

KOLO-TV
EEO PUBLIC FILE REPORT
06/01/2019 – 05/31/2020¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Position	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Technical Operator/Director (2)	1, 4, 7, 10, 12, 18, 20, 22, 23, 30, 31, 35, 36, 37	1
Producer (2)	1, 5, 7, 9, 10, 12, 20, 22, 23, 24, 30, 31, 35, 36, 37	30 & 1
Sales Account Executive (2)	1, 5, 7, 9, 10, 12, 20, 22, 23, 24, 31, 35, 36, 37	1
Video Editor	1, 5, 7, 9, 10, 12, 20, 22, 23, 24, 31, 35, 36, 37	1
Multi Media Journalist (2)	1, 5, 7, 9, 10, 12, 20, 22, 23, 24, 25, 31, 35, 36, 37	1 & 23
Copy Editor	1, 7, 12, 20, 22, 23, 25, 31, 35, 36, 37	23

¹ This report was revised in April 2022 to address reporting discrepancies.

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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 12-month period
1	KOLOTV.COM 4850 Ampere Drive Reno NV 89502 Phone: 775-858-8888 Email: Pat.Thomas@kolotv.com	N	12
2	Renohelpwanted.com (fee) 1 Civic Center Plaza #506 Poughkeepsie, NY 12601 Phone: 1-800-365-8630 Post at: www.renohelpwanted.com	N	
3	Reno Gazette-Journal (fee) 955 Kuenzli Street Reno NV 89512 Phone: 775-348-7355 Email: lmacaula@rgj.com	N	
4	Truckee Meadows Community College 7000 Dandini Blvd Reno NV 89512 Phone: 775-673-7063 Job Board Fax: 775-673-7268 Post at: www.tmcc.edu	N	
5	MediaLine PO Box 51909 Pacific Grove, CA 93950 Phone: 1-800-237-8073 Post at: www.medialine.com	N	
6	NAB Educational Foundation (fee) 1771 N Street, N.W Washington DC 20036 Phone: 202-429-5498 Post at: www.broadcastcareerlink.org	N	

7	Nevadabroadcasters.org Attn: Clay Giffin 1050 Flamingo Road # S-110 Las Vegas, NV 89119 Phone: 702-794-4994 Email: melanie@nevadabroadcasters.org	N	
8	Career Choices (fee) 6880 S. McCarran Blvd, #7 Reno NV 89509 Phone: 775-826-2555 Email: lisa@career-choices.com	N	
9	Tvjobs.com PO Box 4116 Oceanside, CA 92052 Phone: 800-374-0119 Post at: www.tvjobs.com	N	
10	Academy of Arts, Careers & Technology 380 Edison Way Reno NV 89502 Phone: 775-861-4418 Fax: 775-891-4415 Email: jtenpenny@washoeschools.net	N	
11	Jobing.com (fee) Phone: 775-786-7171 Post at: www.reno.jobing.com	N	
12	ProNet 1201 Terminal Way, #100 Reno, NV 89502 Phone: 775-674-5408 FAX: 775-674-5414 Email: dcastle@join.org	N	
13	Society of Broadcast Engineers 9102 N. Meridian Street #150 Indianapolis, IN 46260 Phone: 317-846-9000 FAX: 765-846-9120 Email: kjones@sbe.org	N	
14	Alliance for Women in Media (fee) 1760 Old Meadow Road, #500 McLean, VA 22102 Phone: 703-506-3290 Post at: www.awrt.org	N	
15	Internal Hire/Promotion	N	

16	RTDNA (fee) 1600 K Street N.W. # 700 Washington DC 20006 Phone: 202-659-6510 Post at: www.rtdna.org/channel/find_a_job	N	
17	Advertising Association of Northern NV (fee) Attn: Kerri Garcia 299 S. Arlington Avenue Reno NV 89502 Phone: 775-827-7311 Post at: www.aafreno.com	N	
18	Nevada Job Connect 4001 S. Virginia, Reno, NV 89502 Phone: 775-834-1970 Fax: 775-834-1983 Post at: www.nevadajobconnect.com	N	
19	Walk-In Candidate	N	
20	602 Communications Attn: Sandy Lizik 4349 E. Colter St Phoenix, AZ 85018 Email: slizik@602communications.com	N	
21	Media Bistro/Tvspy (fee) 475 Park Avenue South, 4th Floor New York, New York 10016 Phone: 212-389-2000 Fax: 866-880-1429 Post at: www.mediabistro.com	N	
22	University of Nevada, Reno 1664 N. Virginia Street Reno NV 89557 Post at: www.unr.edu/career/employers	N	3
23	Indeed.com https://employers.indeed.com/post-job	N	6
24	California Chicano News Media Association ASU Walter Cronkite School of Journalist 725 Arizona Ave, Ste 206 Santa Monica, CA 90401	N	

	Phone: 424-229-9482 FAX: 424-229-9486 http://ccnma.org/submit-job/		
25	Employee Referral	N	2
26	Non-Employee Referral	N	
27	National Association of Hispanic Journalists (fee) 1000 National Press Blvd Washington DC 20047 Phone: 202-662-7145 Post at: www.nahjcareercenter.com	N	
28	National Association of Black Journalists (fee) University of Maryland 8701-A Adelphi Road Adelphi, MD 20783 Phone: 866-479-NABJ Post at: www.careerservices.nabj.org	N	
29	Poynter Institute for Journalism (fee) Post at: www.careers.poynter.org/hr	N	
30	LinkedIn 7621 Little Ave. Suite 212 Charlotte NC 28226-9926 800-797-7355, 4101 LinkedIn	N	1
31	NevadaWorks.com 6490 South McCarran Blvd. Building A #1 Reno, NV 89509 Phone: 775-337-8600 Post at: www.nevadaworks.com	N	
32	National Press Photographers Association 3200 Croasdaile Drive Ste. 306 Durham, NC 27705 Phone: 919-383-7246 Fax: 919-383-7261 Post at: www.nppa.org	N	

33	B-Roll.Net (News Openings Only-fee) Attn: Kevin Johnson 1623 D Street NE Washington, DC 20002 Phone: 202-470-5396 Fax: 270-837-3491 Post at: www.broll.net	N	
34	Media Match Post at: https://www.media-match.com	N	
35	Collective Talent 1721 Richardson Place Tampa, FL 33606 813-254-9695 bille@michaelsmedia.com www.collectivetalent.com	N	
36	Express Employment Professionals 3973 S. McCarran Blvd Reno, NV 89502 775-826-4442 Michele.davies@expresspros.com	N	
37	Gray People Matter ATS http://www.gray.tv/index.php?page=gray-tv-careers	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			26

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<p>KOLO-TV maintains an on-going Internship Program with University of Nevada Reno for students who are interested in a broadcasting career. These internships are offered for the term of one semester and afford students studying communications the opportunity to achieve practical experience in the field. During the reporting period, the station had six (6) Interns, as follows:</p> <p>The station had 4 interns in the past year: three (3) for fall 2019 and one (1) for winter 2020.</p> <p>Interns were trained in all areas of news production, including producing, reporting and editing. One of the interns trained in sports reporting as well.</p>
2	Participate in event sponsored by organizations representing community groups	<p>In our General Manager's role on the board of directors of the Nevada Broadcasters Association, he works with the Linda and Tony Bonicci Scholarship Foundation which gives scholarships to eligible students for education expenses at the University of Nevada Reno and UNLV. They meet on a quarterly basis to discuss fund raising and election of students that wish to enter the broadcasting industry through the University's Journalism and Communications Schools.</p>
3	Participate in events sponsored by an educational institution	<p>On August 7-11, 2019, Our Evening News Anchor, assisted in a Gray corporate recruiting event at the National Association of Black Journalists.</p>

		<p>August 29, 2019, Our Digital Sales Manager and News Director participated and recruited at the University of Nevada, Reno Fall Career and Internship Expo.</p> <p>February 13, 2020 Our Digital Sales Manager and News Director participated in the University of Nevada Career and Internship Fair and spoke with approximately 30 University students about television careers in journalism, sales and engineering.</p>
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