

KVVU- TV
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
News Producer (Primary)	1-4, 7-13, 15, 17-19, 21-29, 31	8
TMP (Technical Media Producer)/Automation Director	1-4, 8-13, 15-19, 21-29, 31	16
Video Editor	1-4, 8-13, 15-19, 21-29, 31	8
News Photographer	1-4, 8-13, 15-19, 21-29, 31-32	16
NATIONAL SALES ASSISTANT - KVVU	1-4, 6, 8-13, 15, 17-19, 21-29, 31	8
ACCOUNT EXECUTIVE - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	4
ACCOUNT EXECUTIVE - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	4
ACCOUNT EXECUTIVE - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	8
ACCOUNT EXECUTIVE - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	8
TECHNICAL MEDIA PROD./AUTOMATION DIRECTOR - KVVU	1-4, 8-11, 13, 15, 17-19, 21-29, 31	13
TECHNICAL MEDIA PROD./AUTOMATION DIRECTOR - KVVU	1-4, 8-11, 13, 15, 17-19, 21-29, 31	13
METEOROLOGIST - KVVU	1-4, 8-11, 13, 15-29, 31	16
NEWS REPORTER - KVVU	1-5, 8-11, 13-15, 17-19, 21-29, 31	14
NEWS PHOTOGRAPHER - KVVU	1-4, 7-11, 13, 15-19, 21-29, 31	7
NEWS ANCHOR/REPORTER - KVVU	1-5, 8-11, 13, 15, 17-29, 31	8
SPORTS VIDEOJOURNALIST - KVVU	1-4, 6, 8-11, 13, 15, 17-19, 21-29, 31	8
NEWS PRODUCER (PRIMARY) - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	16
NEWS PRODUCER (PRIMARY) - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	13
VIDEO EDITOR (LIFESTYLE SHOW) - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	16
COMMERCIAL PRODUCER - KVVU	1-4, 6, 8-11, 13, 15, 17-19, 21-31	6
DIGITAL CONTENT PRODUCER - KVVU	1-4, 7-11, 13, 15, 17-19, 21-29, 31	7
DIGITAL CONTENT PRODUCER - KVVU	1-4, 7-11, 13, 15-19, 21-29, 31	7
ASSISTANT NEWS DIRECTOR - KVVU	1-4, 8-11, 13, 15-19, 21-31	8
NEW BUSINESS DEVELOPMENT SPECIALIST - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	16
DIGITAL MARKETING COORDINATOR - KVVU	1-4, 8-11, 13-19, 21-29, 31	14
PROMOTIONS PRODUCER - KVVU	1-4, 7-11, 13, 15-19, 21-29, 31	16
VIDEO NEWS EDITOR - KVVU	1-4, 7-11, 13, 15-19, 21-29, 31	7
TECHNICAL MEDIA PROD./AUTOMATION DIRECTOR - KVVU	1-4, 8-11, 13, 15-19, 21-29, 31	16
DIGITAL CONTENT MANAGER - KVVU	1-3, 8-11, 13, 15-19, 21-29, 31	8

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LOCAL/NATIONAL SALES ASSISTANT - KVVU	1-3, 8-11, 13, 15, 17-19, 21-29, 31	13
LIFESTYLE SHOW/SPONSORED SEGMENT HOST - KVVU	1-3, 7-11, 13, 15-19, 21-29, 31	7
DIGITAL SALES MANAGER - KVVU	1-3, 5, 8-11, 13, 15-19, 21-29, 31	16
TECHNICAL MEDIA PROD./ AUTOMATION DIRECTOR - KVVU	1-3, 7-11, 13, 15, 17-19, 21-29, 31	7
GENERAL SALES MANAGER - KVVU	1-3, 7-11, 13-29, 31	16
INVESTIGATIVE REPORTER - KVVU	1-3, 8-11, 13, 15-19, 21-29, 31	8
DIGITAL OPERATIONS SPECIALIST - KVVU	1-3, 8-11, 13, 15, 17-19, 21-29, 31, 33	13
NEWS VIDEOGRAPHER - KVVU	1-3, 8-11, 13, 15-19, 21-29, 31	8
DIGITAL ACCOUNT EXECUTIVE - KVVU	1-3, 7-11, 13, 15-19, 21-29, 31	7
LOCAL MULTIMEDIA SALES MANAGER - KVVU	1-3, 7-11, 13, 15-19, 21-29, 31	7
NEWS PRODUCER - KVVU	1-3, 7-11, 13, 15, 17-19, 21-29, 31	7

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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	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
2	Arizona State University 411 N Central Ave, Phoenix, Arizona Phone : 480-727-3554 April Patten Manual Posting	N	0
3	Black Broadcasters Alliance 205 N. Michigan Ave Suite 2015 Chicago, Illinois 60601 Phone : 312-421-4803 Email : mail@nbmbaa.org Sherman Kizart	N	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	4
5	Corporate Recruiter	N	3
6	Current Employee	N	3
7	Employee Referral	N	15
8	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	48
9	Gray/KVVU Websites 25 TV 5 Drive Henderson, Nevada 89014 Phone : 702-436-8212 Email : mesa.fama@kvvu.com Mesa Fama	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
10	Henderson Chamber of Commerce 400 N. Green Valley Pkwy 2nd Floor Henderson, Nevada 89074 Phone : 702-565-8951 Email : info@hendersonchamber.com TBD TBD	N	0
11	Howard University 2397 6th St NW, Washington Washington, District of Columbia Phone : 202.806.6100 Caryn Cabaniss Manual Posting	N	0
12	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-462-5842 Lindsay Wong Manual Posting	N	0
13	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	44
14	Internal Transfer/Promotion	N	3
15	Latin Chamber of Commerce 829 S. 6th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Email : beatriz@lvlcc.com Beatriz Saenz	N	0
16	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	37
17	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

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18	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
19	Nevada Broadcasters Association 3900 Paradise Rd Suite 279 Las Vegas, Nevada 89169 Phone : 702-794-4994 Jeanette Cerne-Hill Manual Posting	N	0
20	Non-Employee Referral	N	5
21	NPPA Job Information Bank 3200 Croasdaile Drive Durham, North Carolina 27705 Phone : 706-542-2506 Email : info@nppa.org Akili Ramsess	N	0
22	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
23	Syracuse University 900 South Crouse Ave Syracuse, New Hampshire Phone : 315.443.2212 Lauren Meyer Manual Posting	N	0
24	Tuskegee University 1200 W Montgomery Rd Tuskegee, Alabama Phone : (215) 204-7981 Sydney Dockery Manual Posting	N	0

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25	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Email : info@tvjobs.com Mark Holloway	N	2
26	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
27	University of Southern California 3601 Trousdale Parkway Los Angeles, California Phone : (213) 740-9111 Manjari Agrawal Manual Posting	N	0
28	UNLV 4505 S. Maryland Pkwy. Las Vegas,, Nevada 89154 Phone : 702-895-3011 Career Services Manual Posting	N	0
29	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
30	Word of Mouth Referral	N	2
31	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
32	YouTube - Not Directly Contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	ZipRecruiter (scraped jobs from Gray TV Careers) 604 Arizona Ave Santa Monica, California Recruitment Source	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			167

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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	9/29/2023	Participation in events or programs sponsored by educational institutions	The station participated in the UNLV Journalism School Panel: "The Newsroom of 2023 and Beyond".	1	Assistant News Director
2	10/11/2023	Participation in Job Fairs	The station participated in the UNLV Fall 2023 Career Fair.	3	General Sales Manager Executive Producer News Operations Manager
3	10/12/2023	Participation in Job Fairs	The station participated in the Nevada State University Fall career fair.	2	Executive Producer National Sales Manager
4	1/10/2024	Participation in events or programs sponsored by educational institutions	In support of the Nevada Broadcasters Foundation, we took part in a panel discussion at West Career & Technical Academy. The goal is to educate and inform the students about the broadcasting careers and scholarship opportunities available through the Tony & Linda Bonnici Scholarship Fund.	2	Executive Producer News Anchor
5	1/24/2024	Participation in events or programs sponsored by educational institutions	In support of the Nevada Broadcasters Foundation, we took part in a panel discussion at Palo Verde High School. The goal is to educate and inform the students about the broadcasting careers and scholarship opportunities available through the Tony & Linda Bonnici Scholarship Fund.	1	Executive Producer
6	2/28/2024	Participation in Job Fairs	The station participated in the UNLV Career fair for Spring 2024.	4	Executive Producer Producer Account Executive Sales Admin
7	4/10/2024	Participation in Job Fairs	The station participated in the UNLV School of Journalism Career Fair for Spring 2024.	3	Executive Producer Operations Manager Sr. Executive Producer
8	4/18/2024	Provision of training to management	On April 18, 2024, our Business Office Manager participated in a training on the FCC's EEO Rules and Regulations provided by Wiley Rein,	1	Business Office Manager