

## KVVU EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, KVVU submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the KVVU website and in the KVVU Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from June 1, 2008, through May 31, 2009 entitled the "**Recruitment Sources Report**" which includes the following information:

\*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

\*The Recruitment Sources used to fill those job vacancies, identified by name.

\*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "**Interviewee Records Report**" listing the following information:

\*Each Recruitment Source listed by name, contact name, address and phone number.

\*The total number of persons interviewed for job vacancies between June 1, 2008, through May 31, 2009.

3. A brief description of Recruitment Initiatives.



**KVVU**

**Recruitment Sources Report**

For the period of June 1, 2008, through May 31, 2009 KVVU filed the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	PT Assignment			Photographer			Photographer			General Sales Manager			Reporter			Local Sales Manager			Account Executive			Anchor			Reporter			Associate Producer			Producer			Local Sales Manager		
	Editor	Photographer	Photographer	Photographer	Photographer	General Sales Manager	Reporter	Reporter	Reporter	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager	Local Sales Manager				
(Position Filled Date)	11/13/08	09/24/08	10/11/08	10/06/08	01/06/09	12/01/08	03/23/09	04/20/09	03/05/09	03/03/09	05/04/09	03/23/09																								
	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS			
Asian American Journalists Association	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
B-Roll.net				X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Black Broadcasters Alliance	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Broadcasting & Cable	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Career Builders.com	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Clark County School District	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Community College of Southern Nevada	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
El Mundo	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Greater Las Vegas Chamber of Commerce	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Henderson Chamber of Commerce	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Journalism Jobs	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Labor Finders	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Las Vegas Sentinel/Voice	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Latin Chamber of Commerce	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
MediaLine	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
NAACP	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Nata Inc	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
National Association of Black Journalists	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
National Association of Broadcasters	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
National Association of Hispanic Journalists	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Nevada Association of Independent Businesses	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Nevada Broadcasters Association	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Nevada Business Services	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
North Las Vegas Chamber of Commerce	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
NPPA Job Information Bank	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Remedy	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
RTNDA	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Southern Nevada Vocational	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
State of Nevada	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
TV Jobs	X	X	HS	X	X	HS	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
University of Las Vegas	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Urban Chamber of Commerce	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Working in Communications Job Bank	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
KVVU Website	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Spots N Dots																																				
Magid and Associates	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
602 Communications	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Industry/Employee Referral	X	X		X	X		X	X	ER	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Internal Promotion	X	X		X	X		X	X		X	X	IP	X	X		X	X		X	X		X	X	ER	X	X		X	X		X	X				
Walk In	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				

**Key:**  
 RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.  
 X= Represents All Recruiting Sources that received the job vacancy notice.  
 HS= Source referring Hiree. Choose one of the following:  
 HS = Recruitment Source that referred the Hiree.  
 IR/ER= Hiree was referred by an Industry Referral/Employee Referral.  
 IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

## KVVU INTERVIEWEE RECORDS REPORT

Job Vacancies: June 1, 2008, through May 31, 2009.

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

### # Interviewees

	Name	Contact Name/Title	Address1	City	State	Zip	E-Mail Address
.	Asian American Journalists Association		1182 Market Street, Suite 320	San Francisco	CA	94102-4919	
8	B-Roll.net						<a href="http://www.b-roll.net">http://www.b-roll.net</a>
.	Black Broadcasters Alliance	Attn: Mr. Sherman Kizart, Interep	205 N. Michigan Ave, Ste. 2015	Chicago	IL	60601	
.	Broadcasting & Cable	Attn: Classified Department	360 Park Ave. South	New York	NY	10010	<a href="mailto:yatsumi@reedbusiness.com">yatsumi@reedbusiness.com</a>
.	Clark County School District	Division of Curriculum & Instruction	601 N Ninth Street	Las Vegas	NV	89101	
.	Community College of Southern Nevada	Career Placement Office	3200 E. Cheyenne Ave.	North Las Vegas	NV	89030	
.	El Mundo		845 N. Eastern Ave.	Las Vegas	NV	89101-2333	
.	Greater Las Vegas Chamber of Commerce		3720 Howard Hughes Pkwy., Ste	Las Vegas	NV	89109-0937	
.	Henderson Chamber of Commerce		590 S. Boulder Hwy.	Henderson	NV	89015	
.	Journalism Jobs						<a href="http://www.journalismjob.com/">http://www.journalismjob.com/</a>
.	Labor Finders	Attn: Judi Bartlett	4601 West Sahara #E	Las Vegas	NV	89102	
.	Las Vegas Sentinel/Voice		900 E Charleston Blvd	Las Vegas	NV	89104	
.	Latin Chamber of Commerce		829 S. 6th Street	Las Vegas	NV	89101	
.	MediaLine						<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>
.	NAACP		4929 Wilshire Blvd., #360	Los Angeles	CA	90010	
.	Nala Inc	Attn: Ms. Zullie Franco, President	323 N Maryland Parkway	Las Vegas	NV	89101	
.	National Association of Black Journalists		8701 Adelphi Road	Hyattsville	MD	20783	
.	National Association of Broadcasters	Attn: Michael McKinley, Director Broadcast	1771 N Street, N.W.	Washington	DC	20036-2891	
.	National Association of Hispanic Journalists	1000 National Press Building	529 14th Street N.W.	Washington	DC	20045-2100	<a href="mailto:jobbank@nahi.org">jobbank@nahi.org</a>
.	Nevada Association of Independent Businesses	Attn: Mr. Lewis Laughlin, Director	601 Barron Court	Henderson	NV	89015	
.	Nevada Broadcasters Association	Attn: Earlene					<a href="http://nevadabroadcasters.org">http://nevadabroadcasters.org</a>
.	Nevada Business Services		920 W. Owens Blvd.	Las Vegas	NV	89106	<a href="mailto:lenorefelix@yahoo.com">lenorefelix@yahoo.com</a>
.	North Las Vegas Chamber of Commerce	Attn: Mr. Richard Conner, Executive Directo	2290 McDaniel Street	North Las Vegas	NV	89030	
.	NPPA Job Information Bank						<a href="http://nppa.org">http://nppa.org</a>
.	Remedy		3585 East Flamingo #101	Las Vegas	NV	89119	<a href="mailto:ennisi@remedystaff.com">ennisi@remedystaff.com</a>
.	RTNDA						<a href="http://www.rtna.org">http://www.rtna.org</a>
.	Southern Nevada Vocational	Technical Training School	5710 Mountain Vista Drive	Las Vegas	NV	89120	
15	State of Nevada	Attn: Millie, Employment Securities Departm	3405 S. Maryland	Las Vegas	NV	89109	
48	TV Jobs	Mark Holloway					<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>
.	Television Weekly						<a href="mailto:tvweekclassifieds@crain.com">tvweekclassifieds@crain.com</a>
9	University of Las Vegas	Career Placement Office	4504 S. Maryland Parkway	Las Vegas	NV	89154	<a href="http://hire.unlv.edu">http://hire.unlv.edu</a>
.	Urban Chamber of Commerce		1048 W. Owens	Las Vegas	NV	89106	
.	Working in Communications Job Bank	Attn: Ms. Linda Nordgren, Lotus Broadcasti	8755 W. Flamingo	Las Vegas	NV	89147	<a href="mailto:lisaanders@excite.com">lisaanders@excite.com</a>
52	KVVU Website						
5	Spots N Dots						<a href="http://www.spotsndots.com">www.spotsndots.com</a>
2	Magid & Associates						<a href="http://www.magid.com">www.magid.com</a>
3	602 Communications	Graeme Newell					<a href="mailto:gnewell@602communications.c">gnewell@602communications.c</a>
45	Industry/Employee Referral						
15	Internal Promotion						
5	Walk In						
<b>TOTAL 207</b>							

\*If contacts change during the reporting period, note date and name changes below.

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address, and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information as required by the FCC.

## KVVU Recruitment Initiatives Report

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
<p><b>Initiative #1</b> Establish an Internship Program Designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>June 1, 2008 thru May 31, 2009</p>	<p>KVVU employed 9 interns during this reporting period. Interns worked in the following departments: News, Promotions and Production.</p> <p>Participation Colleges/Universities: Working in the news department the interns perform various duties such as: Segment Producer, Writer, and Desk Assistant. Working in the production department, the interns perform various duties such as: Teleprompter operator and camera operator. In the Promotions Department, interns shadow Promotions Producers, assisting with graphics, community activities and station promotions.</p>	<p>UNLV Community College of Southern Nevada Columbia School of Broadcasting Art Institute of Nevada</p>
<p><b>Initiative #2</b> Participate in at least four Job Fairs per year</p>	<p>June 1, 2008 thru May 31, 2009</p>	<p>HR Director participated in the following Job Fairs: Opportunity Boulevard Job Fair, Las Vegas Career Job Fair, UNLV Career Fair and Nevada State College Job Fair.</p> <p>News Director participated in NBA Talent Fair</p>	<p>Las Vegas Jobs UNLV Nevada State College</p> <p>Nevada Broadcasters Association</p>
<p><b>Initiative #3</b> Participate in at least four events or programs sponsored by educational institutions.</p>	<p>June 1, 2008 thru May 31, 2009</p>	<p>HR Director Art Torcello and Anchor John Huck participated in Career Day at UNLV.</p> <p>Ted Pretty, AM Meteorologist participated in several career days for the Clark County School District.</p>	<p>UNLV</p> <p>Clark County School District Walter Bracken Bendorf Elementary Ruth Fife Elementary</p>



Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
<b>Initiative #4 Continued</b>	June 1, 2008 thru May 31, 2009	<p>Rachel Smith, Monica Jackson, Terri Peck participated in Magical Forest (December 2008)</p> <p>Art Torcello, Janah Esquivel, Les Krifaton, Dave Hall, Heidi Hayes, Ted Pretty participated in the Santa Run (December 2008)</p> <p>Ted Pretty, Heidi Hayes, spokespersons for drowning prevention.</p> <p>Heidi Hayes hosted the charity event for Habitat for Humanity.</p> <p>Heidi Hayes was a celebrity judge in "Home for the Holidays" charity event to supply furniture for needy families.</p>	<p>Opportunity Village</p> <p>Opportunity Village</p> <p>Southern Nevada Health District</p> <p>Habitat for Humanity</p> <p>Home for the Holidays (Walker Furniture)</p>