis@usvetsinc.org	702-947-4457	
L13	University of North Texas	PO Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L14	University of Wisconsin-Oshkosh Radio, TV & Film	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-2443	
L15	Women's Development Center	942 E. Sahara Ave Suite 201 Las Vegas, NV 89104-3739	Tatyana Lopez info@wdclv.org	702-796-7770	
L16	Nevada Department of Welfare and Supportive Services	620 Belrose Street Las Vegas, NV 89107	Patricia Martin pmartin@dwss.nv.gov	702-486-1486	
L19	University of Colorado at Boulder, School of Journalism	1511 University Ave 478UCB Boulder, CO 80309	Christine Mahoney christine.mahoney@colorado.edu www.myinterface.com/cuboulder_journalism	303-492-0460	
L20	University of Nevada, Las Vegas	4505 S. Maryland Pkwy Las Vegas, NV 89154	Career Services kathy.espin@unlv.edu http://hirearebel.unlv.edu	702-895-3495	
L23	Operation Homefront Nevada	4720 Wynn Rd. Las Vegas, NV 89103	Annie Baca annie.baca@operationhomefront.net www.operationhomefront.net	702-449-9987	
L24	Nevada Employer Support of the Guard and Reserve	6490 Range Rd. Las Vegas, NV 89165	Nichole Nguyen Nichole.c.nguyen.ctr@mail.mil https://www.facebook.com/Nevadaesgr	702-632-0332; ext 4332	

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L25	Dress For Success Southern Nevada	3400 Desert Inn Rd. Las Vegas, NV 89102	Paula Lawrence referralagency@dfsouthernnevada.org www.dressforsuccesssouthernnevada.org	702-684-6412	
L26	Life After Active Duty	2300 W. Sahara Ave Suite 800 Las Vegas, NV 89102	Eva Secchiari eva@lifeafteractiveduty.org www.lifeafteractiveduty.org	702-954-6300	
L27	Jobs for Nevada's Graduates	4045 S. Buffalo Dr. Suite A-101-128 Las Vegas, NV 89147	Sherri S. Smith sssmit1@interact.ccsd.net www.jagnv.org	702-799-1870	
L28	Nevada State College	303 S. Water St. Suite 135 Henderson, NV 89015	www.nsc.edu		
L29	Workforce Connections	6330 West Charleston Blvd. Suite 150 Las Vegas, NV 89146	Ricardo Villalobos rvillalobos@nvworkforceconnections.org www.nvworkforceconnections.org	702-636-2322	
L30	Asher College	6029 West Charleston Boulevard Las Vegas, NV 89146	Bill Zavatchin bzavatchin@asher.edu www.asher.edu	702-836-9900	
L31	Northern Arizona University - School of Communication	Flagstaff, AZ	Norman J. Medoff, Ph.D. norm.medoff@nau.edu	928-523-8257	

**Total Number of Interviewees Referred: 200**

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Integrated [13391]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C116, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C97 Start Date: 2018-02-19
Dir, Creative Services [12632]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-11-30
Dir, HR Business Partner [13677]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C37, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-03-19
Editor II [13973]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C2 Start Date: 2018-04-12
Exec Producer [13974]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C130 Start Date: 2018-04-16
General Manager, TV [12611]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C16, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-06-05
IT Ops Tech III [13612]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C134 Start Date: 2017-11-28
Local Sales Manager, TV [13887]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-04-10
Maintenance Engineer IV [13235]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C130 Start Date: 2017-09-18
Producer [12550]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L9, L10, L20	Code Number: C2 Start Date: 2017-06-19
Producer [13096]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C1 Start Date: 2017-06-26
Reporter [13011]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C44, C69, C97, C100, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C130 Start Date: 2017-10-23
Reporter [13012]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C69, C97, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C2 Start Date: 2017-08-14

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Reporter [13808]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C100 Start Date: 2018-04-16
Reporter/MMJ [13270]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C2 Start Date: 2017-09-25
Studio Tech III [13244]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L8, L9, L10, L16, L20, L23, L25, L29, L30	Code Number: C3 Start Date: 2017-07-17
Studio Tech III [14316]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-14

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	June 23, 2017: 2017 Career Days at Mark Fine Elementary. Attended by Karla Huelga
	July 15, 2017: Women's Blogger and Influencer Panel. Hosted by Dayna Roselli
	January 8, 2018: Nellis Youth Group from Nellis AFB. Miles Gwyn
	April 9, 2018: NAB Convention, Westgate Convention Center, Las Vegas, NV. Mike Dello Stritto, Chris Way, Greg Rogers
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Spring 2018: One intern participated from College of Southern Nevada.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Spring 2018: University of Nevada Las Vegas. One intern participated.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Growth Planning Program - Training Modules facilitated by Kelly Rissler. Participants - Maddie Skains and Miles Gwyn.
Establishment of a mentoring program for station personnel.	Leadership Champion Training (all station employees) - "Enabling Others To Act". April 17, 19, 25, 27, 2018. Presented by Brady Marsh and Miles Gwyn
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	June 21, 2017: Mark L. Fine Elementary School. Weather First Kids. Presented by Dan Bronis.
	July 26, 2017: Faith Lutheran Academy Broadcast Journalism Student Program. Meeting Participants - Thom Porterfield and Kelly Rissler
	October 11, 2017: Doral Academy-Pebble. Weather First Kids. Presented by Justin Bruce.
	October 19, 2017: Whitney Elementary School. Weather First Kids. Presented by Justin Bruce.
	November 10, 2017: Junior League of Southern Nevada with Clark County High Schools. Fashion Forward Event. Attended by Dayna Roselli
Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	May 15, 2018: Sponsorship of the LVGEA Perspective Event (Las Vegas Global Economic Alliance). Park MGM. Attendees - Chris Way, Jennifer Hernandez, Andrea Borden, Thom Porterfield, Colleen Andring

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Partnered with each hiring manager to review candidate pool, trained on fair and non-discriminatory hiring practices in order to ensure equal opportunity employment. Kelly Rissler.
Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	October 26, 2018: Dress for Success Southern Nevada, "How to Project a Professional Image to Get the Interview" Workshop. Facilitated by Kelly Rissler.