

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2025 to May 22, 2026

1) **Employment Unit: Sarkes Tarzian-Reno, NV**

2) **Unit Members (Stations and Communities of License): KTVN 2 News Nevada- Reno, NV
(FCC Facility ID No. 59139)**

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 4925 Energy Way Reno, NV 89502	Telephone Number: 775-858-2222
	Contact Person/Title: Linda Pickrell, EEO Officer
	E-mail Address: lpickrell@ktvn.com

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

	Job Title	Recruitment Source Referring Hiree
(a)	Director/Technical Director	Indeed.com
(b)	Chief Photographer	Internal Posting
(c)	Creative Services Supervisor	Indeed.com
(d)	Lifestyle Show Coordinator	Nevada Broadcasters Association
(e)	Assignment Manager	Internal Posting
(f)	Photojournalist *	Employee Referral
(g)	Photojournalist *	Employee Referral
(h)	Digital Content Producer	Employee Referral
(i)	Marketing Specialist – Broadcast/Digital**	Indeed.com
(j)	Marketing Specialist – Broadcast/Digital**	Indeed.com
(k)	Digital Marketing Specialist	Employee Referral-former employee
(l)	Commercial Producer/Director	Indeed.com
(m)	News Reporter	Employee Referral
(n)	Weekend Weather Anchor-Reporter/Meteorologist	Employee Referral
(o)	Creative Services Supervisor	Indeed.com
(p)	Photojournalist	Internal Posting
(q)	Multi Media Journalist***	Internal Posting
(r)	Multi Media Journalist***	Handshake-UNR
(s)	Assistant Director	Indeed.com
(t)	News Producer	Indeed.com
(u)	Lifestyle Show Coordinator	Indeed.com
(v)	Anchor/Reporter	Employee Referral
(w)	Marketing Specialist – Broadcast/Digital**	Northern Nevada Jobs Fair
(x)	Marketing Specialist – Broadcast/Digital**	Northern Nevada Jobs Fair

*Positions (f) and (g) were filled from one flight of recruitment announcements.

**Positions (i) and (j) and (w) and (x) were filled from one flight of recruitment announcements.

***Positions (q) and (r) were filled from one flight of recruitment announcements.

Job Title: Director/Technical Director (a) **Referral Source(s) of Hiree: Indeed.com**

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	Indeed.com	Internet Job Site		2	No
Employee Referral	Brent Richard	KTVN 2 News Nevada 4925 Energy Way, Reno, NV 89502	775-858-2222	1	No
Nevada Broadcasters Association	Jeanette Cerne-Hill Jeanette@nevadabroadcasters.org	8985 S Eastern Ave-205 Las Vegas, NV 89123	702-794-4994	1	No

5) Job Title: Chief Photographer (b) **Referral Source(s) of Hiree: Internal Posting**

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Jason Pasco	KTVN 2 News Nevada 4925 Energy Way, Reno, NV 89502	775-858-2222	1	No
KTVN Website	Linda Pickrell	http://www.2news.com	885-858-2222	1	No
LinkedIn		LinkedIn.com		1	No
Indeed.com		Indeed.com		1	No

5) Job Title: Creative Services Supervisor (c) **Referral Source(s) of Hiree: Indeed.com**

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting		KTVN 2 News Nevada 4925 Energy Way, Reno, NV 89502	775-858-2222	1	No
Employee Referral	Mark Murakami	KTVN 2 News Nevada 4925 Energy Way, Reno, NV 89502	885-858-2222	1	No
Indeed.com		Indeed.com		4	No

5) Job Title: Lifestyle Show Coordinator (d) Referral Source(s) of Hiree: NBA (Nevada Broadcasters Association)
Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Nevada Broadcasters Association (NBA)	Jeanette Cerne-Hill jeanette@nevadabroadcasters.org	8985 S Eastern Ave-205, Las Vegas, NV 89123	702-794-4994	2	No
LinkedIn	LinkedIn.com	Internet Job Site	N/A	1	No
Indeed.com		Indeed.com		1	No

5) Job Title: Assignment Manager (e) Referral Source(s) of Hiree: Internal Posting
Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Zac Mooney	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	1	No
Internal Posting	Linda Pickrell lpickrell@ktvn.com	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	1	No

5) Job Title: Photojournalist (f) * Referral Source(s) of Hiree: Employee Referral
Photojournalist (g) * Referral Source(s) of Hiree: Employee Referral
Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Jason Pasco, Bob Dieters and Alin Beane	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	4	No
KTVN Website	Linda Pickrell	http://www.2news.com	775-858-2222	1	No
Other	Marisol Collons-Ormat Tech			1	No

5) Job Title: Digital Content Producer (h) Referral Source(s) of Hiree: Employee Referral
Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Erin Sims	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	1	No

5) Job Title: Marketing Specialist – Broadcast/Digital (i) Referral Source(s) of Hiree: Indeed**
Marketing Specialist – Broadcast/Digital (j) Referral Source(s) of Hiree: Indeed**
Marketing Specialist – Broadcast/Digital (w) Referral Source(s) of Hiree: Northern Nevada Jobs Fair**
Marketing Specialist – Broadcast/Digital (x) Referral Source(s) of Hiree: Northern Nevada Jobs Fair**

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed	Indeed.com			2	No
Other	Northern Nevada Jobs Fair	info@northernnvjobs.com	775-304-2545	2	No

5) Job Title: Digital Marketing Specialist (k) Referral Source(s) of Hiree: Employee Referral (former employee)

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Former Employee	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	1	No
Indeed.com	Indeed.com	N/A	N/A	5	No
KTVN Website	Linda Pickrell lpickrell@ktvn.com	http://www.2news.com	775-858-2222	1	No
LinkedIn	LinkedIn.com			2	No

5) Job Title: Commercial Producer/Director (l) Referral Source(s) of Hiree: Indeed.com

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
 Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	Indeed.com	N/A	N/A	3	No
KTVN Website	Linda Pickrell lpickrell@ktvn.com	http://www.2news.com	775-858-2222	1	No
LinkedIn	LinkedIn.com			1	No

5) Job Title: News Reporter (m) Referral Source(s) of Hiree: Employee Referral

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
 Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Jason Pasco/Erin Sims	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	2	No
KTVN Website	Linda Pickrell lpickrell@ktvn.com	http://www.2news.com	775-858-2222	2	No
Indeed.com	Indeed.com	N/A	N/A	5	No
LinkedIn	LinkedIn.com			2	No
Other	National Assoc. of Black Journalists NABJ (NABJonline.org)	1100 Knight Hall, Ste. 3101, College Park, Maryland 20742	301-405-0248	1	No

5) Job Title: Weekend Weather Anchor-Reporter/Meteorologist (n) Referral Source(s) of Hiree: Employee Referral

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
 Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Barrett Vinson	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	1	No
Indeed	Indeed.com			1	No
KTVN Website	Linda Pickrell lpickrell@ktvn.com	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	1	No

5) Job Title: Creative Services Supervisor (o) Referral Source(s) of Hiree: Indeed.com

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
 Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed	Indeed.com			2	No
Handshake – UNR	Handshake.com			1	No

5) Job Title: Photojournalist (p) Referral Source(s) of Hiree: Internal Listing
Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting	Linda Pickrell	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	1	No

5) Job Title: Multi Media Journalist - MMJ (q)* Referral Source(s) of Hiree: Internal Posting**
Multi Media Journalist – MMJ (r)* Referral Source(s) of Hiree: Handshake-UNR**

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn	LinkedIn.com			1	No
Handshake – UNR	Handshake.com			1	No
Internal Posting	Linda Pickrell lpickrell@ktvn.com	KTVN 2 News Nevada 4925 Energy Way, Reno, NV 89502	775-858-2222	1	No

5) Job Title: Assistant Director (s) Referral Source(s) of Hiree: Indeed

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed	Indeed.com			7	No

5) Job Title: News Producer (t) Referral Source(s) of Hiree: Indeed

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.
Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed	Indeed.com			1	No
LinkedIn	LinkedIn.com			1	No

5) Job Title: Lifestyle Show Coordinator (u) Referral Source(s) of Hiree: Indeed

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.

Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed	Indeed.com			1	No
LinkedIn	LinkedIn.com			2	No

5) Job Title: Anchor/Reporter (v) Referral Source(s) of Hiree: Employee Referral

Recruitment sources contacted by KTVN during this reporting period are listed in Attachment A.

Recruitment sources of Interviewees during this reporting period are listed below:

Name of Organization of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Sarah Johns/Faith Justis/Elise Collins	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	3	No
KTVN Website	Linda Pickrell lpickrell@ktvn.com	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	1	No

6) **Total Number of Interviewees Referred:** For the period from May 23, 2025 to May 22, 2026, this Employment Unit interviewed 83 interviewees for 24 full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Training of Station Personnel**

Initiative: Establishment of a Mentoring Program for Station Personnel

Mentoring of Station Personnel

Five full time employees were promoted after participating in a professional coaching/mentoring program established by KTVN:

Full Time Photographer to Full Time Assistant Chief Photographer
Full Time Production Assistant to Assistant Director
Meteorologist to Weekday Dayside Meteorologist
Assistant Director to Director/Technical Director
Associate Producer to Digital Content Producer

These employees were coached and mentored by the News Director and Operations Manager to give them career guidance and help them improve their skills to a level of competence that allowed them to succeed in these career advancing promotions.

(b) **Initiative: Internship Program**

KTVN offers paid internships across the fall, spring and summer semesters. Priority is given to Journalism students who need internship credits to complete their college curriculum. The overall goal of the internship is for students to get a thorough understanding of the various jobs and activities involved in producing daily newscasts. Interns have the opportunity to rotate through those various positions and work alongside professionals to learn writing, producing, reporting, shooting and editing, all skills needed for broadcast employment. During the reporting period, KTVN hired one intern for a full-time position.

(c) **Initiative: Participation in Events Sponsored by Educational Institutions Related to Career Opportunities in Broadcasting**

May 30, 2025	KTVN Anchors attended a Reno Aces Education Day at Greater Nevada Field.
November 19, 2025	KTVN Assistant News Director, Producer, and Meteorologist attended a Career Fair sponsored by UNR Reynolds School of Journalism.
November 20, 2025	KTVN News Director and Assistant News Director attended UNR's School of Journalism event highlighting potential internships at KTVN.
March 4, 2026	Assistant News Director participated in a program from Innovations High School allowing a student to learn about the news industry and especially writing. The student participated in this program on a weekly basis for two months.
March 4, 2026	KTVN Reporter read to 4 th grade students at Empire Elementary School for Nevada Reading Week and participated in a Q & A session.

March 5, 2026	KTVN News Anchor read to students at Seelinger Elementary School for Nevada Reading Week.
March 13, 2026	KTVN General Manager attended a student mixer at UNR's Reynolds School of Journalism.
March 13, 2026	KTVN Meteorologist read to 3 rd graders at Caughlin Ranch Elementary School for Nevada Reading Week and participated in a Q & A session.
April 1, 2026	KTVN Meteorologist attended a library program with Washoe County with demonstrations to students in their STEM Program.

(d) Initiative: Participation in Other Events Showcasing Broadcast Employment Opportunities

August 5, 2025	Assistant News Director attended Nevada Women's Fund Scholarship Dinner and Networking Event to meet and speak with the scholarship recipients.
October 28, 2025	Students from Incline Village High School's media program toured KTVN studios.
March 26, 2026	General Manager, Promotions Manager, Sales team and News team attended a job fair sponsored by Northern Nevada Jobs.
April 20, 2026	Students from Sage Ridge School's Media Arts class toured KTVN studios.
May 7, 2026	General Manager, Promotions Manager, Sales team and News team attended a job fair sponsored by Reno/Sparks Chamber of Commerce.
May 15, 2026	Students from The Village Christian Academy toured KTVN studios.
May 18, 2026	Students from Bethlehem Lutheran School toured KTVN studios.

RECRUITMENT SOURCE LIST

May 20, 2026

RECRUITMENT SOURCE NAME	CONTACT PERSON	ADDRESS	PHONE NUMBERS	# OF INTERVIEWEES REFERRED	Did Recruitment Source Request Notification (yes or no)
Employee Referral		KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	15	No
Glassdoor	Glassdoor.com	Internet Job Site	N/A		No
Handshake	Handshake.com	Internet Job Site	NA	2	No
Indeed.com	Indeed.com	Internet Job Site	N/A	35	No
Internal Posting	Linda Pickrell lpickrell@ktvn.com	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222	5	No
KTVN Website	Linda Pickrell lpickrell@ktvn.com	http://www.2news.com	775- 858-2222	8	No
LinkedIn	Linkedin.com	Internet Job Site	N/A	11	No
National Journalism Center	Abigail Nichols, Program Officer for Outreach	anichols@yaf.org	801-473-2385		No
Nevada Broadcasters Association (NVBA)	Jeanette Cerne-Hill jeanette@nevadabroadcasters.org	8985 S Eastern Ave-205 Las Vegas, NV 89123	702-794-4994	3	No
Nevada Dept. of Employment, Training and Rehab (DETR)/ Employ NV Business HUB	Conrad Retana Business Solutions Acct. Mgr. c-retana@detr.nv.gov	4001 S. Virginia Street Suite 11, Reno, NV 89502	775-284-9637		No
NV Vocational Rehabilitation	mcdorangricchia@detr.nv.gov	1325 Corporate Blvd. Reno, NV 89502	775-823-8100		No
Other	National Association of Black Journalists (NABJ) and Marisol Collons-Ormat Tech and Northern Nevada Jobs Fair			4	No
Reno Tahoe American Marketing Association	Jennifer Bracciotti renoama@gmail.com info@renoama.com	P.O. Box 3876, Reno, NV 89505	N/A		No
Salvation Army	Holly Barlow Holly.barlow@usw.salvationarmy.org	1931 Sutro St. Reno, NV 89512	775-688-4555		No
Sierra Nevada Job Corps	N/A	14175 Mt. Charleston Reno, NV 89506	775-789-1000		No

RECRUITMENT SOURCE LIST

RECRUITMENT SOURCE NAME	CONTACT PERSON	ADDRESS	PHONE NUMBERS	# OF INTERVIEWEES REFERRED	Did Recruitment Source Request Notification (yes or no)
Social Security – Ticket to Work Program	Elaine Voigt Executive Director, My Journey Home, Inc., Voc Rehab Job Developer, Employment Network Specialist Voightelaine2@gmail.com	255 Bell Street Reno, NV 89503	775-223-0734		No
TMCC – through Handshake	Handshake.com	Internet Job Site	N/A		No
TVJobs.com	Mark Holloway Tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119		No
UNR Reynolds School of Journalism (RSJ)	Claudia Cruz, Director, Internships and Experiential Learning, RSJ 1664 N. Virginia Street, MS310, RSJ Room 303B, Reno, NV 89557 Ccruz@unr.edu	Reynolds School of Journalism 1664 N. Virginia Street, MS310, RSJ Room 303B, Reno, NV 89557	775-784-4434 775-393-9811 (cell)		No
UNR College of Business	Jake Wilson, Database Administrator businesscareers@unr.edu	1664 N. Virginia Street Reno, NV 89557	775-682-9149		No
UNR – through Handshake	Handshake.com	Internet Job Site	N/A		No
UNR – College of Engineering	Joseph Bozsik, Director of Career Services Unr.edu/engineering/student-resources/careers/employers/submit-a-job	UNR, Mail Stop 2256, Reno, NV 89557	775-682-7736		No
Dept. of Veterans Affairs – Veterans Readiness & Employment (VR&E) Program		5460 Reno Corporate Drive Reno, NV 89511	1-800-827-1000		No
WAJI/WLDE	Stacey Shaw sshaw@stradiodiv.com	1005 Production Rd. Fort Wayne, IN 46808	260-423-3676 X 2265		No
Walk-In	N/A	KTVN-4925 Energy Way, Reno, NV 89502	775-858-2222		No
WRCB	Ms. Callie Starnes cstarnes@wrcbtv.com	900 Whitehall Rd. Chattanooga, TN 37405	423-498-3745		No

RECRUITMENT SOURCE LIST

May 20, 2026

RECRUITMENT SOURCE NAME	CONTACT PERSON	ADDRESS	PHONE NUMBERS	# OF INTERVIEWEES REFERRED	Did Recruitment Source Request Notification (yes or no)
WTTS/WGCL	Mr. Brad Holtz bholtz@stradio.com	400 One City Centre Bloomington, IN 47404	812-332-3366		No