

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2018 - May 31, 2019

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				24
C2	Internal Candidate / WorkLife				35
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			83
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	
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	
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	
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1

EEO PUBLIC FILE REPORT

C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		54
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	8
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				14
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		30
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C193	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C197	NABJ	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1020	Catholic Charities of Southern Nevada - Monsignor Patrick Leary - 1511 Las Vegas Boulevard North (ccsn@catholiccharities.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C1021	CHR (Caring, Helping, and Restoring Lives) - Tyrone Anderson - 2980 S Jones Avenue, Suite H (info@chrinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1022	Community College of Southern Nevada Veteran's Affairs Office - Joan McGee (Executive Director) - 3200 E. Cheyenne Avenue-C1S (joan.mcgee@csn.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1023	Department of Veteran's Affairs - Eddie Keher (Veterans Representative) - 916 West Owens Avenue (edward.keher2@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1024	Foundation for an Independent Tomorrow - Janet Frasier Blumen - 1931 Stella Lake Drive (fit@lasvegasfit.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1025	HELP of Southern Nevada - Terrie D'Antonio - 1640 E Flamingo Road, Suite 100 (info@helpsonv.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1026	Henderson Nevada Chamber of Commerce - Scott Muelrath - 590 S Boulder Highway (DavidDahan@hendersonchamber.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1027	Las Vegas Asian Chamber of Commerce - Dr Terry Wong - 6272 Spring Mountain Rd (sandisaito@lvacc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1028	Las Vegas Chamber of Commerce - Curtis Cummings - 3720 Howard Hughes Parkway (pspeer@lvchamber.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1029	Las Vegas Job Corps CTS - Sonja Holloway - 1050 East Flamingo Road Suite E217 (holloway.sonja@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1030	Las Vegas Latin Chamber of Commerce - Otto Merida - 300 N 13th St (otto@lvcc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1031	Las Vegas/Clark County Urban League - - 930 W Owens (rclarke@lvccul.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1032	Lutheran Social Services of Nevada - Armena Mnatsakanyan - 73 Spectrum Blvd PO Box 2079 (jaime@lssnv.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1033	NAACP - Las Vegas - Frank Hawkins, Jr - 1048 W Owens (naacply@embarqmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1034	Nellis Airmen and Family Readiness Center 99MSS/DPF - Len Boddie - 4311 N. Washington, Ste. 102 (leonard.boddie@af.mil)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1035	Nevada Job Connect North Las Vegas - - 1048 West Owens Avenue (c-shingles@nvdetr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1036	Nevada JobConnect Henderson - Laura Mazzola - De Jesus (Veterans Representative) - 119 South Water Street (lamazzola-dejesus@nvdetr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1037	Nevada JobConnect Maryland Parkway - - 3405 South Maryland Parkway (hmramsey@nvdetr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1038	Nevada JobConnect Maryland Parkway - Ben Daseler (Business Representative) - 3405 South Maryland Parkway (b-daseler@nvdetr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C1039	Nevada JobConnect Maryland Parkway - Charlene Fleming (Veterans Representative) - 3405 South Maryland Parkway (clfleming@nvdetr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1040	Nevada JobConnect North Las Vegas - - 2827 Las Vegas Boulevard North (j-addison@nvdetr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1041	Nevada Microenterprise Initiative - Colleen Camenisch - 1600 E Desert Inn Road (asiefert@4microbiz.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1042	North Las Vegas Chamber of Commerce - Curtis Cummings - 3345 W Craig Road (spowers@nlvchamber.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1043	One Stop Career Center - - 2980 South Jones, Suite H (Krichardson@nvcareercenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1044	Southern Nevada Centers for Independent Living - - 6039 Eldora Ave, Ste H-8 (info@sncil.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1045	Special Employment Services Inc. - Bob Saunders - 1415 South Arville Street (specialemployment@hotmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1046	United Way of Southern Nevada - Joselyn Cousins - 8290 S Arville Street (info@uwsn.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1047	US Vets - Shalimar Cabrera - 525 E Bonanza Rd (dderby@usvetsinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1048	Veterans Affairs - Donald Malone - (donald.malone@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1049	VFW Nevada District 5, 1753 District 5 Commander - - 705 Las Vegas Blvd North (kathy.hollinger@comnet.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1050	Women's Chamber of Commerce of Nevada - - 2300 West Sahara Avenue (job_listings@womenschamberofnevada.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1051	Women's Development Center - - 4020 Pecos Mcleod (womensdc@vegas.infi.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1685	NYE Communities Coalition - Career Connections - - 1020 E Wilson (jobs@nyecc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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	

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L10	Nevada Job Connect	3405 S. Maryland Pkwy Las Vegas, NV 89109	Valerie Hurtado v-hurtado@nvdepr.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@wcdlv.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	
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 sssm11@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: 259

EEO PUBLIC FILE REPORT

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 [14756]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C182, C183, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, C1685, L9, L10, L16, L23, L24, L27, L30	Code Number: C1 Start Date: 2019-03-25
Assoc Account Exec, TV [14975]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L9, L10, L16, L23, L24, L30	Code Number: C1 Start Date: 2018-11-12
Assoc Account Exec, TV [JR020473]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L26, L27, L28, L30	Code Number: C2 Start Date: 2019-02-28
Asst News Director [14917]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L23, L24, L27, L30	Code Number: C97 Start Date: 2019-01-04
Digital Content Producer [14743]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L9, L10, L16, L23, L24, L27, L30	Code Number: C3 Start Date: 2018-09-10
Digital Content Producer [14851]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L9, L10, L16, L23, L24, L27, L30	Code Number: C3 Start Date: 2019-01-07

EEO PUBLIC FILE REPORT

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]
Digital Content Producer [15089]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, C1685, L6, L9, L10, L16, L23, L24, L30	Code Number: C97 Start Date: 2019-01-28
Digital Content Producer [JR020259]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L6, L9, L10, L16, L23, L24, L30	Code Number: C1 Start Date: 2019-02-04
Dir, Digital [JR020272]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L23, L24, L27, L30	Code Number: C3 Start Date: 2019-05-28
Editor II [14915]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L9, L10, L16, L23, L24, L30	Code Number: C2 Start Date: 2018-10-22
Editor II [14991]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L9, L10, L16, L23, L24, L25	Code Number: C2 Start Date: 2018-11-19
Editor III [14789]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-09-10
Events Coordinator [14010]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L9, L10, L16, L23, L24, L27, L30	Code Number: C97 Start Date: 2018-07-23
Exec Producer [14815]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167, L9, L10, L16, L23, L24, L27, L30	Code Number: C2 Start Date: 2018-11-05

EEO PUBLIC FILE REPORT

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]
Graphic Artist [14186]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, L6, L9, L10, L16, L23, L24, L30	Code Number: C3 Start Date: 2018-06-13
Local Sales Manager [JR020062]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051	Code Number: C2 Start Date: 2018-12-31
Maintenance Engineer IV [14720]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-10-08
Managing Editor [14890]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L9, L10, L16, L23, L26, L27, L30	Code Number: C3 Start Date: 2018-10-29
Mgr, Real-Time Desk [14788]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-09-03
Multimedia Journalist [14243]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C26, C38, C69, C97, C130, C131, C132, C134, L9, L10, L16, L23, L24, L27, L30	Code Number: C2 Start Date: 2018-10-22
National Sales Manager [14460]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L9, L10, L16, L23, L24, L27, L30	Code Number: C1 Start Date: 2018-09-10
Photographer II [14051]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L9, L10, L16, L23, L24, L27, L30	Code Number: C130 Start Date: 2018-07-09
Photographer II [15083]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L23, L24, L27, L30	Code Number: C134 Start Date: 2019-03-05

EEO PUBLIC FILE REPORT

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]
Photographer II [JR020234]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L23, L24, L27, L30	Code Number: C1 Start Date: 2019-04-29
Photographer II [JR020811]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L6, L9, L10, L16, L23, L24, L30	Code Number: C3 Start Date: 2019-05-28
Producer [14254]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L9, L10, L16, L23, L24, L27, L30	Code Number: C3 Start Date: 2018-06-11
Producer [14845]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L6, L9, L10, L16, L23, L24, L30	Code Number: C97 Start Date: 2019-01-21
Producer [JR020551]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L23, L24, L27, L30	Code Number: C97 Start Date: 2019-05-13
Reporter [14602]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L9, L10, L16, L23, L24, L30	Code Number: C1 Start Date: 2018-09-06
Reporter [14882]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L9, L10, L16, L23, L24, L27, L30	Code Number: C131 Start Date: 2018-10-22

EEO PUBLIC FILE REPORT

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]
Reporter [15025]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C16, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L23, L24, L25, L27	Code Number: C3 Start Date: 2018-12-10
Reporter [JR020491]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L23, L24, L27, L30	Code Number: C131 Start Date: 2019-04-08
Reporter [JR020666]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1020, C1021, C1022, C1023, C1024, C1025, C1026, C1027, C1028, C1029, C1030, C1031, C1032, C1033, C1034, C1035, C1036, C1037, C1038, C1039, C1040, C1041, C1042, C1043, C1044, C1045, C1046, C1047, C1048, C1049, C1050, C1051, L9, L10, L16, L23, L24, L27, L30	Code Number: C2 Start Date: 2019-04-29
Sales Support Asst II [14515]	C1, C2, C3, C5, C10, C11, C12, C15, C69, C97, C116, C130, C131, C132, C134, C165, L9, L10, L16, L23, L24, L27, L30	Code Number: C1 Start Date: 2018-08-13
Sr Assignment Editor [14492]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-07-02
Sr Dir, News [14446]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C27, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, L9, L10, L16, L23, L24, L27, L30	Code Number: C2 Start Date: 2018-08-13
Sr Dir, Sales [14458]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L9, L10, L16, L23, L24, L27, L30	Code Number: C1 Start Date: 2018-08-06
Studio Tech II [14364]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L9, L10, L16, L23, L24, L27, L30	Code Number: C2 Start Date: 2018-06-11

EEO PUBLIC FILE REPORT

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.	January 26, 2019 - UNLV Veteran and Family Career Fair - University of Las Vegas. Attended by Jennifer Hernandez, HR Business Partner
	January 18, 2019 - Doral Academy Career Fair - Attended by Alicia Patillo, Travis Jensen and Beth Fisher
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.	March 8, 2019 - Los Prados Women's Club - Beth Fisher, Morning Anchor/MMJ was a featured speaker at the Los Prados Women's Luncheon and discussed careers in broadcasting.
	January 24, 2019 - American Heritage Girls - Beth Fisher, Morning Anchor/MMJ was the keynote speaker for American Heritage Girls Workshop where she spoke about her career and being a woman who loves community and serving others.
	March 1, 2019 - Nevada State Bank: Diversity Group Lunch. Nevada State Bank launched an Asian Diversity Group and Nina Porcincula, Reporter/MMJ spoke at the inaugural event about her journey into becoming a successful Asian in the media industry and her career trajectory.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Julie Pyle, Executive Producer heads up our Student internship program which is utilized each semester to bring in college students to give them experience in the broadcast field. Over the reporting period, there were two interns that participated each semester (Summer 2018, Fall 2018, Spring 2019) for a total of 6 interns.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	January 30, 2019 - Darcy Spears, Chief Investigative Reporter attended the 2nd Annual Ober Amazing Shake at Ober Elementary. She participated in group interviews and was a panelist to share more about herself and careers in Broadcasting
	April 23, 2019 - JJ Snyder, Co-Host of Morning Blend taught a two hour workshop for those interested in entertainment reporting at University of Las Vegas Journalism School. Approximately 20 students gathered for her two hour training. Students were then given the opportunity to conduct a taped interview with local people of interest in the community.
	May 7, 2019 - Angela Holmon, Community Events Coordinator, participated in Career Week at Jack Dailey Elementary School. She met with a group of 50-60 fifth grade students for a program designed to help students learn about college and career options. The students were able to ask many questions about careers in the broadcast field and the skills that help a person to be successful.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	February 7, 2019 - Dan Bronis, Meteorologist, met with a group of 4th Grade students at Deskin Elementary School to teach the Weather First Program.
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 14, 2019: Sponsorship of the LVGEA Perspective Event (Las Vegas Global Economic Alliance). SouthPoint Casino. Attendees include KTNV station GM Chris Way, Angela Bakke - Event Coordinator, Andrea Borden - Digital Sales Manager, Misty Morgan-Yousefi - Director of Sales, Wendy Shelton - Local Sales Manager, Cristine Lindholm - Local Sales Manager
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Manager and The Law Training - Mandatory Training facilitated by Danyelle Wright, VP Chief Diversity Officer and Dave Giles, VP General Counsel. Training includes overview of labor and employment laws, best practices for ensuring EEO compliance and diversity hiring. Those attending the training include station Leadership and Managers during the 3 1/2 hour training session.
	The location's HR Business Partner partners with each hiring manager to review candidate pool, as well as all new managers are trained through online training platform on fair and non-discriminatory hiring practices to ensure equal opportunity employment. Diversity metrics and trends are reported on at the station and corporate level.
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.	August 10, 2018 - KTNV/99 ABW Training Day - Training day with Nellis Air Force Base team to showcase various departments and potential careers, discuss the potential transition from Military to Broadcast Media, and make connections with station personnel. Attendees include station GM Chris Way, Jennifer Hernandez - HR Business Partner, Jason Harvey - Chief Photog, Greg Rogers - Chief Engineer, Alex Blowers - IT Tech, and various other department representatives.