

KLVX-DT
EEO PUBLIC FILE REPORT
June 1, 2014-May 31, 2015¹

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
Administrative Office Assistant	1-14, 16, 18-33, 35-40, 48-50, 53-54, 57, 59	40
Assistant Accountant	1-3, 5-14, 16-24, 26-40, 46, 48-50, 53-55, 57-60, 63	55
Communications Specialist	1-3, 5-14, 16-24, 26-39, 46, 49-50, 53-55, 57-60	39
Coordinator II Instructional Web Designer/Learning Management System	1-14, 16, 18-38, 41, 45, 48-50, 53-55, 57, 60	41
Coordinator III Workforce Training and Economic Development	1-14, 16-38, 41, 43-45, 47-48, 50, 53-54, 57, 60	41
Coordinator III Workforce Training and Economic Development	1-14, 16-38, 41, 43-45, 47-48, 50, 53-54, 57, 60	41
Coordinator III Workforce Training and Economic Development, Veterans Outreach	1-3, 5-33, 35-37, 41, 43, 46, 48-49, 53-55, 57, 59-60	55
Fundraising/Event & Communication Assistant	1-3, 5-14, 16-35, 37-40, 43, 48, 50, 53-54, 57, 60	39
Graphic Artist	1-3, 5-14, 16-35, 37-40, 43, 47-48, 50, 53-55, 57, 60	47
Master Control Specialist	1-3, 5-14, 16, 18-40, 48, 50, 53-57, 60	55
Master Control Specialist	1-14, 16-39, 48-49, 53-55, 57, 59-60, 64	64
Programming and Traffic Assistant	1-3, 5-14, 16, 18-40, 48, 50, 53-57, 60	55
Telecommunication Specialist II	1-3, 5-40, 46, 48-49, 52-55, 57, 59	39
Telecommunication Specialist II	1-3, 5-40, 46, 48-49, 52-55, 57, 59	55
TV Assistant	1-3, 5-14, 16-40, 43, 46-49, 53-54, 57	47
TV Assistant	1-3, 5-14, 16-40, 43, 46-49, 53-54, 57	39
TV Assistant	1-14, 16-39, 48-49, 53-55, 57, 59-60	55
TV Assistant	1-14, 16-39, 48-49, 53-55, 57, 59-60	39
Underwriting Representative	1-3, 5-14, 16, 18-39, 43, 46, 48-49, 53-55, 57	55
Underwriting Representative	1-3, 5-14, 16, 18-39, 43, 46, 48-49, 53-55, 57	55
Volunteer Specialist	1-3, 5-14, 16-24, 26-40, 46, 48-50, 53-54, 57-60, 62	39

¹ This Report was revised in March 2017 to address minor reporting issues.

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Workforce Training and Economic Development Bilingual Receptionist and Customer Service Representative	1-3, 5-14,16-40, 48-50, 53-54, 57-59, 61	39

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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 Ryan Rishling/TimothyMcGinnis Career Advisor 2350 Corporate Circle Henderson, NV 89074 Office: 992.8537 Fax: 992.8532 Email: tmcginnis@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	College of Southern Nevada Kelly Wuest/Ryan Rishling 6375 W. Charleston, W-18D Las Vegas, NV 89146 Phone: 702-651-5089 x5928 Fax: 702-651-5624	N	0
8	College of Southern Nevada Paula Thompson 700 College Drive Henderson, NV 89002 Phone: 702-651-3174 Fax: 702-651-3090	N	0
9	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
10	DETR Joblink Stephen Settembre 3405 S. Maryland Parkway Las Vegas, NV 89109 Phone: 702-486-0120 Email: ssssettembre@nvdetr.org	N	0
11	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
12	El Tiempo Dana Goodell Phone: 702- 383-0494 Fax: 702-383-0230 Email: dgoodell@reviewjournal.com	N	0
13	NV Equal Rights Commission 1820 E. Sahara Avenue, Suite 314 Las Vegas, NV 89104 Phone: 702-486-7161	N	0
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
15	Henderson JobConnect Karolanne Hern 119 Water Street Henderson, NV 89015 Phone: 702-486-0301 Fax: 702-486-0328	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 Review Journal Website – Online Jobs Dana Goodell Phone: 702-383-0494 Fax: 702-383-0230 Email: dgoodell@reviewjournal.com	N	0
18	Las Vegas City Employees' Association Caroline Fuentes, Office Assistant 857 North Eastern Avenue Las Vegas, NV 89101 Phone: 702-649-6606	N	0
19	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
20	Las Vegas Indian Center Rulon Pete 2300 West Bonanza Road Las Vegas, NV 89106 Phone: 702-647-5842 Fax: 702-647-2647	N	0
21	Las Vegas Paiute Tribe Rulon Pete #1 Paiute Drive Las Vegas, NV 89106-3261 Phone: 702-647-5842 Fax: 702-647-2647	N	0
22	Clark County Public Library Julie Okabayashi 1401 E. Flamingo Road Las Vegas, NV 89119 Phone: 702-507-3458 Fax: 702-507-3486	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
23	Las Vegas Review-Journal Dana Goodell Phone: 702-383-0494 Fax: 702- 383-0230 Email: dgoodell@reviewjournal.com	N	0
24	Latin American Press Maggy Ruiz P.O. Box 12599 Las Vegas, NV 89112 Phone: 702-431-1904	N	0
25	Latin Chamber of Commerce Edward Dorville/Victoria Napoles 300 North 13 th Street Las Vegas, NV 89101 Phone: 702-385-7367	N	0
26	LDS Employment Resource Services Rick Trout/Shawn Hawk/Ben Barclay 4455 Allen Lane, Ste.120 North Las Vegas, NV 89031 Phone: 702-649-1012 Fax: 702-649-5065	N	0
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	Napa Valley College Telecommunications Technology Steve Goze/Gary Stromann 2277 Napa-Vallejo Highway Napa, CA 94558 Phone: 707-253-3258	N	0
30	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
31	Nellis Air Force Base Family Support Center Mike Hudson/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
32	Nevada Partners (a non-profit training and employment organization) Ron Thomas/Janice Real 710 W. Lake Mead North Las Vegas, NV 89030 Phone: 702-924-2100	N	0
33	Nevada State College Cindy Stella/Sebern Coleman/Diana Marmino 1125 Nevada State Drive Henderson, NV 89002 Phone: 702-992-2152 Fax: 702-992-2608 Email: Diana.Marmino@nsc.edu	N	0
34	Ohio Center for Broadcasting Gary James/Janice Hannah-Hardy Career Services Director High Point Corporate Park 9885 Rockside Road, Suite 160 Valley View, Ohio 44125 Phone: 216-503-5900 x1104 Email: jhardy@beonair.com	N	0
35	Organization of Chinese Americans (OCA) Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 702- 732-3631 Fax: 702- 732-3313	N	0
36	Sahara West Library Cara Houlihan/Marcy Chiarandini/Gene Smith 9600 W. Sahara Las Vegas, NV 89117-5959 Phone: 702-507-3636	N	0
37	Vietnamese Community Association of Southern Nevada Ngoc Nguyen 4730 San Rafael Las Vegas, NV 89120	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
38	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
39	Clark County School District (CCSD) Website ccsd.net Karen Heimiller/Almira Fontinella /Caryn Nacos Support Staff Services 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-0232 Fax: 702-799-5376	N	23
40	Clark County School District (CCSD) Interact (CCSD's intranet) Karen Heimiller/Almira Fontinella/Caryn Nacos Support Staff Services 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702- 799-0232 Fax: 702-799-5376	N	3
41	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
42	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	0
43	Corporation for Public Broadcasting Online Job Listing www.cpb.org	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
44	Current Publication Emily Lowrey 6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912 Phone: 301-270-7240 Email: advertising@current.org	N	0
45	Current Online Job Board Emily Lowrey 6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912 Phone: 301-270-7240 Email: advertising@current.org	N	0
46	Hero2Hired c/o SSG Emprima, Box 5 (for USPS) or Rm 224 (for UPS/FedEx) 6490 Range Road North Las Vegas, NV 89165 Phone: 702-632-0519 x4519 Email: annie.r.emprima.mil@mail.mil	N	0
47	INDEED.COM <i>(not directly contacted by Vegas PBS)</i>	N	7
48	Las Vegas Review-Journal Diversity Network Dana Goodell Phone: 702-383-0494 Fax: 702- 383-0230 Email: dgoodell@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.)</i>	N	0
49	Nevada Broadcasters Association Clay Giffin/ Gary Campbell Phone: 702-794-4994 Fax: 702-794-4997 Email: clay@nevadabroadcasters.org Email: gary@nevadabroadcasters.org	N	0
50	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 Email: cbronson2@itt-tech.edu	N	0
51	Public Broadcasting System Job Board www.pbs.org PBS Connect	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
52	Society of Broadcast Engineers/SBE Jobs online www.sbe.org Julie Dahlstrom Email: Julie.dahlstrom@penton.com Phone: 312-840-8436	N	0
53	Urban Chamber of Commerce Summer Rabb 1951 Stella Lake Street, Suite 26 Las Vegas, NV 89106	N	0
54	Vegas PBS Website www.vegaspbs.org Pat Breen Phone: 702-799-1010 Email: pbreen@vegaspbs.org	N	2
55	Word-of-Mouth Referral	N	17
56	DETR Employment Security Division Cynthia Jones 500 E. 3 rd Street Carson City, NV 89713 Phone: 775-684-3909	N	0
57	Moapa Band of Paiutes Jimmy Begay/ Kena Adams 1514 S. Maryland Parkway Las Vegas, NV 89014 Phone: 702-834-7376 Fax: 702-489-7558	N	0
58	NETA National Educational Telecommunications Association Maryanne Schuessler P.O. Box 50008 Columbia, SC 29250 Phone: 803-978-1579 Email: Maryanne@netaonline.org	N	0
59	Strategic HR Partners, LLC Cindy Davis 515 Court Street P.O. Box 45 Reno, NV 89504 Phone: 775-722-0514	N	0
60	Troops to Teachers Kawanda McLendon Nevada State Director Mountain Pacific Region One Education Way Colorado Springs, CO 80906 Phone: 719-287-3050 Fax: 719-576-3113 Email: kmclendon@troopstoteachers.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-Month Period
61	Unknown (<i>unable to adequately identify referral source upon inquiry</i>)	N	1
62	Former Employee	N	1
63	City of Las Vegas Website/Jobsite (<i>not directly contacted by Vegas PBS</i>)	N	1
64	Job/Career Fairs (<i>as described in Section III</i>)	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			64

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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 and our Director of Content and Communications, KLVX- DT hosted a total of 19 paid interns during this reporting period, as follows:</p> <ul style="list-style-type: none"> • Seven students from Univ. of Nevada Las Vegas; • Six students from College of Southern Nevada; • One student from Nevada State College; • Five 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, KLVX-DT hosted a total of 15 unpaid interns during this reporting period, as follows:</p> <ul style="list-style-type: none"> • Six students from College of Southern Nevada; • Nine 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>
4	Participate in Career Fair	<p>On July 19, 2014, Vegas PBS participated in Senator Harry Reid's Veterans Career Fair and Workshop at the University of Nevada Las Vegas Student Union. Station participants included our Workforce Training and Economic Development Veteran's Outreach Coordinator, who 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
5	Participate in Career Fair	On August 12, 2014, Vegas PBS, a Community Partner with the Las Vegas Review Journal and sponsor of its 2014 Career Fairs, participated in the newspaper's career fair held at the Texas Station Hotel and Casino. Station participants included our Recruitment/EEO/Diversity and Compliance Supervisor, who provided general information about the station and specific information about current and anticipated vacancies.
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 September 24, 2014, Vegas PBS hosted the Hero2Hired and Employer Service for Guard and Reserve (ESGR) 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 as well as our Workforce Training and Economic Development Veteran's Outreach Coordinator, represented KLVX-DT.
7	Participate in Career Fair	On October 7, 2014, Vegas PBS participated in Congressman Joe Heck's Job Fair and Interview Skills Workshop held at the Silverton Casino. Station participants included our Workforce Training and Economic Development Coordinator, who provided general information about the station and specific information about current and anticipated vacancies.
8	Participate in Career Fair	On October 9, 2014, Vegas PBS, a Community Partner with the Las Vegas Review Journal and sponsor of its 2014 Career Fairs, participated in the newspaper's career fair held at the Texas Station Hotel and Casino. Station participants included our Recruitment/EEO/Diversity and Compliance Supervisor, who provided general information about the station and specific information about current and anticipated vacancies.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On October 24, 2014, the Northwest Career and Technical Academy hosted a Media Panel Discussion for high school media students who are considering a career in broadcasting. Our General Manager was a featured speaker and panelist at the event. He spoke to media students, faculty and parents about the services and the many career opportunities that are available in Public Television.
10	Host event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On December 11, 2014, Vegas PBS hosted students from the Northwest Career and Technical Academy's Media Communications program. Station participants included our TV Production Services Manager and production staff, who provided a tour of the broadcast studio and focused on production services, technology and careers in the broadcast industry.
11	Participate in Career Fair	On January 10, 2015, Vegas PBS participated in Senator Harry Reid's Veterans Career Fair and Workshop at the University of Nevada Las Vegas Student Union. 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 and specific information about current and anticipated vacancies.
12	Host event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On February 12, 2015, Vegas PBS hosted three Foothill High School students interested in a career in broadcasting for a job shadow day. The students shadowed production staff as they produced a show and then spoke to the host and staff after the recording. Station participants included senior production staff.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
13	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 March 18, 2015, 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 as well as our Workforce Training and Economic Development Veteran's Outreach Coordinator, represented KLVX-DT.
14	Participate in event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues	On April 30, 2015, Vegas PBS participated in the South East Career and Technical Academy's Career Day. Our Captionist in Production was part of a group that conducted resume reviews and mock interviews of 35 video production high school seniors. Each student was interviewed individually, answering questions that related to the broadcast industry. Individual evaluations of mock-interview performance were provided to teachers and feedback was given to the students.
15	Participate in Career Fair	On May 4, 2015 Vegas PBS participated in Congressman Joe Heck's Job Fair and Interview Skills Workshop held at the Silverton Casino. 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 and specific information about current and anticipated vacancies.