KLVX-DT
EEO PUBLIC FILE REPORT
June 1, 2011-May 31, 2012

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Coordinator IV, Financial Management Administrator	1, 3-16, 18-27, 29-39, 43, 53, 56, 60, 65-68	67
Director I, Individual Gifts and Philanthropy	1, 3-16, 18-39, 43, 46, 53, 55-57, 60, 65-69, 71	67
Director I, Institutional Sponsorship and Philanthropy	1, 3-16, 18-20, 22-25, 27-37, 39, 43, 46, 53, 55-57, 60, 66-67	67
Master Control Specialist	1, 3-16, 18-25, 27-39, 41-42, 46, 53-54, 60-61, 65-66	66
Office Supervisor	1, 3-16, 18-28, 30-33, 35-36, 38-39, 41-42, 53, 66, 68-69	41
TV Producer/Director I	1, 3-16, 18-39, 41-42, 46, 53-54, 59-60, 66, 70- 71	70
Vegas PBS Membership Specialist	1, 3-16, 18-28, 30-33, 35-39, 41-42, 52-53, 65-69	52

KLVX-DT
EEO PUBLIC FILE REPORT
June 1, 2011-May 31, 2012

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	**Art Institute of Las Vegas** Felicia Miller 2350 Corporate Circle Henderson, NV 89074	N	0
2	**Art Institute of California – Orange County** 3601 W. Sunflower Avenue Santa Ana, CA 92704-9888 Phone: 714-830-0268 Fax: 714-546-2148	N	0
3	**Asian Pacific Forum** Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 732-3631 Fax: 732-3313	N	0
4	**Bates Technical College** Sheila White 1101 Yakima Ave Tacoma, WA 98405 Phone: 253-680-7752	N	0
5	**Bureau of Vocational Rehabilitation** Sylvia Milborn 3016 W. Charleston Blvd., Ste 200 Las Vegas, NV 89102 Phone/Fax: 486-5088	N	0
6	**Clark County** Diane Koksha 500 Grand Central Parkway, #5092 Las Vegas, NV 89155	N	0
7	**College of Southern Nevada** Kelly Wuest 6375 W. Charleston, W-18D Las Vegas, NV 89146 Phone: 651-5089 X5928 Fax: 651-5624	N	0
8	**College of Southern Nevada** Paula Thompson 700 College Drive Las Vegas, NV 89002 Phone: 651-3174 Fax: 651-3090	N	0
9	**College of Southern Nevada** Erica O'Toole 3200 E. Cheyenne CIT North Las Vegas, NV 89030 Phone: 651-4144 Fax: 651-4612	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	**DETR Joblink** Stephen Settembre 3405 S. Maryland Parkway Las Vegas, NV 89109 sssettembre@nvdetr.org	N	0
11	**Division of Welfare and Supportive Services** Ruth Barnes 611 Nellis Blvd. Las Vegas, NV 89110 Phone: 486-4720 Fax: 486-4737	N	0
12	**El Tiempo** Dana Goodell dgoodell@reviewjournal.com Phone: 383-0494 Fax: 383-0230	N	0
13	**NV Equal Rights Commission** 1820 E. Sahara Ave., Ste. 314 Las Vegas, NV 89101	N	0
14	**Help of Southern Nevada** Uzuri Shakoor – Job Developer 1640 E. Flamingo Road #100 Las Vegas, NV 89119 Phone: 697-3853 Fax: 369-1260	N	0
15	**Henderson JobConnect** Vincent Zarrelli 119 Water Street Henderson, NV 89015 Phone: 486-0302 Fax: 486-0328	N	0
16	**Japanese American Citizens League (JACL)** Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 732-3631 Fax: 732-3313	N	0
17	**Las Vegas Review Journal Website -Jobs Today** Dana Goodell dgoodell@reviewjournal.com Phone: 383-0494 Fax: 383-0230	N	0
18	**Las Vegas City Employees' Association** Ellen Sombrio 857 North Eastern Avenue Las Vegas, NV 89101	N	0
19	**Las Vegas Hawaiian Civic Club (LVHCC)** Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 732-3631 Fax: 732-3313	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	**Las Vegas Indian Center** Rulon Pete 2300 West Bonanza Road Las Vegas, NV 89106 Phone: 647-5842 Fax: 647-2647	N	0
21	**Las Vegas Paiute Tribe** Rulon Pete #1 Paiute Drive Las Vegas, NV 89106-3261 Phone: 647-5842 Fax: 647-2647	N	0
22	**Clark County Public Library** Julie Okabayashi 1401 E. Flamingo Road Las Vegas, NV 89119 Phone: 507-3458 Fax: 507-3486	N	0
23	**Las Vegas Review-Journal** Dana Goodell dgoodell@reviewjournal.com Phone: 383-0494 Fax: 383-0230	N	1
24	**Latin American Press** Maggy Ruiz P.O. Box 12599 Las Vegas, NV 89112	N	0
25	**Latin Chamber of Commerce** Edward Dorville 300 North 13th St. Las Vegas, NV 89101	N	0
26	**LDS Employment Resource Services** Rick Trout 4455 Allen Lane North Las Vegas, NV 89031 rjtrout@ldschurch.org Phone: 649-1012 Fax: 649-5065	N	0
27	**Laughlin Library** Karen Lassen 2840 S. Needles Highway Laughlin, NV 89029 Phone: 702-507-4070 Fax: 702-507-4067	N	0
28	**Moapa Paiute Business Council** Jimmy Begay P.O. Box 670 12 Lincoln St., Ste.D Moapa, NV 89025 702-865-2081 Jimmybegay@mvdsl.com	N	0
29	**Napa Valley College Telecommunications Technology** Steve Goze 2277 Napa-Vallejo Highway Napa, CA 94558 Phone: 707-253-3258	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
30	**National Federation of Filipino American Association** (NaFFAA) Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 732-3631 Fax: 732-3313	N	0
31	**Nellis Air Force Base Family Support Center** Mike Hudson 99 MSS/DPF 4311 N. Washington Blvd. Ste 102 Nellis AFB 89191 Phone: 652-3327 Fax: 652-3101	N	0
32	**Nevada Partners** **(a non-profit training and employment organization)** Ron Thomas 710 W. Lake Mead North Las Vegas, NV 89030 Phone: 399-5627 Fax: 649-2880	N	0
33	**Nevada State College** Lyle Smith 1125 Nevada Street Drive Henderson, NV 89015	N	0
34	**Ohio Center for Broadcasting** Anthony Morrone 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone: 216-447-9117 Fax: 216-642-9232	N	0
35	**Organization of Chinese Americans (OCA)** Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 732-3631 Fax: 732-3313	N	0
36	**Sahara West Library** Cara Houlihan 9600 W. Sahara Las Vegas, NV 89117-5959 Phone: 507-3636	N	0
37	**Vietnamese Community Association of Southern Nevada** Ngoc Nguyen 4730 San Rafael Las Vegas, NV 89120	N	0
38	**Washoe County School District** Charlet Comstock Human Resources 425 East Ninth Street Reno, NV 89520 Phone: 775-348-0330 Fax: 775-333-5070	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
39	**Westview Services** (a non-profit organization serving disabled individuals) Mr. Danny L. Miller 1401 S. Arville, Ste. D Las Vegas, NV 89102 Phone: 248-6735 Fax: 248-6759	N	0
40	**Association of Fundraising Professionals** *(not directly contacted by Vegas PBS)*	N	0
41	**Clark County School District (CCSD) Website** www.ccsd.net/employees/support staff Caryn Nacos Support Staff Services 2832 E. Flamingo Las Vegas, NV 89121 Phone: 387-0653 Fax: 387-0669	N	6
42	**Clark County School District (CCSD) Interact (CCSD's intranet)** Caryn Nacos Support Staff Services 2832 E. Flamingo Las Vegas, NV 89121 Phone: 387-0653 Fax: 387-0669	N	1
43	**Clark County School District (CCSD) Website** www.ccsd.net/employees/administration Tracy Szumilo Administrative Personnel 2832 E. Flamingo Las Vegas, NV 89121 Phone: 799-5459 Fax: 799-5115 tszumilo@interact.ccsd.net	N	2
44	**Clark County School District (CCSD) Interact (CCSD's intranet)** Tracy Szumilo Administrative Personnel 2832 E. Flamingo Las Vegas, NV 89121 Phone: 799-5459 Fax: 799-5115 tszumilo@interact.ccsd.net	N	0
45	**Craigs List** http://lasvegas.craigslist.org/	N	0
46	**Corporation for Public Broadcasting Job Listing** www.cpb.org	N	0
47	**Current** Sherron Phillips 6930 Carroll Ave. Ste 350 Takoma Park, MD 20912 Phone: 301-270-7240 x36 Sherron@current.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
48	**Current Online Job Board** Ron Woods 6930 Carroll Ave. Ste 350 Takoma Park, MD 20912 Phone: 301-270-7240 x36 Woodsr@current.org	N	0
49	*Intentionally Omitted*	N/A	N/A
50	**Former Employee (rehire)**	N	0
51	*Intentionally Omitted*	N/A	N/A
52	**INDEED.COM** *(not directly contacted by Vegas PBS)*	N	1
53	**Las Vegas Review-Journal Diversity Network** Dana Goodell Phone: 383-0494 Fax: 383-0230 (Vegas PBS takes advantage of the Review-Journal's Diversity Network, which extends the reach of its vacancy announcement by placement on five of the most respected Internet diversity career sites, including LatPro.com, and DiversityWorking.com)	N	0
54	**Nevada Broadcasters Association** Ms. Earlene Lefler Adam Sandler Phone: 794-4994 Fax: 794-4997 earlene@nevadabroadcasters.org adam@nevadabroadcasters.org	N	1
55	**Nevada Non Profit News** Deanna Ackerman editor@nevadanonprofitnews.com 426-8949	N	0
56	**Unknown**[1]	N	9
57	**Newspaper- Unknown**[1]	N	6
58	*Intentionally Omitted*	N/A	N/A
59	**ProductionHUB.com**	N *(production-related positions only)*	0
60	**Public Broadcasting System Job Board** www.pbs.org PBS Connect	N	1
61	**Society of Broadcast Engineers/SBE Jobs online** www.sbe.org Kjones@sbe.org info@sbe.org	N	0
62	**SBE Jobzone** *(a publication distributed at the National Association of Broadcaster's Convention)* Julie Dahlstrom Julie.dahlstrom@penton.com 312-840-8436	N	0

[1] These interviewees did not adequately identify the referral source upon inquiry.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
63	**SBE Jobzone Online** *(a website posting coinciding with the National Association of Broadcaster's Convention)* Julie Dahlstrom Julie.dahlstrom@penton.com 312-840-8436	N	0
64	**TVJobs.com** *(not directly contacted by Vegas PBS)*	N	0
65	**Urban Chamber of Commerce** 1048 West Owens Ave. Las Vegas, NV 89106	N	0
66	**Vegas PBS Website** www.vegaspbs.org Pat Breen Lee Ann Green pbreen@vegaspbs.org lgreen@vegaspbs.org	N	3
67	**Word-of-Mouth Referral**	N	8
68	**DETR Employment Security Division** Cynthia Jones 500 E. 3rd Street Carson City, NV 89713 775-684-3909	N	0
69	**Moapa Band of Paiutes** Jimmy Begay 1514 S. Maryland Parkway Las Vegas, NV 89014 702-865-2081 Jimmybegay@mvdsl.com	N	0
70	**LasvegasSun.com/Job Section** *(not directly contacted by SEU, although publication is inserted into the Las Vegas Review Journal (RS #23) each Sunday and both papers share the same classified section)*	N	1
71	**NETA National Educational Telecommunications Association** Maryanne Schuessler PO Box 50008 Columbia, SC 29250 803-799-5517 Maryanne@netaonline.org	N	0
		TOTAL INTERVIEWEES OVER 12-MONTH PERIOD	**40**

KLVX-DT
EEO PUBLIC FILE REPORT
June 1, 2011-May 31, 2012

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	VEGAS PBS offers paid internships to high school, college, and university students who are interested in pursuing careers in broadcasting. Students receive training in production, engineering, and clerical skills and work a maximum of 20 hours a week during the school year. Under the supervision of our Director I, TV Producer; Director III, Educational Media Director; and, the TV Operations Manager, KLVX-DT hosted a total of 18 paid interns during this reporting period, as follows: • 9 students from University of Nevada Las Vegas • Two students from College of Southern Nevada • One student from the Art Institute of Las Vegas • Two students from Nevada State College • Four high school students
2	Internship program	VEGAS PBS also offers unpaid internships to university, college, and high school students. Students perform a variety of tasks in the communications, membership and production departments. Under the supervision of the Director I, TV Producer, Director I, Corporate Communications and Membership Manager, KLVX-TV hosted a total of 14 unpaid interns during this reporting period, as follows: • Five students from Univ. of Nevada Las Vegas • One student from College of Southern Nevada • One student from the Art Institute of Las Vegas • One student from the Summer Business Institute • Six high school students
3	Internship program	VEGAS PBS also offers unpaid internships to members of the community interested in careers in television. Under the supervision of our Director I, TV Producer, an unpaid intern worked in the production department as a studio intern and assistant during this reporting period.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in Career Fair	On July 9, 2011, VEGAS PBS participated in the Stagecraft Institute of Las Vegas 2011 Job Fair. Station participants included our Office Supervisor in Production and HR Administrative Assistant, who provided information about career options in broadcasting to students and faculty.
5	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On July 20, 2011, our HR Administrative Assistant at Vegas PBS participated in an EEO Updates Webinar hosted by the National Association of Broadcaster Education Foundation (NABEF) and presented by representatives of Wiley Rein, LLP and the Federal Communications Commission.
6	Host event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On August 2, 2011, our Captionist and the Director of Engineering, Telecommunications and Emergency Response at Vegas PBS hosted 50 students and teachers from Everest College as part of a professional development plan for teachers and community enrichment for students. Tours of the Educational Technology Campus and the Vegas PBS studio were provided in addition to information about how education and skills learned as accounting and criminal justice students could be used in different fields, including broadcasting.
7	Host event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On December 6, 2011, Vegas PBS hosted seven Foothill High School students interested in a career in broadcasting for a job shadow day. The students shadowed production staff as they were producing two shows. Station participants included our Production Manager, Office Supervisor in Production and production staff.
8	Participate in Career Fair	On January 19, 2012, Vegas PBS, a Community Partner with the Las Vegas Review Journal and sponsor of its 2012 Career Fairs, participated in the career fair held at the Suncoast Hotel and Casino. Station participants included our HR Administrative Assistant, who provided general information about the station and specific information about current and anticipated vacancies.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On March 17, 2012, a TV Producer/Director at Vegas PBS participated in the Atomic Testing Museum's International Program by providing his perspective and tips on video recording and filmmaking to exchange students who were chosen to participate in the Museum's program.
10	Participate in Career Fair	On March 13, 2012, Vegas PBS, a Community Partner with the Las Vegas Review Journal and sponsor of its 2012 Career Fairs, participated in the career fair held at the Suncoast Hotel and Casino. Station participants included our HR Administrative Assistant, who provided general information about the station and specific information about current and anticipated vacancies.
11	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On March 29, 2012, Vegas PBS participated in the South East Career and Technical Academy's Career Day. Our Office Supervisor in Production was part of a group that conducted mock interviews of 22 Telecommunications high school seniors. Each student was interviewed individually, answering questions that related to the broadcast industry. Individual evaluations of mock-interview performance were provided to teachers and feedback was given to the students.
12	Participate in Career Fair	On April 17, 2012, Vegas PBS, a Community Partner with the Las Vegas Review Journal and sponsor of its 2012 Career Fairs, participated in the career fair held at the Orleans Hotel and Casino. Station participants included our Director of Workforce Training and Economic Development for Vegas PBS, who provided general information about the station and specific information about current and anticipated vacancies.
13	Participate in Career Fair	On April 18, 2012, the station participated in the National Association of Broadcasters Career Fair at the Las Vegas Hilton Hotel. Station participants included our Workforce Training and Economic Development Director and the Director of Engineering, IT and Emergency Response Systems, who reviewed resumes and provided industry information for careers in broadcasting for the conference attendees.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
14	Participate in Career Fair	On April 17, 2012, Vegas PBS participated in the Internship/Summer Job/Volunteer Fair 2012 at the University of Nevada Las Vegas. Station participants included our HR Administrative Assistant, who provided information about career options in broadcasting to students and faculty.
15	Host event/program sponsored on behalf of an community organization interested in broadcast employment issues	On May 23, 2012, Vegas PBS, a Community Partner with the Las Vegas Review Journal and sponsor of its 2012 Career Fairs, hosted a JobSeeker Workshop at the Vegas PBS Educational Technology Campus. Hiring managers and job developers representing numerous community organizations and businesses presented information and worked with attendees on issues such as resume development, cover letter presentation and interviewing techniques. Station participants included our own Workforce Training and Economic Development Director, who participated in the “Ask The Experts” session.