

KLVX-DT
EEO PUBLIC FILE REPORT
June 1, 2015-May 31, 2016

I. VACANCY LIST

See Section II, Master Recruitment Source List (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Assistant Accountant	1-22, 24-45	45
Coordinator III Gift Manager	1-14, 16-29, 31-44, 47-48, 51-53, 59, 60, 63	47
Coordinator III Grant Writer	1-3, 5-29, 31-32, 34-43, 47, 55-56, 63	47
Coordinator III Grant Writer	1-3, 5-29, 31-32, 34-43, 47, 55-56, 63	47
Coordinator III Workforce Training and Economic Development (Sales)	1-3, 5-22, 24, 26-31, 34-39, 41-44, 47-48, 55-56, 63	63
Coordinator III Workforce Training and Economic Development Sales and Veterans Outreach	1-39, 41-44, 47, 54, 56, 59, 60, 62	47
Director III Engineering/IT and Emergency Response Systems	1-44, 47, 63	63
Educational Media Services Office Specialist	1-45, 63	63
Educational Media Services / Center Office Specialist	1-45	45
Media Relations Specialist	1-22, 24, 26-32, 34-39, 41-45, 49, 58, 63	63
Media Relations Specialist	1-34, 36-45, 57, 61, 63	23
Office Supervisor-Content	1-39, 41-45, 57	45
TV Assistant	1-22, 24-46, 63	63
TV Assistant	1-22, 24-46, 63	46
Workforce Training and Economic Development Bilingual Receptionist and Customer Service Representative	1-45, 63	63
Workforce Training and Economic Development Bilingual Receptionist and Customer Service Representative	1-45, 63	63
Workforce Training and Economic Development Bilingual Receptionist and Customer Service Representative	1-21, 23-45	45

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Workforce Web Designer/Programmer	1-21, 23-45, 50	50

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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	Art Institute of Las Vegas TimothyMcGinnis/Nick Willden Career Advisor 2350 Corporate Circle Henderson, NV 89074 Office: 992.8538 Fax: 992.8532 Email: tmcginnis@aii.edu Email: nwillden@aii.edu	N	0
2	Asian Pacific Forum Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 702-732-3631 Fax: 702-732-3313	N	0
3	Bates Technical College Sheila White 1101 Yakima Avenue Tacoma, WA 98405 Phone: 253-680-7700	N	0
4	Boulder City Chamber of Commerce Jill Lagan 465 Nevada Way Boulder City, NV 89005 Phone: 702-293-2034	N	0
5	Bureau of Vocational Rehabilitation Sylvia Milborn/Deborah Dobis 3016 W. Charleston Boulevard, Suite 200 Las Vegas, NV 89102 Phone/Fax: 702- 486-5230	N	0
6	Clark County www.clarkcounty.gov Diane Koksha Human Resources 500 Grand Central Parkway, 3 rd Floor Las Vegas, NV 89155 Phone: 702-486-4748	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
7	Clark County Public Library Julie Okabayashi 1401 E. Flamingo Road Las Vegas, NV 89119 Phone: 702-507-3458 Fax: 702-507-3486	N	0
8	College of Southern Nevada Ryan Rishling 6375 W. Charleston, W-18D Las Vegas, NV 89146 Phone: 702-651-5089 x5928 Fax: 702-651-5624	N	0
9	College of Southern Nevada Paula Thompson 700 College Drive Henderson, NV 89002 Phone: 702-651-3174 Fax: 702-651-3090	N	0
10	College of Southern Nevada Erica O'Toole 3200 E. Cheyenne CIT North Las Vegas, NV 89030 Phone: 702-651-4144 Fax: 702-651-4612	N	0
11	DETR Joblink (NV Dept. Education, Training & Rehabilitation) Stephen Settembre 3405 S. Maryland Parkway Las Vegas, NV 89109 Phone: 702-486-0120 Email: sssettembre@nvdetr.org	N	0
12	Division of Welfare and Supportive Services Ruth Barnes/Cassy McNeil Employment & Training Case Manager 611 Nellis Boulevard Las Vegas, NV 89110 Phone: 702-486-4799 Fax: 702-486-4737	N	0
13	El Tiempo (Las Vegas Review Journal) Dana Goodell/Nichole Thomas Phone: 702- 383-0494 Fax: 702-383-0230 Email: dgoodell@reviewjournal.com Email: nthomas@reviewjournal.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
14	Help of Southern Nevada Linda Benoit/Denise Gee 1640 E. Flamingo Road #100 Las Vegas, NV 89119 Phone: 702-369-4357 x1851 Fax: 702-369-4089	N	0
15	ITT Technical Institute Charitie Bronson/Carlos Nieves Career Services Specialist 3825 W. Cheyenne Avenue, Suite 600 North Las Vegas, NV 89032 Phone: 702-240-0967 Fax: 702-255- 3832	N	0
16	Japanese American Citizens League (JAACL) Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 702-732-3631 Fax: 702- 732-3313	N	0
17	Las Vegas City Employees' Association 857 North Eastern Avenue Las Vegas, NV 89101 Phone: 702-649-6606	N	0
18	Las Vegas Hawaiian Civic Club (LVHCC) Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 702-732-3631 Fax: 702-732-3313	N	0
19	Las Vegas Indian Center Rulon Pete 2300 West Bonanza Road Las Vegas, NV 89106 Phone: 702-647-5842 Fax: 702-647-2647	N	0
20	Las Vegas Paiute Tribe Rulon Pete #1 Paiute Drive Las Vegas, NV 89106-3261 Phone: 702-647-5842 Fax: 702-647-2647	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
21	<p>Las Vegas Review Journal Dana Goodell/Nichole Thomas Phone: 702-383-0494 Fax: 702-383-0230 Email: dgoodell@reviewjournal.com Email: nthomas@reviewjournal.com</p>	N	0
22	<p>Las Vegas Review-Journal Diversity Network Dana Goodell/Nichole Thomas Phone: 702-383-0494 Fax: 702- 383-0230 Email: dgoodell@reviewjournal.com Email: nthomas@reviewjournal.com <i>(Vegas PBS takes advantage of the Review-Journal's Diversity Network, which extends the reach of its vacancy announcement by placement on the most respected Internet diversity career sites- powered by Monster.)</i></p>	N	0
23	<p>Las Vegas Review-Journal Online Jobs <i>(RJJobs.vegas is powered by Monster. These postings also appear on Monster.com)</i> Dana Goodell/Nichole Thomas Phone: 702-383-0494 Fax: 702- 383-0230 Email: dgoodell@reviewjournal.com Email: nthomas@reviewjournal.com</p>	N	1
24	<p>Latin American Press Maggy Ruiz P.O. Box 12599 Las Vegas, NV 89112 Phone: 702-431-1904</p>	N	0
25	<p>Latin Chamber of Commerce Edward Dorville/Victoria Napoles 300 North 13th Street Las Vegas, NV 89101 Phone: 702-385-7367</p>	N	0
26	<p>LDS Employment Resource Services Shawn Hawk/Ben Barclay 4455 Allen Lane, Ste.120 North Las Vegas, NV 89031 Phone: 702-649-1012 Fax: 702-649-5065</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
27	Laughlin Library Las Vegas Clark County Library District Karen Lassen/Tanya Brown-Wirth 2840 S. Needles Highway Laughlin, NV 89029 Phone: 702-507-4070 Fax: 702-507-4067	N	0
28	Moapa Paiute Business Council Jimmy Begay P.O. Box 670 12 Lincoln Street, Suite D Moapa, NV 89025 Phone: 702-865-2081 Email: Jimmybegay@mvdsl.com	N	0
29	Moapa Band of Paiutes Vocational Rehabilitation Kena Adams 1514 S. Maryland Parkway Las Vegas, NV 89014 Phone: 702-834-7376 Fax: 702-489-7558	N	0
30	Napa Valley College Telecommunications Technology Steve Goze/Gary Stromann 2277 Napa-Vallejo Highway Napa, CA 94558 Phone: 707-253-3258	N	0
31	National Federation of Filipino American Association (NaFFAA) Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 702-732-3631 Fax: 702-732-3313	N	0
32	Nellis Air Force Base Family Support Center Donald Murray 99 FSS/FSFR 4311 N. Washington Boulevard Suite 102, Building 312 Nellis AFB 89191 Phone: 702-652-3327 Fax: 652-3101 Email: donald.murray.2@us.af.mil.	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
33	Nellis Air Force Base Family Support Center Senior Master Sergeant Tonya Joyce 4475 England Avenue Nellis AFB 89191 Phone: 702-652-8723 x28723	N	0
34	Nevada Broadcasters Association Gary Campbell/Melanie Mueller Phone: 702-794-4994 Fax: 702-794-4997 Email: gary@nevadabroadcasters.org Email: melanie@nevadabroadcasters.org	N	0
35	Nevada Equal Rights Commission 1820 E. Sahara Avenue, Suite 314 Las Vegas, NV 89104 Phone: 702-486-7161	N	0
36	Nevada Partners (<i>a non-profit training and employment organization</i>) Ron Thomas/Janice Real 710 W. Lake Mead North Las Vegas, NV 89030 Phone: 702-924-2100	N	0
37	Nevada State College Sebern Coleman/Diana Marmino/Richard Yao 1125 Nevada State Drive Henderson, NV 89002 Phone: 702-992-2152 Fax: 702-992-2608 Email: Diana.Marmino@nsc.edu Email: Richard.Yao@nsc.edu	N	1
38	Organization of Chinese Americans (OCA) Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 702- 732-3631 Fax: 702- 732-3313	N	0
39	Sahara West Library Cara Houlihan/Marcy Chiarandini/Gene Smith 9600 W. Sahara Las Vegas, NV 89117-5959 Phone: 702-507-3636	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
40	Strategic HR Partners, LLC Cindy Davis 515 Court Street P.O. Box 45 Reno, NV 89504 Phone: 775-722-0514	N	0
41	Urban Chamber of Commerce Summer Rabb 1951 Stella Lake Street, Suite 26 Las Vegas, NV 89106	N	0
42	Vegas PBS Website www.vegaspbs.org Pat Breen/Christie Hampton Phone: 702-799-1010 Email: pbreen@vegaspbs.org Email: champton@vegaspbs.org	N	2
43	Vietnamese Community Association of Southern Nevada Ngoc Nguyen 4730 San Rafael Las Vegas, NV 89120	N	0
44	Washoe County School District Georgia Marvin Human Resources 425 East Ninth Street Reno, NV 89520 Phone: 775-348-0200 Fax: 775-333-5070 Email: HumanResources@washoeschools.net	N	0
45	Clark County School District (CCSD) Website ccsd.net Caryn Nacos Support Staff Services 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-0232 Fax: 702-799-5376	N	23
46	Clark County School District (CCSD) Interact (CCSD's intranet) Caryn Nacos Support Staff Services 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-0232 Fax: 702-799-5376	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
47	Clark County School District (CCSD) Website ccsd.net Tracy Szumilo/Jean King/Patti Higuchi Administrative Personnel 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-5484 Fax: 702-799-5115 Email: tszumilo@interact.ccsd.net Email: patti@interact.ccsd.net	N	7
48	Clark County School District (CCSD) Interact (CCSD's intranet) Tracy Szumilo/ Jean King/Patti Higuchi Administrative Personnel 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-5484 Fax: 702-799-5115 Email: tszumilo@interact.ccsd.net Email: patti@interact.ccsd.net	N	2
49	American Marketing Association Jobs.ama.org Email: support@jobtarget.com	N	0
50	AppleOne Employment Agency Jenny Peterson AppleOne Las Vegas 2140 E. Pebble Road Las Vegas, NV 89123 Phone: 702-361-4121 Email: Jenpeterson@appleone.com	N	1
51	Association of Fundraising Professionals Email: admin@afplasvegas.org	N	0
52	Career Builder <i>(not directly contacted by Vegas PBS)</i>	N	1
53	Corporation for Public Broadcasting Online Job Listing www.cpb.org	N	0
54	Craig's List <i>(not directly contacted by Vegas PBS)</i>	N	1
55	Current Publication Emily Lowrey/Dave Kramer 6930 Carroll Avenue, Suite 625 Takoma Park, MD 20912 Phone: 301-270-7240 Email: currentnewspaperads@gmail.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
56	Current Online Job Board Emily Lowrey/Dave Kramer 6930 Carroll Avenue, Suite 625 Takoma Park, MD 20912 Phone: 301-270-7240 Email: currentnewspaperads@gmail.com	N	0
57	INDEED.COM <i>(not directly contacted by Vegas PBS)</i>	N	2
58	DeVry Job Fair <i>(attended by affiliated organization)</i>	N	1
59	NETA National Educational Telecommunications Association Maryanne Schuessler P.O. Box 50008 Columbia, SC 29250 Phone: 803-978-1579 Email: Maryanne@netaonline.org	N	0
60	Public Broadcasting System Job Board www.pbs.org	N	0
61	Public Relations Society of America (PRSA) Kurt Ouchida Phone: 702-300-5756 Email: kurt@braintrustlv.com Email: KMalone@dmv.nv.gov	N	0
62	Vegas PBS Workforce Training/Economic Development Department General Veteran Outreach/Emails Debra Solt Director of Workforce Training and Economic Development Phone: 702-799-1010 x5427 Email: dsolt@vegaspbs.org	N	0
63	Word-of –Mouth Referral	N	15
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			59

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>VEGAS PBS offers paid internships to high school, college, and university students who are interested in pursuing careers in broadcasting. Students receive training in production, engineering, and clerical skills and work a maximum of 20 hours a week during the school year. Under the supervision of our TV Production Services Manager, our Director of Educational Media, our Director of Content, our Director of Workforce and our Director of Corporate Partnerships, KLVX- DT hosted a total of 26 paid interns during this reporting period, as follows:</p> <ul style="list-style-type: none"> • Thirteen students from Univ. of Nevada Las Vegas • Four students from College of Southern Nevada • Five students from Nevada State College • Four high school students
2	Internship program	<p>VEGAS PBS also offers unpaid internships to university, college, and high school students. Students perform a variety of tasks in the communications, membership, production and educational media departments. Under the supervision of our TV Production Services Manager and our Director of Individual Giving, KLVX-DT hosted a total of 10 unpaid interns during this reporting period, as follows:</p> <ul style="list-style-type: none"> • One student from the College of Southern Nevada • One student from the Univ. of Nevada, Las Vegas • One student from the Univ. of Michigan-Dearborn • One student from the International School of Hospitality • Six high school students
3	Internship program	<p>VEGAS PBS also offers unpaid internships to members of the community interested in careers in television. Under the supervision of our TV Production Services Manager, KLVX-DT hosted a total of 5 volunteers in the production department as studio interns and assistants during this reporting period.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in Career Fair	On September 17, 2015, Vegas PBS participated in the 6 th Semi- Annual Military Job Fair held at the Cashman Center. Station participants included our Recruitment/EEO/Diversity and Compliance Supervisor and our Workforce Training and Economic Development Coordinator, who provided general information about the station, the Workforce Training and Economic Development programs and specific information about current and anticipated vacancies.
5	Host activity that furthers the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	On September 28, 2015, Vegas PBS hosted the Clark County School District's (CCSD) Career and Application Fair. In hosting the event, KLVX-DT recruited the various participants and managed the logistics and staffing The production department recorded the event for the purpose of creating Public Service Announcements (PSA's) to publicize future career fairs with CCSD. Job seekers were able to take GOAL online courses that would help them meet the requirements of the positions. Of the many station participants, our Workforce Training and Economic Development Director, our Workforce Training and Economic Development Coordinator, and our TV Producer Director represented KLVX-DT.
6	Host activity that furthers the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	On December 15, 2015, Vegas PBS hosted the Clark County School District's Career and Application Fair. In hosting the event, KLVX-DT recruited the various participants and managed the logistics and staffing. Job seekers were able to take GOAL online courses that would help them meet the requirements of the positions. Of the many station participants, our Workforce Training and Economic Development Director and our Workforce Training and Economic Development Coordinator, represented KLVX-DT.
7	Participate in Career Fair	On January 15, 2015, Vegas PBS participated in Senator Reid's Veterans Career Fair and Workshop held at the University of Nevada, Las Vegas (UNLV). Station participants included our Workforce Training and Economic Development Veteran's Outreach Coordinator and our Workforce Training and Economic Development Coordinator, who provided general information about the station, the Workforce Training and Economic Development programs and specific information about current and anticipated vacancies.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Host event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On January 29, 2016, Vegas PBS hosted approximately 40 students from the Northwest Career and Technical Academy's Media Communications program. Station participants included our TV Producer Director and production staff, our Master Control Specialist, and our Volunteer Specialist, who provided a tour of the broadcast studio and focused on production services, technology and careers in the broadcast industry.
9	Participate in Career Fair	On February 5, 2016, Vegas PBS participated in the Cosmopolitan Military Career Fair held at the Cosmopolitan of Las Vegas. Station participants included our Workforce Training and Economic Development Veteran's Outreach Coordinator, who provided general information about the station, the Workforce Training and Economic Development programs and specific information about current and anticipated vacancies.
10	Host activity that furthers the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	On February 23, 2016, Vegas PBS hosted the Caesars Job Fair for High School Seniors and Caesars Back To Work (CBTW) grant recipients. Participants included Caesars Human Resource supervisors with current job openings with the goal of employing for full time entry level positions at Caesars properties. In hosting the event, KLVX-DT recruited the various participants, created and broadcast promotional spots to publicize the event and managed the logistics and staffing. Of the many station participants, our Director of Workforce Training and Economic Development as well as our Workforce Training and Economic Development Coordinator, represented KLVX-DT.
11	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On February 26, 2016, Vegas PBS participated in the Green Valley High School's College and Career Day. The event was attended by approximately 1,000 students, who were interested in career opportunities "Beyond the Cap". Station participants included our Workforce Training and Economic Development Coordinator and our Educational Media Center Coordinator.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
12	Participate in Career Fair	<p>On March 16th and 17th, 2016, Vegas PBS participated in the Veterans Stand-down Job Fair, held at the Cashman Center. Station participants included our Workforce Training and Economic Development Veteran's Outreach Coordinator, and our Workforce Training and Economic Development Coordinator, who provided general information about the station, the Workforce Training and Economic Development programs and specific information about current and anticipated vacancies.</p>
13	<p>Host activity that furthers the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities</p>	<p>On April 5, 2016, Vegas PBS hosted a Military Job Fair at the Vegas PBS Educational Technology Campus. Participants included companies and managers with current job openings with the goal of reintegrating military members back in to the local job market and getting Americans back to work. In hosting the event, KLVX-DT recruited the various participants, created and broadcast promotional spots to publicize the event and managed the logistics and staffing. Of the many station participants, our Director of Workforce Training and Economic Development, our Workforce Training and Economic Development Veteran's Outreach Coordinator, as well as our Recruitment/EEO/Diversity and Compliance Supervisor, represented KLVX-DT.</p>
14	Participate in Career Fair	<p>On April 18, 2016, Vegas PBS participated in the Corridor of Hope Career and Resource Fair held at the Salvation Army Campus. Station participants included our Workforce Training and Economic Development Veteran's Outreach Coordinator, who provided general information about the station, the Workforce Training and Economic Development programs and specific information about current and anticipated vacancies.</p>
15	Participate in Career Fair	<p>On May 5th, 2016, Vegas PBS participated in Congressman Hardy's Career Advancement Workshops held at the North Las Vegas City Hall. Station participants included our Workforce Training and Economic Development Coordinator, who provided a 10 minute presentation on our Workforce Training program, and provided general information about the station and specific information about current and anticipated vacancies.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
16	Participate in event/program sponsored by or on behalf of a community organization interested in broadcast employment issues	On May 19, 2016, Vegas PBS participated in a panel discussion regarding the transition from military to civilian life, and mock interview sessions for retiring Army, National Guard and Air Force Colonels, from all over the world. This event was held at Nellis Air Force Base. Station participants included our Workforce Training and Economic Development Director and our Workforce Training and Economic Development Veteran's Outreach Coordinator, who provided general information about the civilian sector job market and how to relate military experience into relevant jobs in the market. They also provided information on jobs at PBS stations and provide follow-up referrals for those residing in other parts of the country for other PBS jobs available in their area.
17	Host activity that furthers the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	On May 25 th , 2016, Vegas PBS hosted the Clark County School District's Career and Application Fair. In hosting the event, KLVX-DT recruited the various participants and managed the logistics and staffing. Job seekers were able to take GOAL online courses that would help them meet the requirements of the positions. Of the many station participants, our Workforce Training and Economic Development Director and our Workforce Training and Economic Development Coordinator, represented KLVX-DT.