

KVVU- TV
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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
Local Sales Assistant	3, 10, 12, 14-16, 28-29, 31-32, 34, 36	10
News Producer	3, 9-10, 12, 14-15, 26, 28-32, 34, 36	30
News Producer	3, 9-10, 12, 14-15, 26, 28-32, 34, 36	9
TMP (Technical Media Producer)/Automation Director	2-3, 10, 12, 14, 28-32, 34, 36	12
PHOTOJOURNALIST	2-4, 6, 8, 10-12, 14-15, 17-19, 22-32, 34-36	11
Remote News Producer	2-4, 6, 11-15, 17-18, 22-25, 27-32, 34- 36	12
Remote News Producer	2-4, 6, 11-15, 17-18, 22-25, 27-32, 34- 36	11
Motion/Chryon Graphic Artist	2-4, 12, 14-15, 18, 22-25, 27-32, 34-36	30
Account Executive	3, 10-12, 14-15, 26, 28-29, 31-32, 34, 36	10
Video Editor	2-4, 6, 10-12, 14-15, 17-19, 22-32, 34- 36	11
Anchor/Reporter	2-4, 6-7, 10-12, 14-15, 17-18, 22-25, 27 -32, 34-36	11
Anchor/Reporter	1, 3, 12, 14-15, 28-29, 31-32, 34, 36	1
BRAND MANAGER	12, 14-15, 19, 28-29, 31-32, 34, 36	15
News Producer	3, 10-12, 14-15, 28-29, 31-32, 34, 36	10
News Assignment Manager	2-4, 11-12, 14-15, 17-18, 22-25, 27-32, 34-36	17
Sports MMJ	2-4, 6, 10-12, 14-15, 17-18, 22-32, 34- 36	26
Meteorologist	2-4, 6-7, 11-12, 14-15, 17-18, 22-25, 27 -32, 34-36	7
Promotions Manager	2-4, 6, 8, 11-12, 14-15, 17-18, 22-25, 27-36	11
Promotions Producer	2-4, 6, 10-12, 14-15, 17-18, 22-25, 27- 32, 34-36	17
DIGITAL & MARKETING COORDINATOR	2-4, 6, 10-12, 14-15, 17-18, 22-25, 27- 36	17
TMP (Technical Media Producer)/Automation Director	2-4, 6, 8, 10-15, 17-18, 22-25, 27-32, 34-36	8
Digital Content Producer (Remote/USA)	2-6, 8, 11-12, 14-15, 17-18, 22-25, 27- 32, 34-36	8
Sales Support Coordinator	2-4, 6, 11-12, 14-15, 17-18, 22-25, 27- 32, 34-36	12

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Video News Editor	2-4, 6, 11-15, 17-18, 22-25, 27-32, 34-36	15
NEWS ANCHOR/REPORTER (W/END)	2-4, 6-7, 11-15, 17-18, 22-25, 27-32, 34-36	11
INVESTIGATIVE PRODUCER	2-4, 6, 11-15, 17-18, 20, 22-25, 27-32, 34-36	11
News Producer (Remote/USA)	2-4, 6, 10-15, 17-18, 22-25, 27-32, 34-36	10
News Photographer	2-4, 6, 8, 11-15, 17-18, 20, 22-25, 27-32, 34-37	37
Lifestyle Show Producer/Booker	2-4, 6, 11-15, 17-18, 22-25, 27-32, 34-36	11
Account Executive	2-4, 6, 10-15, 17-18, 21-25, 27-32, 34-36	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 Reporting Period
1	Agency Referral	N	3
2	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
3	Arizona State University 411 N Central Ave, Phoenix, Arizona Phone : 480-727-3554 April Patten Manual Posting	N	0
4	Black Broadcasters Alliance 205 N. Michigan Ave Suite 2015 Chicago, Illinois 60601 Phone : 312-421-4803 Email : mail@nbmbaa.org Sherman Kizart	N	0
5	Career or Job Fair - See Section III	N	1
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	2
7	Corporate Recruiter	N	3
8	Current Employee	N	5
9	Current Employee/Internal Promotion	N	1
10	Employee Referral	N	24
11	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	50

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Gray/KVVU Websites 25 TV 5 Drive Henderson, Nevada 89014 Phone : 702-436-8212 Email : mesa.fama@kvvu.com Mesa Fama	N	13
13	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
14	Howard University 2397 6th St NW, Washington Washington, District of Columbia Phone : 202.806.6100 Caryn Cabaniss Manual Posting	N	0
15	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-462-5842 Lindsay Wong Manual Posting	N	7
16	Indeed.com	N	1
17	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	20
18	Latin Chamber of Commerce 829 S. 6th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Email : beatriz@lvcc.com Beatriz Saenz	N	1
19	Linked In	N	4
20	Linked In - Not Directly Contacted by SEU	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	1
22	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	1
23	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
24	Nevada Broadcasters Association 3900 Paradise Rd Suite 279 Las Vegas, Nevada 89169 Phone : 702-794-4994 Jeanette Cerne-Hill Manual Posting	N	0
25	NPPA Job Information Bank 3200 Croasdaile Drive Durham, North Carolina 27705 Phone : 706-542-2506 Email : info@nppa.org Akili Ramsess	N	0
26	Other Source	N	5
27	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Syracuse University 900 South Crouse Ave Syracuse, New Hampshire Phone : 315.443.2212 Lauren Meyer Manual Posting	N	0
29	Tuskegee University 1200 W Montgomery Rd Tuskegee, Alabama Phone : (215) 204-7981 Sydney Dockery Manual Posting	N	0
30	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Email : info@tvjobs.com Mark Holloway	N	2
31	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
32	University of Southern California 3601 Trousdale Parkway Los Angeles, California Phone : (213) 740-9111 Manjari Agrawal Manual Posting	N	0
33	Unknown (source not adequately identified upon inquiry by SEU)	N	6
34	UNLV 4505 S. Maryland Pkwy. Las Vegas,, Nevada 89154 Phone : 702-895-3011 Career Services Manual Posting	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
35	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
36	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
37	YouTube - Not Directly Contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			153

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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	2/13/2023	Participation in events sponsored by organizations representing the community	News panel presentation for various High Schools throughout Las Vegas and Henderson. Events sponsored by Nevada Broadcasters Association to bring awareness to their scholarship program. Panelists consist of representatives from television and radio stations.	2	Executive Producer - News Executive Producer - News
2	2/15/2023	Participation in events sponsored by organizations representing the community	News panel presentation for various High Schools throughout Las Vegas and Henderson. Events sponsored by Nevada Broadcasters Association to bring awareness to their scholarship program. Panelists consist of representatives from television and radio stations.	2	Executive Producer - News Executive Producer - News
3	3/14/2023	Participation in events sponsored by organizations representing the community	News panel presentation for various High Schools throughout Las Vegas and Henderson. Events sponsored by Nevada Broadcasters Association to bring awareness to their scholarship program. Panelists consist of representatives from television and radio stations.	1	Executive Producer
4	3/20/2023	Participation in events sponsored by organizations representing the community	News panel presentation for various High Schools throughout Las Vegas and Henderson. Events sponsored by Nevada Broadcasters Association to bring awareness to their scholarship program. Panelists consist of representatives from television and radio stations.	1	Executive Producer
5	3/21/2023	Participation in events sponsored by organizations representing the community	News panel presentation for various High Schools throughout Las Vegas and Henderson. Events sponsored by Nevada Broadcasters Association to bring awareness to their scholarship program. Panelists consist of representatives from television and radio stations.	1	Executive Producer

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6	3/22/2023	Participation in events sponsored by organizations representing the community	News panel presentation for various High Schools throughout Las Vegas and Henderson. Events sponsored by Nevada Broadcasters Association to bring awareness to their scholarship program. Panelists consist of representatives from television and radio stations.	1	Executive Producer
7	3/23/2023	Participation in events sponsored by organizations representing the community	News panel presentation for various High Schools throughout Las Vegas and Henderson. Events sponsored by Nevada Broadcasters Association to bring awareness to their scholarship program. Panelists consist of representatives from television and radio stations.	1	Executive Producer
8	3/28/2023	Participation in Job Fairs	The station participated in the job fair for Nevada State College.	5	Local Sales Manager Local Sales Manager Executive Producer National Sales Manager
9	3/29/2023	Participation in Job Fairs	The station participated in the UNLV Career Fair Spring 2023.	4	Local Sales Manager Digital Sales Manager News Operations Manager Executive Producer
10	4/5/2023	Participation in Job Fairs	The station participated in UNLV job fairs for the School of Journalism and Media Studies.	4	Executive Producer Executive Producer Producer Assistant News Director
11	4/20/2023	Provision of training to management	The FCC's Equal Employment Opportunity Rules webinar.	1	Business Office Manager