

KLVX-DT
EEO PUBLIC FILE REPORT
June 1, 2018-May 31, 2019

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 |
|---|---|---------------------------|
| Coordinator III, Gift Manager | 3-8, 10, 12-14, 16-20, 22-25, 27, 30-32, 38, 40, 42-43, 45-46, 48 | 40 |
| Coordinator III, Member Services Manager | 4-8, 10, 13-14, 16-20, 22-25, 27, 31-32, 38, 43, 45-46 | 45 |
| Director I, Communications and Brand Management | 1, 3-4, 6-8, 10-11, 14-18, 20-27, 29, 31-35, 39, 43, 45, 49 | 10 |
| TV Producer Director II | 3-4, 6-8, 10, 13-14, 17, 22-23, 27, 31-32, 37, 43-46, 48 | 48 |
| Telecommunications Specialist II | 2-4, 6-8, 10, 13-14, 18-20, 22-23, 27-32, 36, 41, 43, 45-46, 48 | 48 |
| Television Assistant | 3-4, 6-8, 10, 13-14, 16-20, 22-25, 27, 31-32, 43, 45-46 | 45 |
| Vegas PBS Educational Media Services/Center Office Specialist | 2, 4, 6-10, 13-14, 16-25, 31-32, 43, 45-48 | 48 |
| Vegas PBS Media Communications Specialist | 3-4, 6-8, 10, 13-14, 16-25, 31-32, 43, 45-46 | 10 |

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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 | American Marketing Association (AMA) Miranda Maclean Phone: 727-497-6565 Email: Miranda.Maclean@community brands.com | N | 0 |
| 2 | Asian Community Development Council (ACDC) Marc Matsuo, Associate Director 1027 South Rainbow Blvd. #253 Las Vegas, NV 89145 Phone: 702-489-8866 Email: marc@acdcnv.org | N | 0 |
| 3 | Asian Community Resource Center (ACRC) Emily Higby, Executive Director 1333 N. Buffalo, Ste. 250 Las Vegas, NV 89128 Phone: 702-706-6009 Email: emily@lvacrc.org | N | 0 |
| 4 | Asian Pacific Forum Rozita Lee 2983 Pinehurst Drive Las Vegas, NV 89109 RozitaLee@aol.com | N | 0 |
| 5 | Association for Fundraising Professionals (AFP) T. Clay Buck/Buddy Rigotti Phone: 469-751-2493 Email: President@afplasvegas.org Email: support@cristersmedia.com | N | 0 |
| 6 | Boulder City Chamber of Commerce Jill Lagan 465 Nevada Way Boulder City, NV 89005 Phone: 702-293-2034 Email: jill@bouldercitychamber.com | N | 0 |
| 7 | Clark County Public Library Julie Okabayashi 1401 E. Flamingo Road Las Vegas, NV 89119 Phone: 702-507-3458 Email: okabayashij@lvccld.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over 12-Month Period |
|-----------|--|---|---|
| 8 | Clark County School District –Online Job Bank Postings Shannon Donlin 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-5002 Email: donlis@nv.ccsd.net <i>(While not directly contacted by Vegas PBS, the station benefits from the Clark County School District's postings to online job banks, which extends the reach of its vacancy announcements by placement on websites such as ZipRecruiter, Glassdoor, Monster.com, Education Week/TopSchoolJobs.com. Facebook, LinkedIn, Linkup, GovernmentJobs.com/ Startwire)</i> | N | 0 |
| 9 | Clark County School District (CCSD) Interact (CCSD's intranet) Tracy Szumilo/Jean King/Shakinda Spaight/ Sandra Nino Diaz 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-5484/702-799-0232/702-799-2992 Email: szumitl@nv.ccsd.net Email: kingj1@nv.ccsd.net Email: spaigsm@nv.ccsd.net Email: ninodsp@nv.ccsd.net | N | 2 |
| 10 | Clark County School District (CCSD) Website (SearchSoft) ccsd.net Tracy Szumilo/Jean King/Shakinda Spaight/ Sandra Nino Diaz 2832 E. Flamingo Las Vegas, NV 89121 Phone: 702-799-5484/702-799-0232/702-799-2992 Email: szumitl@nv.ccsd.net Email: kingj1@nv.ccsd.net Email: spaigsm@nv.ccsd.net Email: ninodsp@nv.ccsd.net | N | 3 |
| 11 | Corporation for Public Broadcasting (CPB) www.cpb.org/jobline | N | 0 |
| 12 | Current Online Job Posting Publicmediajobs.org Amanda Ianuzzi Phone: 412-780-9014 Email: publicmediajobs@gmail.com | N | 0 |
| 13 | 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 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over 12-Month Period |
|------------------|---|--|--|
| 14 | El Tiempo Arvi San Juan/Christopher D'Alois Phone: 702-383-0488/702-383-0322 Email: asanjuan@reviewjournal.com Email: cdalois@reviewjournal.com Email: jdeaton@reviewjournal.com | N | 0 |
| 15 | Facebook (Leadership Las Vegas Group Page) Niki Bates Phone: 702-799-1010 Email: nbates@vegaspbs.org | N | 0 |
| 16 | Henderson Chamber of Commerce Debi Raffi 400 N. Green Valley Pkw., 2 nd Floor Henderson, NV 89074 Phone: 702-565-8951 Email: draffi@hendersonchamber.com | N | 0 |
| 17 | INDEED.COM www.indeed.com | N | 6 |
| 18 | Japanese American Citizens League (JACL) Roy Suzuki 4110 N. Martin Luther King Blvd. Las Vegas, NV 89032 Phone: 702-595-6893 Email: lvjacl@cox.net | N | 0 |
| 19 | LDS Employment Resource Services Recruitment Director 4455 Allen Lane, Ste.120 North Las Vegas, NV 89031 Phone: 702-649-1012 Email: WEL-EC-LasVegas@ldschurch.org | N | 0 |
| 20 | Las Vegas Hawaiian Civic Club (LVHCC) Jon Keonipark P.O. Box 97891 Las Vegas, NV 89193 Phone: 702-382-6939 Email: jonkeonipark@gmail.com Email: Rozitalee@aol.com | N | 0 |
| 21 | Las Vegas Review Journal Arvi San Juan/Christopher D'Alois/ Jennifer Deaton Phone: 702-383-0488/702-383-0322/702-383-0244 Email: asanjuan@reviewjournal.com Email: cdalois@reviewjournal.com Email: jdeaton@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 |
|-----------|--|---|---|
| 22 | Las Vegas Review Journal Diversity Network Arvi San Juan/Christopher D'Alois Phone: 702-383-0488/702-383-0322 Email: asanjuan@reviewjournal.com Email: cdalois@reviewjournal.com Email: jdeaton@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 diversity career websites, such as: Latpro, Diversityworking.com, DisABLEDPerson.com and ReturementJobs.com)</i> | N | 0 |
| 23 | Las Vegas Review-Journal Online Jobs <i>(RJJobs.vegas is powered by Monster. These postings also appear on Monster.com)</i> Arvi San Juan/Christopher D'Alois/Jennifer Deaton Phone: 702-383-0488/702-383-0322/702-383-0244 Email: asanjuan@reviewjournal.com Email: cdalois@reviewjournal.com Email: jdeaton@reviewjournal.com | N | 0 |
| 24 | Latin American Press Magaly Ruiz P.O. Box 12599 Las Vegas, NV 89112 Phone: 702-431-1904 Email: elexito2@cox.net | N | 0 |
| 25 | Latin Chamber of Commerce Juan Benitez 300 North 13 th Street Las Vegas, NV 89101 Phone: 702-385-7367 Email: juanjb@lvcc.com | N | 0 |
| 26 | Linked-In –(job posting via employee page) | N | 0 |
| 27 | Moapa Band of Paiutes Business Council/Vocational Rehabilitation Ashly Osborne 3909 S. Maryland Parkway, Ste. 208 Las Vegas, NV 89014 Phone: 702-834-7376 Email: aosborne.projectinput@gmail.com | N | 0 |
| 28 | MyPBS.org -Public Broadcasting Service Online Job Bank | N | 0 |
| 29 | National Educational Telecommunications Association (NETA) Maryanne Schuessler P.O. Box 50008 Columbia, SC 29250 Phone: 803-978-1579 Email: mschuessler@netaonline.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over 12-Month Period |
|------------------|---|--|--|
| 30 | National Federation of Filipino American Association (NaFFAA) Bernie Benito, President P.O. Box 70052 Las Vegas, NV 89170 Phone: 702-354-2132 Email: berniebenito@gmail.com | N | 0 |
| 31 | Nellis Air Force Base Family Support Center Ellen Reynolds/Kynan Henderson/Jessica Sisson/Kelli Hardin 99 FSS/FSFR 4311 N. Washington Boulevard Suite 102, Building 312 Nellis AFB 89191 Phone: 702-652-3327 Email: 99fss.fsfrfp@us.af.mil Email: jessica.sisson.2@us.af.mil Email: ellen.reynolds@us.af.mil Email: kelli.hardin@us.af.mil | N | 0 |
| 32 | Nevada Broadcasters Association Denise Wallace, Suzanne Smith Phone: 702-794-4994 Email: denise@nevadabroadcasters.org Email: suzanne@nevadabroadcasters.org | N | 0 |
| 33 | Nifty Nickel Arvi San Juan/Christopher D'Alois/Jennifer Deaton Phone: 702-383-0488/702-383-0322/702-383-0244 Email: asanjuan@reviewjournal.com Email: cdalois@reviewjournal.com Email: jdeaton@reviewjournal.com | N | 0 |
| 34 | North America Women in Public Relations Jobs.womeninpr.com | N | 0 |
| 35 | The Association of LGBTQ Journalists (NLGJA) Elliot Ayres 2120 L Street NW, Ste. 850 Washington, DC 20009 Phone: 202-887-8209 Email: Elliot@nlgja.org | N | 0 |
| 36 | The Ohio Media School Janice Hannah-Hardy /Alvis Moore 5330 East Main St. Columbus, Ohio 43213 Phone: 614-655-5250 Email: amoore@beonair.com Email: jhardy@beonair.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over 12-Month Period |
|--|---|--|--|
| 37 | Production Hub Online Jobs Production hub.com Andrea Melgar Phone: 877-629-4122 Email: amelgar@productionhub.com | N | 0 |
| 38 | Public Broadcasting Service (PBS) Development Spotlight E-Newsletter Cyndy Robbins/Betsy Gerdeman Phone: 702-799-1010 Phone: 703-739-7505 Email: crobbs@vegaspbs.org Email: bgerdemen@pbs.org | N | 0 |
| 39 | Public Relations Society of America Las Vegas Valley Chapter (PRSA) Shayna Moreno 2275 Corporate Circle #275 Henderson, NV 89074 Phone: 702-823-1095 Email: Shayna@trospercommunications.com | N | 0 |
| 40 | Simplyhired.com (not directly contacted by Vegas PBS) | N | 1 |
| 41 | Society of Broadcast Engineers www.SBE.org | N | 0 |
| 42 | Southern Nevada Public Television (SNPT) Planned Giving Council Email SNPTPlannedGivingCouncil@VegasPBS.org | N | 0 |
| 43 | Vegas PBS All-Staff Email | N | 1 |
| 44 | Vegas PBS Social Media (Facebook, Linked-In and Twitter) Myles Barker Phone: 702-799-1010 Email: mbarker@vegaspbs.org | N | 0 |
| 45 | Vegas PBS Website www.vegaspbs.org Pat Breen Phone: 702-799-1010 Email: pbreen@vegaspbs.org | N | 5 |
| 46 | Washoe County School District Human Resources Director 425 East Ninth Street Reno, NV 89520 Phone: 775-348-0321 Email: HumanResources@washoeschools.net | N | 0 |
| 47 | Unknown (source not adequately identified upon inquiry by SEU) | N | 1 |
| 48 | Word-of –Mouth Referral | N | 6 |
| 49 | ZipRecruiter Job Site (not directly contacted by Vegas PBS) | N | 1 |
| 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 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 Director of Production, our Director of Educational Media Services, our Director of Content, our Director of Communications and Brand Management, and our Director of Engineering, IT and Emergency Response Systems, KLVX-DT hosted a total of 10 paid interns during this reporting period, as follows:</p> <ul style="list-style-type: none">• Six students from Univ. of Nevada, Las Vegas• Two students from College of Southern Nevada• One student from Nevada State College• One high school student from South East Career & Technical Academy (Clark County School District) |
| 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 Director of Production, KLVX-DT hosted a total of 3 unpaid interns during this reporting period, as follows:</p> <ul style="list-style-type: none">• Two students from the College of Southern Nevada• One student from the Univ. of Nevada, Las Vegas |
| 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 Director of Production, KLVX-DT hosted 2 unpaid volunteers in the production department as studio interns and assistants during this reporting period.</p> |
| 4 | Host event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues | <p>On January 18, 2019, Vegas PBS hosted 30 students from the Northwest Career and Technical Academy Media program. Station participants included our General Manager, our Director of Production and our TV Producer Director, who provided a tour of the broadcast studio and focused on production services, technology and careers in the broadcast industry.</p> |

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|---|--|
| 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 (5) | <p>Periodically through the reporting year, Vegas PBS hosts the Clark County School District's (CCSD) Career and Application Fairs. In hosting the events, KLVX-DT recruited the various participants and managed the logistics and staffing. The station aired Public Service Announcements (PSAs) to publicize the career fairs. Job seekers were able to take online career courses that would help them meet the requirements of the positions. Of the many station participants, our Workforce Training and Economic Development Coordinator and our Recruitment and Corporate Culture Coordinator represented KLVX-DT. The career and application fairs took place on the following dates:</p> <ul style="list-style-type: none"> • January 31, 2019 • February 28, 2019 • March 28, 2019 • April 25, 2019 • May 23, 2019 |
| 6 | Participate in Job Fair | On March 8, 2019, Vegas PBS participated in the Air Force Wounded Warrior CARE Fair at the Westin Las Vegas Hotel and Spa. The station's representative was our Director of Workforce Training and Economic Development, who provided general information about the station, the Workforce Training and Economic Development programs and specific information about current and anticipated vacancies. |
| 7 | Host event/program sponsored by or on behalf of an educational institution interested in broadcast employment issues | On April 24, 2019, Vegas PBS hosted 42 students from the Silverado High School Video Production and Media program. Station participants included our General Manager, our Director of Production and our TV Producer Director, who provided a tour of the broadcast studio and focused on production services, technology and careers in the broadcast industry. |