

KVVU- TV
EEO PUBLIC FILE REPORT
June 1, 2020 - May 21, 2021

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	1-2, 5, 18-19, 25, 28-30, 32-33, 36-37, 40-42, 44-45, 52, 56, 71-72, 74-75	25
Account Development Consultant	1-2, 5, 18-19, 21, 25, 28-30, 32-33, 36- 37, 40-42, 45, 52, 56, 71-72, 74-75	37
Executive Producer	1-2, 5, 18-19, 22, 28-30, 32-33, 36-37, 40-42, 45, 52, 56, 71-72, 74-75	37
Morning Multimedia Journalist	1-2, 5, 18-19, 28-30, 32-33, 36-37, 40- 42, 44-45, 52, 56, 71-72, 74-75	44
Morning Multimedia Journalist	1-2, 5, 18-19, 24, 28-30, 32-33, 36-37, 40-42, 45, 52, 56, 71-72, 74-75	24
Anchor/Reporter	1-2, 5, 16, 18-19, 28-30, 32-33, 36-37, 40-42, 44-45, 52, 56, 71-72, 74-75	44
Local Sales Manager	1-2, 5, 18-19, 22, 26, 28-29, 32-34, 36- 37, 40-42, 45, 52, 56, 71-72, 74-75	26
National Sales Assistant	1-3, 5, 18-19, 22, 25, 27-29, 32-33, 36- 37, 40-43, 45, 52, 56, 71-72, 74-75	22
Anchor/Reporter	1-3, 5, 18-19, 28-29, 32-33, 36-37, 40, 42-45, 52, 56, 71-72, 74-75	44
Morning Multimedia Journalist	1-3, 5, 18-19, 25, 28-29, 32-33, 36-37, 39-45, 52, 56, 66, 71-72, 74-75	25
Anchor/Reporter	1-3, 5, 16, 18-19, 28-29, 32-33, 36-37, 39-45, 52, 56, 66, 71-72, 74-75	44
Sales Support Coordinator	1-3, 5, 18-19, 25, 28-29, 32-33, 36-37, 39-43, 45, 52, 56, 66, 71-72, 74-75	37
Promotions Manager/Producer	1-3, 5, 18-19, 22, 25, 28-29, 32-33, 36- 37, 39-43, 45, 52, 56, 66, 71-72, 74-75	22
Photographer	1-3, 5, 18-19, 25, 28-29, 32-33, 36-37, 39-43, 45, 52, 56, 66, 71-72, 74-75	37
Sales Support Coordinator	1-15, 17-20, 23, 28-29, 31-33, 35-43, 45-76	37
MORE Producer	1-15, 17-23, 27-29, 31-33, 35-43, 45-76	27

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : gnewell@602communications.com Graeme Newell	N	0
2	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
3	Arizona State University 411 N Central Ave, Phoenix, Arizona Phone : 480-727-3554 April Patten Manual Posting	N	0
4	Barnard College 3009 Broadway Manhattan, New York 10027 Phone : (212) 854-5262 Caitlin Ursini Manual Posting	N	0
5	Black Broadcasters Alliance 205 N. Michigan Ave Suite 2015 Chicago, Illinois 60601 Phone : 312-421-4803 Email : mail@nbmbaa.org Sherman Kizart	N	0
6	Boise State University 1464 W University Dr, Boise, Idaho 83706 Phone : (208) 426-1744 Vickie Coale Manual Posting	N	0
7	Brigham Young University Brigham Young University Provo, Utah Phone : 801-422-1790 Brian Voigt Manual Posting	N	0

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8	Brigham Young University–Hawaii 55-220 Kulanui St Laie, Hawaii 96762 Phone : (808) 675-3244 Keni Kalama Manual Posting	N	0
9	Brigham Young University–Idaho 525 S Center St Rexburg, Idaho Phone : (208) 496-1411 Cambria Gee Manual Posting	N	0
10	California Baptist University 8432 Magnolia Ave Riverside, California Phone : 951-552-8741 Lisa Singer Manual Posting	N	0
11	California Polytechnic State University – San Luis Obispo 1 Grand Ave San Luis Obispo, California Phone : (805) 756-1111 Lauren Seip Manual Posting	N	0
12	California State University Chico 400 W 1st St Chico, California Phone : 530-898-5253 Jeffrey Harrington Manual Posting	N	0
13	California State University, Dominguez Hills 1000 E Victoria St Carson, California Phone : (310) 243-3696 Punita Patel Manual Posting	N	0
14	California State University, Northridge 18111 Nordhoff St Northridge, California Phone : (818) 677-5563 Sarah Le Long Manual Posting	N	0

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15	California State University, San Bernardino 5500 University Pkwy San Bernardino, California Phone : (909) 537-3682 Sarai Maldonado Manual Posting	N	0
16	Career Fair	N	2
17	Chapman University 1 University Dr Orange, California Phone : (714) 997-6755 Franciska Castillo Manual Posting	N	0
18	Clark County School District 601 N Ninth Street Las Vegas, Nevada 89101 Phone : 702-799-0008 Email : austijl2@nv.ccsd.net Justin Austin	N	0
19	College of Southern Nevada 3200 E. Cheyenne Ave North Las Vegas, Nevada 89030 Phone : 702-651-3129 Email : lisa.foreman@csn.edu Lisa Foreman	N	0
20	Colorado College 1130 North Cascade Avenue Colorado Springs, Colorado Phone : 719.389.6424 Megan Nicklaus Manual Posting	N	0
21	Consultant Referral	N	3
22	Current Employee	N	6
23	Drake University 2507 University Avenue Des Moines, Iowa Phone : 515-271-3752 Chrystal Stanley Manual Posting	N	0
24	E-mail Inquiry	N	1
25	Employee Referral	N	10

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26	Former Employee	N	1
27	Former Intern	N	2
28	Google 1600 Amphitheatre Parkway Mountain View, California 94043 Phone : 650-253-0000 Jeff Dunn Manual Posting	N	0
29	Greater Las Vegas Chamber of Commerce 6671 Las Vegas Blvd Las Vegas, Nevada 89119 Phone : 702-641-5822 Customer Care Manual Posting	N	0
30	Henderson Chamber of Commerce 400 N. Green Valley Pkwy 2nd Floor Henderson, Nevada 89074 Phone : 702-565-8951 Email : jmartin@hendersonchamber.com Josh Martin	N	0
31	Howard University 2397 6th St NW, Washington Washington, District of Columbia Phone : 202.806.6100 Caryn Cabaniss Manual Posting	N	0
32	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-462-5842 Lindsay Wong Manual Posting	N	7
33	Latin Chamber of Commerce 829 S. 6th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Email : beatriz@lvlcc.com Beatriz Saenz	N	0
34	Linked In - not directly contacted by SEU	N	2

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35	Loyola Marymount University 1 LMU Dr Los Angeles, California Phone : 310.338.2892 Kyle Kim-Greenburg Manual Posting	N	0
36	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everette	N	0
37	Meredith/KVVU Websites 25 TV 5 Drive Henderson, Nevada 89014 Phone : 702-436-8255 Email : natalia.claytor@kvvu.com Natalia Claytor	N	44
38	Morehouse College 830 Westview Dr SW, Atlanta, Georgia Phone : (470) 639-0999 Christina Womack Manual Posting	N	0
39	Mount Holyoke College 50 College St South Hadley, Massachusetts Phone : 413-538-2080 Roshonda DeGraffenreid Manual Posting	N	0
40	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W. Suite 2000 Washington, District of Columbia 20036 Phone : 202-463-8970 Email : nabobinfo@nabob.org Customer Care	N	0
41	National Association of Hispanic Journalists 529 14th Street N.W. Washington, District of Columbia 20045 Phone : (202) 853-7760 Email : nahj@nahj.org Maria-Luise Gomez	N	0

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42	Nevada Broadcasters Association 3900 Paradise Rd Suite 279 Las Vegas, Nevada 89169 Phone : 702-794-4994 Email : lisa@nevadabroadcasters.org Lisa Hack	N	0
43	Nevada State College 1300 Nevada State Dr Henderson, Nebraska Phone : 702-992-2607 Nicole Wesley Manual Posting	N	0
44	Non-Employee Referral	N	17
45	NPPA Job Information Bank 3200 Croasdaile Drive Durham, North Carolina 27705 Phone : 706-542-2506 Email : info@nppa.org Akili Ramsess	N	0
46	San Jose State University 330 East San Fernando Street San Jose, California Phone : (408) 924-1000 Sandra De Leon Manual Posting	N	0
47	Santa Clara University 500 El Camino Real Santa Clara, California Phone : 408-551-3585 Rose Nakamoto Manual Posting	N	0
48	Sonoma State University 1801 East Cotati Avenue Rohnert Park, California Phone : (707) 664-2198 Becky Sandoval Young Manual Posting	N	0
49	Southern Utah University 351 W University Blvd, Cedar City, Utah Phone : (435) 586-5420 Brandon Street Manual Posting	N	0

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50	Spelman College 350 Spelman Ln SW Atlanta, Georgia Phone : 404-270-5269 Harold Bell Manual Posting	N	0
51	Stanford University 563 Salvatierra Walk Stanford, California Phone : 650-725-1789 Martha Escalera Manual Posting	N	0
52	State of Nevada (Nevada Job Connect) 4500 E Sunset Rd #40 Henderson, Nevada 89014 Phone : 702-486-0210 Email : sssettembre@nvdetr.org Steven Settembre	N	0
53	Syracuse University 900 South Crouse Ave Syracuse, New Hampshire Phone : 315.443.2212 Lauren Meyer Manual Posting	N	0
54	Temple University 1801 N Broad St, Philadelphia, Pennsylvania Phone : (215) 204-7981 Laura Craig Manual Posting	N	0
55	Tuskegee University 1200 W Montgomery Rd Tuskegee, Alabama Phone : (215) 204-7981 Sydney Dockery Manual Posting	N	0
56	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Email : info@tvjobs.com Mark Holloway	N	0

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57	University of California Berkeley 110 Sproul Hall #5800 Berkeley, California Phone : (510) 642-1716 Debrah Behrens Manual Posting	N	0
58	University of California Davis 1 Shields Ave Davis, California Phone : 530 752 0752 Marcie Kirk Holland Manual Posting	N	0
59	University of California San Diego 9500 Gilman Dr, La Jolla, California Phone : (858) 534-3751 Michael Stromayer Manual Posting	N	0
60	University of California, Los Angeles 501 Westwood Plaza Los Angeles, California Phone : (310) 825-4321 Carina Salazar Manual Posting	N	0
61	University of California, Santa Barbara UC Santa Barbara Santa Barbara, California Phone : (805) 893-4412 Leticia Cardenas Manual Posting	N	0
62	University of Colorado 1420 Austin Bluffs Parkway, Colorado Springs, Colorado Phone : 719-255-3856 Clarie Ami Manual Posting	N	0
63	University of Colorado Boulder University of Colorado Boulder 20 UCB Boulder, Colorado Phone : 303-492-0191 Kate Ufer Manual Posting	N	0

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64	University of Kentucky 10 W.D. Funkhouser Building Lexington, Kentucky Phone : 859-257-1987 Rey Clere Manual Posting	N	0
65	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
66	University of Nevada, Reno 1664 N Virginia St Reno, Nevada Phone : (775) 682-7114 Christine Freeline Manual Posting	N	0
67	University of North Carolina - Chapel Hill Campus Box 2200 Chapel Hill, North Carolina Phone : 919-962-6507 Julie Pendergraph Manual Posting	N	0
68	University of San Diego 5998 Alcalá Park San Diego, California Phone : (619) 260-4654 Robin Darmon Manual Posting	N	0
69	University of Southern California 3601 Trousdale Parkway Los Angeles, California Phone : (213) 740-9111 Manjari Agrawal Manual Posting	N	0
70	University of Washington Tacoma 1900 Commerce St Tacoma, Washington Phone : 253-692-5631 Trish Zander Manual Posting	N	0

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71	UNLV 4505 S. Maryland Pkwy. Las Vegas,, Nevada 89154 Phone : 702-895-3011 Career Services Manual Posting	N	0
72	Urban Chamber of Commerce 1951 Stella Lake ST #30 Las Vegas, Nevada 89106 Phone : 702-648-6222 Email : info@urbanchamber.org Customer Care	N	0
73	Utah State University Old Main Hill Logan, Utah Phone : (916) 231-2140 Donna Crow Manual Posting	N	0
74	William Paterson University 300 Pompton Rd Atrium Wayne, New Jersey 07470 Phone : 973-720-2655 Email : crickm@wpunj.edu Matthew Crick	N	0
75	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
76	Xavier University of Louisiana Drexel Dr New Orleans, Louisiana Phone : (513) 745-3000 Marian Minnard Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			95

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	The news department has a mentorship to assist Mid-Level managers. This is a monthly ongoing training one on one.	2	News Director Assistant News Director
2	Ongoing Event	Establishment of training programs for station personnel	Anti Harassment Training provided to new hires.	16	HR Director
3	6/15/2020	Participation in scholarship programs	Donation to University of Las Vegas	1	
4	8/3/2020	Participation in scholarship programs	Donation to Nevada Broadcasters Foundation Education	1	
5	Ongoing Event	Provision of training to management	Unconscious Bias Training	7	Accounting Manager News Director General Sales Manager Production Manager
6	3/10/2021	Participation in Job Fairs	Handshake Job Fair with Temple University Klein School of Journalism	3	Executive Producer Sr Executive Producer HR Director
7	3/11/2021	Participation in Job Fairs	UNLV- All Industry job fair.	3	Executive Producer Sr Executive Producer HR Director