

Annual EEO Public File Report Form

KVMY/KVCW – LAS VEGAS

Annual EEO Public File Report

The purpose of the EEO Public File Report (396) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KVMY/KVCW – Las Vegas and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning June 1, 2009 to and including May 31, 2010 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2009 to May 31, 2010

Station(s) Comprising Station Employment Unit: KVMY / KVCW – Las Vegas

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	(4) Master Control Operators	(2) NV Broadcasters LV Review Journal Referral	10
2	(3) Account Executives	Sinclair website Spots n Dots Referral	6
3	General Manager	Internal Applicant	3
4	Digital Marketing Director - Corporate	Referral	3
5	Creative Producer / Editor	CareerBuilder	10

Total Number of Persons Interviewed During Applicable Period: 32

Appendix 2 to

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Covering the Period from June 1, 2009 to May 31, 2010

Station(s) Comprising Station Employment Unit: KVMY / KVCW – Las Vegas

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	American Women in Radio and TV Attn: Terri Dickerson 1760 Old Meadow Road, Ste 500 McLean, VA 22102-3915 (703) 506-3290	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
2	The Art Institute of Fort Lauderdale LuWin Sanchez Career Services Advisor 1799 SE 17th Street Fort Lauderdale, FL 33316 (800) 275-7603 ext. 2615 (954) 308-2615 Direct Office (954) 525-2602 Fax lsanchez@aii.edu	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
3	Bishop State Community College 351 N. Broad Street Mobile, AL 36603-5898 Contact: Juliette F. Womack Coordinator, Career Planning & Placement (as of 6/05) 251-690-6801 www.bishop.edu jwomack@bishop.edu	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
4.	College of Southern Nevada Job Fair 6375 W. Charleston, W18D Las Vegas, NV 89146 Kelly Wuest (Occurred 3/30/10)	0 ↓	3 Account Executives
5	www.careerbuilder.com Brian Maggio/ Account Manager 703-637-7908 8401 Greensboro Dr, Ste 250 McLean, VA 22102	1 0 0 0 4	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor

6	Catholic Charities Senior Comm. Svc. Employment 531 North 30 th Street Las Vegas, NV 89101 Donald W. Reynolds	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
7	CHR, Inc. 2980 S. Jones Blvd. Suite H Las Vegas, NV 89146 Tel: 702-889-4466 Fax: 702-889-1538 Monique Harris, Program Director monique@chrinc.net Thresea Kaufman, Job Developer thresea@chrinc.net www.chrinc.net	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
8	College of Southern Nevada Job Placement Center 6375 W. Charleston, W18D Las Vegas, NV 89146 Kelly Wuest 702-651-5928 (tel) 702-651-5624 (fax)	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
9	www.craigslist.com	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director
10	DETR – Dept. of Employment Training & Rehabilitation Nevada State Job Link Nevada Job Search 3405 S. Maryland Pkwy. Las Vegas, NV 89109 Erika Brown 702-486-0100 (tel) 702-486-1802 (fax)	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
11	DisabilityWORK.com 125-9 Old Grove Road Oceanside, CA 92057 866-415-0602 (tel) 760-859-3813 (fax) Amy Lazzaretti amy@disabilitywork.com www.disabilitywork.com	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
12	Employment Opportunities Las Vegas Indian Center 2300 W. Bonanza Road Las Vegas, NV 89106 Rulon Pete 702-647-5842 Ext 224	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
13	Foundation for Women 120 Wall Street 33 rd Floor New York, NY 10005 (212) 709-4400 Margaret Hempel	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor

14	Greenspun School of Communications 4505 Maryland Parkway Las Vegas 89154 702-895-4805 lfruth@ccmail.nevada.edu	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
15	HELP of Southern Nevada 1640 E. Flamingo Road #100 Las Vegas, NV 89119 Terry Stanfield 702-369-4357 (tel) 702-369-4089 (fax)	0 ↓	4 Master Control Operators 3 Account Executives General Manager Digital Marketing Director 1 Creative Producer / Editor
16	Hispanic Link News Service 1193 National Press Building 529 14 th Street NW Washington, DC 20045 (202) 234-0280 Charles A. Ericksen	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
17	Indeed.com	2	1 Creative Producer / Editor
18	Internal Applicants	0 0 3 1 0	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
19	ITT Technical Institute 168 N Gibson Road Henderson, NV 89014 Amy Christiansen Tel: 800-488-8459 Tel: 702-558-5404 Fax: 702-558-5412 Kristine Lam kalayh@itt-tech.edu	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
20	Jewish Family Service Agency 4794 South Eastern Avenue, Ste. #C Las Vegas, NV 89119 Mitchell S. Gilbert	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
21	KVMY/KVCW thecwlasvegas.tv (station websites) mylvtv.com 3830 So. Jones Blvd. Las Vegas, NV 89103 Sheila Holland	1 0 0 0 0	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
22	LVjobsearch.com	1 0 0 0 0	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
23	Las Vegas Paiute 1321 Ken St. Las Vegas, Nevada 89106 Debra Sillik	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director

			1 Creative Producer / Editor
24	Las Vegas Review Journal Newspaper (Local Paper) Jean McComesky 1111 West Bonanza Road Las Vegas, NV 89125	1 0 0 0 0	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
25	Latin Chamber of Commerce 300 N 13th Street Las Vegas, 89101 edward@lvfcc.com	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
26	Monster.com *station does not use – however candidate indicated was the source*	1	Account Executives
27	NAACP 507 East Martin Street Raleigh, NC 27601 (919) 833-4873 Meoinease Hutchinson	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
28	National Association of Black Journalist NABJ University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 Tangie Newborn	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
29	National Association of Broadcasters Attn: Dwight Ellis 1771 North Street N Washington, DC 20036 202-429-5496	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
30	National Association of Hispanic Journalists Attn: Yaneth Guillen 1000 National Press Building 529 14 th Street NW Washington, DC 20045-2100 202-662-7145	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
31	National Black MBA Assoc. 180 N. Michigan Ave., Ste 1515 Chicago, IL 60601	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
32	National Hispanic Media Coalition 2514 South Grand Avenue Los Angeles, CA 90007 (213) 746-6988 Alex Nogales info@nhmc.org 626-792-6462	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor

33	Native American Journalists Assoc. 395 W Lindsey Street Norman, OK 73019-4201	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
34	Native American Public Telecommunications Attn: Frank Blythe 1800 No 33 rd St. Lincoln, NE 83 402-472-3522	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
35	Nevada Broadcaster Association 1050 East Flamingo Rd., Ste. S-102 Las Vegas, NV 89119 Tel: 702-794-4994 Fax: 702-794-4997 Earlene Lefler Job Posting: earlenelefler@yahoo.com Other: earlene@nevadabroadcasters.org	2 0 0 0 1	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
36	Nevada Job Connect 3405 S. Maryland Parkway Las Vegas, 89109 702-486-7914 Dee Salazar	1 0 0 0 0	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
37	Nevada Women's Business Resource & Assistance Center 2770 S Maryland Parkway #300 Las Vegas, 89109-1554 702-732-0414	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
38	Referrals	2 2 0 2 2	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
39	Integrated Recruiting Consultants job fair	0 ↓	Account Executive
40	Senior Job Bank Eric Summers 1383 Steel Bridge Road MacClenny, FL 32063	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
41	Sinclair Broadcast Group Attn: Sharon Pickeral 410-568-1517 www.sbgi.net 10706 Beaver Dam Road Cockeysville, MD 21030	0 1 0 0 0	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor
42	*SNVTC (So. NV Vo Tech Campus) Peggy Thomas/Employment Opportunities 5710 Mountain Vista Street Las Vegas, NV 89120 702-799-7500 Ext. 4157	0 ↓	4 Master Control Operators 3 Account Executives 1 General Manager 1 Digital Marketing Director 1 Creative Producer / Editor

43	Spots-n-Dots www.spotsndots.com April Causey Subscriptions, Classified Ads april@spotsndots.com 888-884-2630 x1	2	3 Account Executives
44	TVand Radiojobs.com www.tvandradiojobs.com Hal Abrams Mgr P.O. Box 129 Kanab, UT 84741 435-644-5992	0 ↓	4 Master Control Operators 3 Account Executives General Manager Digital Marketing Director 1 Creative Producer / Editor
45	TVjobs.com www.tvjobs.com Contact Person: Mark Holloway, President 760-754-8177 P.O Box 4116 Oceanside, CA 92052	1 0 0 0 1	4 Master Control Operators 3 Account Executives General Manager Digital Marketing Director 1 Creative Producer / Editor
46	Urban Chamber of Commerce 1048 W. Owens Las Vegas, 89115 702-648-6222 info@urbanchamber.org	0 ↓	4 Master Control Operators 3 Account Executives General Manager Digital Marketing Director 1 Creative Producer / Editor
47	WIC – Women in Communications Kristine Anderson Kristine@lvradio.com www.womenincommunicationslv.org	0 ↓	4 Master Control Operators 3 Account Executives General Manager Digital Marketing Director 1 Creative Producer / Editor
48	Women’s Information Network 2850 Connecticut Ave NW, #100 Washington, DC 20008-1526 (202) 347-2827	0 ↓	4 Master Control Operators 3 Account Executives General Manager Digital Marketing Director 1 Creative Producer / Editor

The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us. *Indicates sources that have requested notification of job openings.

Appendix 3 to

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Covering the Period from 06/01/09 to 05/31/10

Stations Comprising Station Employment Unit KVMY/KVCW

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KVMY/KVCW..

I. Educational Event

1. Activity: Educational Event

Date of Station Participation: April 8, 2010-April 9, 2010

Participating Employees : Mike Hendry, Producer, Ted Vandell, Producer, and Craig Bergonzoni, Producer

Host/Sponsor of Activity: Wilhelm Elementary School - 609 W. Alexander Rd, N. Las Vegas, NV 89032

Brief Description of Activity: Mike and Craig set up production equipment and did a demonstration with a "green screen". Spoke and answered questions about working for a TV station. Presented to 6 groups of children, 15 children per group (3rd – 5th Grade).

II. Job Fair

2. Activity: Job Fair

Date of Station Participation: April 28, 2010

Participating Employees : Sheila Holland, Business Manager

Host/Sponsor of Activity: College of Southern Nevada Charleston

Brief Description of Activity: The College of Southern Nevada Charleston Career Fair was held on site at the Charleston Campus. The Station was given the opportunity to collect resumes and conduct on the spot interviews.

3. Activity: Job Fair

Date of Station Participation: March 30, 2010

Participating Employees : Tony Williams, Local Sales Manager

Host/Sponsor of Activity: College of Southern Nevada, Cheyenne Campus

Brief Description of Activity: The CSN Career Fair was held on site at the Cheyenne Campus. The Station was given the opportunity to collect resumes and conduct on the spot interviews.

TRAINING

SBG Inc. is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior, including workplace harassment, to its management.

Activity: Sexual Harassment Training

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All employees participated in web based training on Recognizing and Preventing Sexual Harassment.

Activity: Code of Ethics

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All Department Heads and supervisors participating in a web-based training that covers Illegal Employment Discrimination.

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