

KLVX-DT
EEO PUBLIC FILE REPORT
June 1, 2013-May 31, 2014

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 |
|---|--|---------------------------|
| Bilingual Literacy Specialist/Project Facilitator/ Ready To Learn | 1, 3, 5-28, 30-33, 35-38, 40-41, 51-52, 61-62, 65, 67 | 40 |
| Coordinator II- Instructional Web Designer/Learning Management System | 1, 3, 5-24, 26-28, 30-33, 35-38, 42-43, 46-47, 49, 51-52, 61-63, 65 | 42 |
| Coordinator III – Grant Writer | 1, 3, 4-9, 11-28, 30-33, 35-38, 42, 45, 47, 50-51, 57, 61-63, 65, 67 | 42 |
| Coordinator III – Public Information and Media Manager | 1, 3, 4-24, 26-28, 30-33, 35-38, 42, 46-47, 50-52, 61-65 | 62 |
| Coordinator IV Production Services | 1, 3, 4-35, 37-38, 42, 45-47, 50-52, 54-55, 57, 61-63, 65-66 | 63 |
| Director I – Development Institutional Sponsorship and Philanthropy | 1, 3-28, 30-39, 42, 45, 51, 55, 57, 61-66 | 62 |
| Membership Specialist | 3-13, 15-16, 18-28, 30-33, 35-41, 51-52, 61-62, 65, 68 | 68 |
| Workforce Training & Economic Development Bilingual Receptionist/Customer Support | 1, 3, 5-28, 30-33, 35-41, 51-52, 61-63, 65 | 40 |
| Workforce Training & Economic Development Bilingual Receptionist/Customer Support | 1, 3-28, 30-33, 35-38, 40-41, 51, 54, 61-63, 65, 67 | 63 |

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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 Felicia Miller/Ryan Rishling Career Advisor 2350 Corporate Circle Henderson, NV 89074 Office: 992.8537 Fax: 992.8532 Email: rrishling@aii.edu | N | 0 |
| 2 | Art Institute of California – Orange County 3601 W. Sunflower Avenue Santa Ana, CA 92704-9888 Phone: 714-830-0200 | N | 0 |
| 3 | Asian Pacific Forum Rosita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 Phone: 702-732-3631 Fax: 702-732-3313 | N | 0 |
| 4 | Bates Technical College Sheila White 1101 Yakima Avenue Tacoma, WA 98405 Phone: 253-680-7700 | N | 0 |
| 5 | Bureau of Vocational Rehabilitation Sylvia Milborn 3016 W. Charleston Boulevard, Suite 200 Las Vegas, NV 89102 Phone/Fax: 702- 486-5230 | N | 0 |
| 6 | Clark County Diane Koksha Human Resources 500 Grand Central Parkway, 3 rd floor Las Vegas, NV 89155 Phone: 702-455-3176 | N | 0 |
| 7 | College of Southern Nevada Kelly Wuest 6375 W. Charleston, W-18D Las Vegas, NV 89146 Phone: 702-651-5089 X 5928 Fax: 702-651-5624 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|----------------------|--|--|--|
| 8 | College of Southern Nevada Paula Thompson 700 College Drive Las Vegas, 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: sssettembre@nvdetr.org | N | 0 |
| 11 | Division of Welfare and Supportive Services Ruth Barnes 611 Nellis Boulevard Las Vegas, NV 89110 Phone: 702-486-4720 Fax: 702-486-4737 | N | 0 |
| 12 | El Tiempo Dana Goodell dgoodell@reviewjournal.com Phone: 702- 383-0494 Fax: 702-383-0230 | 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 |
| 15 | Henderson JobConnect Melvin Grant/Karolanne Hern 119 Water Street Henderson, NV 89015 Phone: 702-486-0301 Fax: 702-486-0328 | N | 1 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|---|--|--|
| 16 | Japanese American Citizens League (JACL) 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 – Jobs Today Dana Goodell Email: dgoodell@reviewjournal.com Phone: 702-383-0494 Fax: 702-383-0230 | N | 0 |
| 18 | Las Vegas City Employees’ Association 857 North Eastern Avenue Las Vegas, NV 89101 Email: Bernie@lvcea.org 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 |
| 23 | Las Vegas Review-Journal Dana Goodell Email: dgoodell@reviewjournal.com Phone: 702-383-0494 Fax: 702- 383-0230 | N | 1 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|----------------------|---|--|--|
| 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 300 North 13 th Street Las Vegas, NV 89101 Email: Edward@lvcc.com Phone: 702-385-7367 | N | 0 |
| 26 | LDS Employment Resource Services Rick Trout 4455 Allen Lane North Las Vegas, NV 89031 Email: rjtrout@ldschurch.org Phone: 702-649-1012 Fax: 702-649-5065 | N | 0 |
| 27 | Laughlin Library Karen Lassen 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 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 MSS/DPF 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 (<i>a non-profit training and employment organization</i>) Ron Thomas 710 W. Lake Mead North Las Vegas, NV 89030 Phone: 702-924-2100 | N | 0 |
| 33 | Nevada State College Anthony Morrone/Cindy Stella 1125 Nevada State Drive Henderson, NV 89015 Phone: 702-992-2152 | N | 0 |
| 34 | Ohio Center for Broadcasting Gary James High Point Corporate Park 9885 Rockside Road, Suite 160 Valley View, Ohio 44125 Phone: 216-447-9117 Fax: 216-642-9232 | 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 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 Charlet Comstock/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 | Westview Services (<i>a non-profit organization serving disabled individuals</i>) 1401 S. Arville, Suite D Las Vegas, NV 89102 Phone: 702-248-6735 Fax: 702-248-6759 | N | 0 |
| 40 | Clark County School District (CCSD) Website www.ccsd.net/employees/support staff Karen Heimiller/Almira Fontinella Support Staff Services 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-0232 Fax: 702-799-5376 | N | 5 |
| 41 | Clark County School District (CCSD) Interact (CCSD's intranet) Karen Heimiller/Almira Fontinella Support Staff Services 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702- 799-0232 Fax: 702-799-5376 | N | 2 |
| 42 | Clark County School District (CCSD) Website www.ccsd.net/employees/administration Tracy Szumilo/Jean King/Angela Jones Administrative Personnel 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-5484 Fax: 702-799-5115 Email: tszumilo@interact.ccsd.net Email: jonesal@interact.ccsd.net | N | 5 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 43 | Clark County School District (CCSD) Interact (CCSD's intranet) Tracy Szumilo/ Jean King/Angela Jones Administrative Personnel 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-5484 Fax: 702-799-5115 Email: tszumilo@interact.ccsd.net Email: jonesal@interact.ccsd.net | N | 1 |
| 44 | Craigs List http://lasvegas.craigslist.org/ | N | 0 |
| 45 | Corporation for Public Broadcasting Job Listing www.cpb.org | N | 1 |
| 46 | Current Newspaper Kathleen Unwin 6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912 Phone: 877-745-8776 x.1 Fax: 877-745-8776 Email: unwin@current.org | N | 1 |
| 47 | Current Online Job Board (PMBA) Kathleen Unwin 6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912 Phone: 877-745-8776 x.1 Fax: 877-745-8776 Email: unwin@current.org | N | 1 |
| 48 | Former Employee (rehire) | N | 0 |
| 49 | El Tiempo Employment Jobline (Admarket) Dana Goodell Email: dgoodell@reviewjournal.com Phone: 702-383-0494 Fax: 702-383-0230 | N | 0 |
| 50 | INDEED.COM <i>(not directly contacted by Vegas PBS)</i> | N | 4 |
| 51 | Las Vegas Review-Journal Diversity Network Dana Goodell Email: dgoodell@reviewjournal.com Phone: 702-383-0494 Fax: 702- 383-0230 <i>(Vegas PBS takes advantage of the Review-Journal's Diversity Network, which extends the reach of its vacancy announcement by placement on five of the most respected Internet diversity career sites, including LatPro.com, and DiversityWorking.com)</i> | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 52 | Nevada Broadcasters Association Ms. Earlene Lefler/Clay Giffin Adam Sandler Email: earlene@nevadabroadcasters.org Email: adam@nevadabroadcasters.org Email: clay@nevadabroadcasters.org Phone: 702-794-4994 Fax: 702-794-4997 | N | 0 |
| 53 | Nevada Non Profit News Deanna Ackerman Email: deanna@deannaackerman.com Phone: 702-426-8949 | N | 0 |
| 54 | Unknown¹ | N | 1 |
| 55 | ITT Technical Institute Charitie Bronson 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 |
| 56 | ProductionHUB.com | N | 0 |
| 57 | Public Broadcasting System Job Board www.pbs.org PBS Connect | N | 0 |
| 58 | Society of Broadcast Engineers/SBE Jobs online www.sbe.org Julie Dahlstrom Email: Julie.dahlstrom@penton.com Phone: 312-840-8436 | N | 0 |
| 59 | SBE Jobzone (<i>a publication distributed at the National Association of Broadcaster's Convention</i>) Julie Dahlstrom Email: Julie.dahlstrom@penton.com Phone: 312-840-8436 | N | 0 |
| 60 | SBE Jobzone Online (<i>a website posting coinciding with the National Association of Broadcaster's Convention</i>) Julie Dahlstrom Email: Julie.dahlstrom@penton.com Phone: 312-840-8436 | N | 0 |
| 61 | Urban Chamber of Commerce 1951 Stella Lake Street, Suite 26 Las Vegas, NV 89106 | N | 0 |

¹ These interviewees did not adequately identify the referral source upon inquiry.

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|---|--|--|
| 62 | Vegas PBS Website www.vegaspbs.org Pat Breen Lee Ann Green Email: pbreen@vegaspbs.org Email: lgreen@vegaspbs.org | N | 8 |
| 63 | Word-of-Mouth Referral | N | 10 |
| 64 | DETR Employment Security Division Cynthia Jones 500 E. 3 rd Street Carson City, NV 89713 Phone: 775-684-3909 | N | 0 |
| 65 | Moapa Band of Paiutes Jimmy Begay 1514 S. Maryland Parkway Las Vegas, NV 89014 Phone: 702-865-2081 Email: Jimmybegay@mvdsl.com | N | 0 |
| 66 | NETA National Educational Telecommunications Association Maryanne Schuessler PO Box 50008 Columbia, SC 29250 Email: Maryanne@netaonline.org Phone: 803-799-5517 x1579 | N | 0 |
| 67 | Strategic HR Partners, LLC Cindy Davis 515 Court Street Reno, NV 89501 Cindy Davis Phone: 775-722-0514 | N | 0 |
| 68 | Manpower Temporary Services Anna Rivera/Brian Wolf 6615 South Eastern Avenue Suite 100 Las Vegas, NV 89119 Phone: 702-893-2626 | N | 1 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 42 |

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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 Engineering and Information Technology and our Director of Content and Communications, KLVX-DT hosted a total of 20 paid interns during this reporting period, as follows:</p> <ul style="list-style-type: none">• Eight students from Univ. of Nevada Las Vegas• Seven students from College of Southern Nevada• 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 12 unpaid interns during this reporting period, as follows:</p> <ul style="list-style-type: none">• Four students from College of Southern Nevada• Eight 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 9 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 June 11, 2013, 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 South Point Hotel and 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. |
| 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 August 1, 2013, Vegas PBS hosted a JobSeeker Workshop at the Vegas PBS Educational Technology Campus. Hiring managers and job developers representing numerous community organizations and businesses presented information and worked with attendees on issues such as resume development, cover letter presentation and interviewing techniques. 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 and our Workforce Training and Economic Development Coordinator represented KLVX-DT. |
| 6 | Participate in Career Fair | On September 10, 2013, 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 Suncoast Hotel and Casino. Station participants included our Recruitment/EEO/Diversity and Compliance Supervisor and our Director of Workforce Training and Economic Development, 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 |
|----|---|---|
| 7 | 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 20, 2013, Vegas PBS hosted the Hero2Hired and Employer Service for Guard and Reserve (ESGR) Military Job Fair at the 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 Coordinator, represented KLVX-DT. |
| 8 | Participate in Career Fair | On October 8, 2013, 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 and our Director of Workforce Training and Economic Development, who provided general information about the station and specific information about current and anticipated vacancies. |
| 9 | Host event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues | On December 5, 2013, Vegas PBS hosted students from the Northwest Career and Technical Academy's Media Communications program. Station participants included our General Manager, our TV Production Services Manager and our Director of Engineering, who provided a tour of the broadcast studio and focused on production services, technology and careers in the broadcast industry. |
| 10 | Participate in Career Fair | On January 11, 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 Director of Workforce Training and Economic Development and our Workforce Training and Economic Development Coordinator, 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 |
|----|---|--|
| 11 | 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 January 22, 2014, Vegas PBS hosted the Hero2Hired and Employer Service for Guard and Reserve (ESGR) Military Job Fair at the 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 Coordinator represented KLVX-DT. |
| 12 | Participate in Career Fair | On February 13, 2014, Vegas PBS participated in the Las Vegas Diversity career fair held at the Palms Casino Resort. Station participants included our Workforce Training and Economic Coordinator, who provided general information about the station and specific information about current and anticipated vacancies. |
| 13 | Participate in Career Fair | On February 14, 2014, Vegas PBS participated in the Workforce Connections career fair held at the NYE Community Coalition's Activities Center in Pahrump, NV. Station participants included our Recruitment/EEO/Diversity and Compliance Supervisor and our Director of Workforce Training and Economic Development, who provided general information about the station and specific information about current and anticipated vacancies. |
| 14 | Participate in Career Fair | On March 17 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. |

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----|--|---|
| 15 | Participate in Career Fair | On April 9, 2014, Vegas PBS participated in the National Association of Broadcasters Career Fair as career coaches at the Las Vegas Hilton Hotel. Station participants included our Recruitment/EEO/Diversity and Compliance Supervisor and our Director of Workforce Training and Economic Development, who reviewed resumes and provided industry information for careers in broadcasting for the conference attendees. |