

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2016 - May 31, 2017

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
Common Sources					
C1	Employee Referral				19
C2	Internal Candidate / WorkLife				12
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			69
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	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	

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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	
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	
C19	National Association of Black Journalists	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	1
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	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		42
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
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				6
C131	Agency/Search Firm				5
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		10
Local Sources					
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	Dee Salazar mdsalazar@nvdeetr.org	702-486-7914	
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@dfssouthernnevada.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 sssm1@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: 175

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C97, C116, C130, L9, L20	C5
Account Exec, Integrated	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134, L6, L9, L10, L16, L20, L24	C2
Evening Anchor, MMJ	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L9, L20	C131
General Manager, TV	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L9, L20	C1
Master Control Tech II	C1, C2, C3, C5, C69, C130, C131, C132, C134, L9, L20, L23, L24, L26, L27, L30	C3
Meteorologist, Morning	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L1, L9, L20	C1
Meteorologist, Weekend	C1, C2, C3, C130, C131, L1, L9, L24, L31	C131
Multimedia Journalist	C1, C2, C3, C5, C19, C26, C69, C130, C131, C132, C134, L1, L6, L9, L20	C26
News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C95, C97, C98, C130, C131, L9, L16, L20, L23, L24	C97
News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C95, C97, C98, C130, C131, L9, L16, L20, L23, L24	C97
Non-News Talent	C1, C2, C3, C130, L1, L6, L9, L20	C3
Photographer II	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L9, L10, L16, L20, L23, L24, L26, L29	C3
Producer	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L9, L20	C3
Producer	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L9, L20	C1
Producer	C1, C2, C3, C5, C69, C130, C131, C132, C134, L9, L20	C3
Reporter	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L6, L9, L20	C131

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	11/16/2016: Las Vegas Career Fair, Texas Station Casino, Las Vegas NV 89130. Kelly Rissler
	1/11/2017: Canyon Springs High School - "Batteries Included" Program, 350 E Alexander Rd, North Las Vegas, NV 89032. Kelly Rissler, Ryan Smith, Miles Gwyn
	2/2/2017: Las Vegas Career Fair, Palms Casino Resort, Las Vegas, NV 89103. Kelly Rissler
	4/5/2017: Palo Verde High School Career Fair, 333 Pavilion Center Dr, Las Vegas NV 89144. Kelly Rissler
Hosting at least one job fair.	3/30/2017: Asher College, 6029 W Charleston Blvd, Las Vegas NV 89146. Kelly Rissler, Ryan Smith, Greg Rogers
Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	4/8/2017: Dress for Success Southern Nevada, Projecting a Positive Image Workshop
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.	4/26/2017: NAB Career Show, Westgate Convention Center, Las Vegas NV. Kelly Rissler, Jeff Block, Nathan Stewart
	8/10/2016: Dress for Success Southern Nevada, Women's Interview Skills Workshop
	11/15/2016: Las Vegas Metro Chamber of Commerce, Customer Service Excellence. Kelly Rissler, Jim Koonce, Julie Pyle, Jim Prather, JJ Snyder
	9/8/2016: Las Vegas "Serving Our Kids". Beth Fisher, Jim Prather, Kelly Rissler, Todd Quinones, Mike Dello Stritto, Thom Porterfield, Julie Pyle, Carol Cituk.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	2/17/2017: Canyon Springs High School, 350 E Alexander Rd, North Las Vegas, NV 89032. Jobs for America's graduates.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Summer 2016 - Scripps Howard Foundation Summer Internship Program. Sydney Bland.
	Summer 2016 - University of Texas at El Paso, Dept of Communication. Amanda Guillen.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	2017 Goal Setting presented by Kelly Rissler - February 15, 17 and 27; March 1, 10 and 14.

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	2017 Growth Plan Program presented by Kelly Rissler - April 4, 12 and 19
	2017 Key Talent Program attended by Carol Viso.
Establishment of a mentoring program for station personnel.	10/6/2016: Leadership Champions, Brady Marsh and Miles Gwyn
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	10/21/2016: Quest Prep. Academy. Weather First Kids. Presented by Greg Bennett
	12/9/2016: Doral Academy. Weather First Kids. Presented by Dan Bronis
	3/29/17: Chaparral High School. Weather First Kids. Presented by Karla Huelga
	2/16/2017: American Heritage Academy. Weather First Kids. Presented by Dan Bronis
Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	1/24/2017: Clark County School District Summer Business Institute, 500 S Grand Central Pkwy, Las Vegas NV 89155. Kelly Rissler, Ryan Smith
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	6/20/2016: Leadership training "The Legal Side of Leadership" presented by Dave Giles and Danyelle Wright.
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.	8/10/2016: Dress for Success Southern Nevada, Women's Interview Skills Workshop