

KOLO-TV, KXNV-LD
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

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
Account Executive (Telemundo) - KOLO/KXNV	11, 13, 15	11
Account Executive (Telemundo) - KOLO/KXNV	11, 13, 15	13
NEWS ANCHOR/MMJ - KOLO	1-7, 11, 13-19, 21-28, 30-38, 40	14
NEWS ANCHOR/MMJ - KOLO	1-7, 11, 13-19, 21-28, 30-38, 40	15
NEWS PRODUCER (MORNING) - KOLO	1-6, 11, 13-17, 21-28, 30-38, 40	11
NEWS PRODUCER (MORNING) - KOLO	1-6, 11, 13-17, 21-28, 30-38, 40	14
News Reporter/MMJ - KOLO	1, 5, 12-13, 15, 17, 20, 25-28, 31, 35	13
NEWS PRODUCER (PRIMARY) - KOLO	1-6, 8-10, 12-17, 21-28, 30-31, 33-40	8
NEWS ANCHOR (MORNING) - KOLO	1, 5-6, 12-13, 15, 17, 21, 25-28, 30-31, 33, 35-38, 40	15
OFFICE MANAGER - KOLO	1, 5-6, 11-13, 15, 17, 21, 25-28, 30-31, 33, 35, 40	11
NATIONAL SALES ASSISTANT - KOLO	1, 5-6, 11-13, 15, 17, 25-28, 30-31, 33, 35, 40	11
BUILDING MAINTENANCE - KOLO	1, 5-6, 12-13, 15, 17, 21, 25-28, 30-31, 33, 35-38, 40	15
TECHNICAL OPERATOR/DIRECTOR - KOLO	1, 5-6, 12-13, 15, 17, 25-28, 31, 35, 40	15
SALES ASSISTANT - KOLO	1, 5-6, 11-13, 15, 17, 25-28, 31, 35, 40	11
SALES ASSISTANT - KOLO	1, 5-6, 11-13, 15, 17, 25-28, 31, 35, 40	15
SALES ASSISTANT - KOLO	1, 5-6, 11-13, 15, 17, 25-28, 31, 35, 40	15
MULTIMEDIA JOURNALIST - KXNV/KOLO	1, 5-6, 12-13, 15, 17, 25-29, 31, 35, 40	15
DIGITAL ACCOUNT EXECUTIVE - KOLO	1, 5-6, 12-13, 15, 17, 20, 25-28, 31, 35, 40	13
PHOTOGRAPHER/EDITOR - KOLO	1, 5-6, 12-13, 15, 17, 25-28, 31, 35, 40	15
TECHNICAL OPERATOR/DIRECTOR (Telemundo/Bilingual) - KOLO/KXNV	1, 5-6, 12-13, 15, 17, 25-28, 31, 35, 40	15
TECHNICAL OPERATOR/ DIRECTOR - KOLO	1, 5, 12-13, 15, 17, 25-28, 31, 35, 40	15

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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	Academy of Arts, Careers & Technology 380 EDISON WAY RENO, Nevada 89502 Phone : 775-861-4418 Email : jtenpenny@washoeschools.net Fax : 1-775-891-4415 Job Postings	N	0
2	Advertising Association of Northern Nevada 299 S. ARLINGTON AVE RENO, Nevada 89502 Phone : 775-827-7311 Url : http://www.aafreno.com Kerri Garcia Manual Posting	N	0
3	Alliance For Women in Media 1760 Old Meadow Rd. #500 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org Job Postings Manual Posting	N	0
4	B-ROLL.NET 1623 D STREET NE WASHINGTON, District of Columbia 20002 Phone : 202-470-5396 Url : http://www.broll.net Kevin Johnson Manual Posting	N	0
5	California Chicano News Media 725 ARIZONA AVE STE 206 SANTA MONICA, California 90401 Phone : 424-229-9482 Url : http://cnma.org/submit-job Email : cnmainfo@cnma.org Fax : 1-424-229-9486 Job Postings	N	0
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0

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7	Collective Talent 1721 RICHARDSON PLACE TAMPA, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Job Postings	N	0
8	Current Employee	N	1
9	Did not indicate (Source Unknown)	N	2
10	E-mail Inquiry	N	1
11	Employee Referral	N	6
12	Express Employment Professionals 3973 S. McCARRAN BLVD RENO, Nevada 89502 Phone : 775-826-4442 Email : Jobs.renonv@expresspros.com Job Postings	N	0
13	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	9
14	Indeed.com	N	6
15	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	28
16	JOBING.COM , Nevada Phone : 775-786-7171 Url : http://www.reno.jobing.com Job Postings Manual Posting	N	0

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17	KOLOTV.COM 4850 AMPERE DR RENO, Nevada 89502 Phone : 775-858-8888 Url : http://kolotv.com Email : audrey.owsley@kolotv.com Angela Hagedorn	N	0
18	Linked In	N	1
19	Linked In - Not Directly Contacted by SEU	N	2
20	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	1
21	Media Match , Nevada Url : https://www.media-match.com Job Postings Manual Posting	N	0
22	NAB Education Foundation 1771 N STREET N.W. WASHINGTON, District of Columbia 20036 Phone : 202-429-5498 Url : http://www.broadcastcareerlink.org Job Postings Manual Posting	N	0
23	National Association Of Black Journalist 8701-A ADELPHI ROAD ADELPHI, Maryland 20783 Phone : 866-479-NABJ Url : http://www.careerservices.nabj.org Job Postings Manual Posting	N	0
24	National Association of Hispanic Journalist 1000 NATIONAL PRESS BLVD WASHINGTON, District of Columbia 20047 Phone : 8666245674 Url : http://www.nahjcareercenter.com Job Postings Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	National Press Photographers Association 3200 CROASDAILE DRIVE STE 306 DURHAM, North Carolina 27705 Phone : 919-383-7246 Url : http://www.nppa.org Email : tkenniff@nppa.org Fax : 1-919-383-7261 Job Postings	N	0
26	Nevada Broadcasters 1050 FLAMINGO RD#S-110 LAS VEGAS, Nevada 89119 Phone : 702-794-4994 Url : http://www.nevadabroadcasters.org Email : jeanette@nevadabroadcasters.org Job Postings	N	0
27	Nevada Job Connect 4001 S. VIRGINIA RENO, Nevada 89502 Phone : 775-284-9660 Url : http://www.nevadajobconnect.com Email : renoresumesdetr@nv.gov Fax : 1-775-834-1983 Job Postings	N	0
28	NEVADAWORKS.COM 6490 S. McCARRAN BLVD BLDG A#1 RENO, Nevada 89509 Phone : 775-337-8600 Url : http://www.nevadaworks.com Email : info@nevadaworks.com Job Postings	N	0
29	Non-Employee Referral	N	1
30	Poynter Institute for Journalism , Nevada Url : http://www.careers.poynter.org/hr Job Postings Manual Posting	N	0

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31	Pro Net 1201 TERMINAL WY#100 RENO, Nevada 89502 Phone : 775-674-5408 Email : dcastle@join.org Job Postings	N	0
32	Reno Gazette Journal 955 KUENZLI ST RENO, Nevada 89512 Phone : 775-348-7355 Url : http://www.rgj.com Job Postings Manual Posting	N	0
33	RENOHELPWANTED.COM 1 CIVIC CENTER PLAZA#506 POUGHKEEPSIE, New York 12601 Phone : 800-365-8630 Url : http://www.renohelpwanted.com Job Postings Manual Posting	N	0
34	RTDNA 1600 K ST N.W.#700 WASHINGTON, District of Columbia 20006 Phone : 202-659-6510 Url : http://www.rtdna.org/channel/find_a_job Job Postings Manual Posting	N	0
35	Society Of Broadcast Engineers 9102 N. MERIDIAN ST#150 INDIANAPOLIS, Indiana 46260 Phone : 317-846-9000 Email : kjones@sbe.org Job Postings	N	0
36	Truckee Meadows Community College 7000 DANDINI BLVD RENO, Nevada 89512 Phone : 775-673-7060 Url : http://www.tmcc.edu Job Postings Manual Posting	N	0

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37	TVJOBS.COM PO BOX 4116 OCEANSIDE, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Postings Manual Posting	N	0
38	University Of Nevada 1664 N. VIRGINIA ST RENO, Nevada 89557 Url : http://www.unr.edu/career/employers Chris Job Postings @UNR Manual Posting	N	0
39	Word of Mouth Referral	N	1
40	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			59

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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	10/10/2023	Participation in scholarship programs	Our station participated in the WSU Edward R. Murrow Dean's Excellence Fund, which provides scholarships to students interested in broadcast journalism careers. Our station contributes funding.	1	General Manager
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	During this reporting year, our Station hosted an internship program. We had two interns from the University of Nevada. Our interns worked in the news department and were supervised by the News Director.	1	News Director
3	4/18/2024	Provision of training to management	We participated in a training on the FCC's EEO Rules and Regulations provided by Wiley Rein.	1	Office Manager
4	4/20/2024	Sponsorship of events in the community designed to increase public awareness	Sponsor of the 2024 Festival of Colors multi-cultural event in Reno, Nevada. Our Telemundo Reno team was present to establish station awareness and discuss job opportunities.	3	Telemundo Anchor Telemundo/KOLO MMJ Telemundo/KOLO Photographer