

## **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, 2007 to and including May 31, 2008 (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, 2007 to May 31, 2008

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	Account Executive (3 positions)	Referral (2) Unknown (1)	5
2	Assistant Business Manager	<a href="http://www.mylvtv.com">www.mylvtv.com</a>	2
3	Master Control Operator (3 positions)	Referral (1), Las Vegas Review Journal (1), Internal Applicant	8
4	Sales Assistant	Referral	1
5	Creative Services Editor/Producer (2 positions)	Referral (1), Internal Applicant (1)	8
6	Receptionist	<a href="http://www.mylvtv.com">www.mylvtv.com</a>	5
7	Account Executive	<a href="http://www.mylvtv.com">www.mylvtv.com</a>	4
8	Master Control Operator	Referral	2
9	Sales Assistant	<a href="http://www.mylvtv.com">www.mylvtv.com</a>	4
10	Local Sales Manager	<a href="http://www.sbgi.net">www.sbgi.net</a>	2
11	Local Sales Manager	Referral	3
12	Master Control Operator	<a href="http://www.sbgi.net">www.sbgi.net</a>	4
13	Account Executive (2 positions)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> (1) Referral (1)	6
14			
15			
16			

Total Number of Persons Interviewed During Applicable Period: 54

Appendix 2 to

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Covering the Period from June 1, 2007 to May 31, 2008

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	HELP of Southern Nevada 1640 E. Flamingo Road #100 Las Vegas, NV 89119 Terry Stanfield 702-369-4357 (tel) 702-369-4089 (fax)	0 0 0 0 0 0 0	Master Control Operator (3 positions) Sales Assistant Receptionist Sales Assistant Local Sales Manager Master Control Operator Account Executive (2 positions)
2	Catholic Charities Senior Comm. Svc. Employment 531 North 30 <sup>th</sup> Street Las Vegas, NV 89101 Donald W. Reynolds	0 0 0 0 0 0 0	Master Control Operator (3 positions) Sales Assistant Receptionist Master Control Operator Sales Assistant Local Sales Manager Master Control Operator Account Executive (2 positions)
3	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 0 0 0 0 1 0	Master Control Operator (3 positions) Sales Assistant Receptionist Sales Assistant Local Sales Manager Master Control Operator Account Executive (2 positions)

4	Community College of Southern Nevada Job Placement Center 3200 E. Cheyenne Las Vegas, NV 89030 Kelly Wuest 702-651-5928 (tel) 702-651-5624 (fax)	0 0 0 0 0 0 0	Master Control Operator (3 positions) Sales Assistant Receptionist Sales Assistant Local Sales Manager Master Control Operator Account Executive (2 positions)
5	Employment Opportunities Las Vegas Indian Center 2300 W. Bonanza Road Las Vegas, NV 89106 Rulon Pete 702-647-5842 Ext 224	0 0 0 0 0 0 0	Master Control Operator (3 positions) Sales Assistant Receptionist Sales Assistant Local Sales Manager Master Control Operator Account Executive (2 positions)
6	DisabilityWORK.com 125-9 Old Grove Road Oceanside, CA 92057 866-415-0602 (tel) 760-859-3813 (fax) Amy Lazzaretti <a href="mailto:amy@disabilitywork.com">amy@disabilitywork.com</a> <a href="http://www.disabilitywork.com">www.disabilitywork.com</a>	0 0 0	Local Sales Manager Master Control Operator Account Executive (2 positions)
7	Las Vegas Paiute 1321 Ken St. Las Vegas, Nevada 89106 Debra Sillik	0 0 0 0	Master Control Operator (3 positions) Local Sales Manager Master Control Operator Account Executive (2 positions)
8	Jewish Family Service Agency 4794 South Eastern Avenue, Ste. #C Las Vegas, NV 89119 Mitchell S. Gilbert	0 0 0 0	Master Control Operator (3 positions) Local Sales Manager Master Control Operator Account Executive (2 positions)
9	*SNVTC (So. NV Vo Tech Campus) Peggy Thomas/Employment Opportunities 5710 Mountain Vista Street Las Vegas, NV 89120 702-799-7500 Ext. 4157	0 0 0 0 0 0	Master Control Operator (3 positions) Receptionist Sales Assistant Local Sales Manager Master Control Operator Account Executive (2 positions)
10	Las Vegas Review Journal Newspaper (Local Paper) Jean McComesky 1111 West Bonanza Road Las Vegas, NV 89125	1 1	Master Control Operator (3 positions) Master Control Operator
11	KVMY/KVCW thecwlasvegas.tv (station websites) mylvtv.com 3830 So. Jones Blvd. Las Vegas, NV 89103 Hesper Casillas	0 1 0 0 4 2 2 0 2 1 0 0 0	Account Executive (3 positions) Assistant Business Manager Master Control Operator (3 positions) Sales Assistant Creative Services Editor/Producer Receptionist Account Executive Master Control Operator Sales Assistant Local Sales Manager Local Sales Manager Master Control Operator Account Executive (2 positions)

12	ITT Technical Institute 168 N Gibson Road Henderson, NV 89014 Amy Christiansen	0 0 0 0	Master Control Operator (3 positions) Local Sales Manager Master Control Operator Account Executive (2 positions)
13	National Association of Minorities In Communication (NAMIC) Nicole Llido 600 Anton Blvd. Suite 1100 Costa Mesa, CA 92625 email: jobs@namic.com	0 0 0 0	Master Control Operator (3 positions) Sales Assistant Master Control Operator Sales Assistant
14	Senior Job Bank Eric Summers 1383 Steel Bridge Road MacClenny, FL 32063	0 0 0	Local Sales Manager Master Control Operator Account Executive (2 positions)
15	Spots-n-Dots <a href="http://www.spotsndots.com">www.spotsndots.com</a> April Causey Subscriptions, Classified Ads <a href="mailto:april@spotsndots.com">april@spotsndots.com</a> 888-884-2630 x1	0	Account Executive (2 positions)
16	Sinclair Broadcast Group Attn: Sharon Pickeral 410-568-1517 <a href="http://www.sbgi.net">www.sbgi.net</a> 10706 Beaver Dam Road Cockeysville, MD 21030	1 0 0 0 0 0 0 0 0 0 1 1 1 1 1 1	Account Executive (3 positions) Assistant Business Manager Master Control Operator (3 positions) Sales Assistant Creative Services Editor/Producer Receptionist Account Executive Master Control Operator Sales Assistant Local Sales Manager Local Sales Manager Local Sales Manager Master Control Operator Account Executive (2 positions)
17	<a href="http://www.tvjobs.com">www.tvjobs.com</a> Contact Person: Mark Holloway, President 760-754-8177 P.O Box 4116 Oceanside, CA 92052	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (3 positions) Assistant Business Manager Master Control Operator (3 positions) Sales Assistant Creative Services Editor/Producer Receptionist Account Executive Master Control Operator Sales Assistant Local Sales Manager Local Sales Manager Master Control Operator Account Executive (2 positions)

18	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> <b>as of 1/1/08</b> Contact Person: Will Evans Account Manager 703-637-7908 1750 Tyson's Blvd., 4 <sup>th</sup> Fl. McLean, VA 22102	0 0 0 3	Local Sales Manager Local Sales Manager Master Control Operator Account Executive (2 positions)
19	<b>Monster.com –through 12/31/07</b> 5 Clock Tower Place Maynard, MA 01754 Judy Fonda - Account Manager 919-264-6016 <a href="mailto:judy.fonda@monster.com">judy.fonda@monster.com</a>	1 0 1 0 0 0 0 2 0 0	Account Executive (3 positions) Assistant Business Manager Master Control Operator (3 positions) Sales Assistant Creative Services Editor/Producer Receptionist Account Executive Master Control Operator Sales Assistant
20	National Association of Black Journalist NABJ University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 Tangie Newborn	0 0 0	Local Sales Manager Master Control Operator Account Executive (2 positions)
21	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 <a href="http://www.bishop.edu">www.bishop.edu</a> <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a>	0 0 0 0 0 0 0 0	Master Control Operator (3 positions) Sales Assistant Receptionist Master Control Operator Sales Assistant Local Sales Manager Master Control Operator Account Executive (2 positions)
22	American Women in Radio and TV Attn: Terri Dickerson 1650 Tysons Blvd #200 McLean, VA 22102-3915 (703) 506-3290	0 0 0	Local Sales Manager Master Control Operator Account Executive (2 positions)
23	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: <a href="mailto:earlenelefler@yahoo.com">earlenelefler@yahoo.com</a> Other: <a href="mailto:earlene@nevadabroadcasters.org">earlene@nevadabroadcasters.org</a>	0 0 0 0 0 0 1 0	Master Control Operator (3 positions) Sales Assistant Master Control Operator Sales Assistant Local Sales Manager Master Control Operator Account Executive (2 positions)
24	Native American Journalists Assoc. 555 Dakota St. Al Neuharth Media Center Vermillion, SD 57069	0 0 0	Local Sales Manager Master Control Operator Account Executive (2 positions)
25	Native American Public Telecommunications Attn: Frank Blythe P.O. Box 83111 Lincoln, NE 68501	0 0 0	Local Sales Manager Master Control Operator Account Executive (2 positions)

	402-472-3522		
26	National Association of Broadcasters Attn: Dwight Ellis 1771 North Street N Washington, DC 20036 202-429-5496	1 1 0 0 0	Master Control Operator (3 positions) Master Control Operator Local Sales Manager Master Control Operator Account Executive (2 positions)
27	National Black MBA Assoc. 180 N. Michigan Ave., Ste 1515 Chicago, IL 60601	0 0 0	Local Sales Manager Master Control Operator Account Executive (2 positions)
28	Nat'l Association of Hispanic Journalists Attn: Yaneth Guillen 1000 National Press Building 529 14 <sup>th</sup> Street NW Washington, DC 20045-2100 202-662-7145	0 0 0	Local Sales Manager Master Control Operator Account Executive (2 positions)
29	Internal Applicants	1 1 1	Assistant Business Manager Master Control Operator (3 positions) Creative Svcs Editor/Prod (2 positions)
30	Referrals	2 4 1 3 1 1 2 2	Account Executive (3 positions) Master Control Operator (3 positions) Sales Assistant Receptionist Creative Svcs Editor/Prod (2 positions) Master Control Operator Local Sales Manager Account Executive (2 positions)
31	Unknown	1	Account Executive (3 positions)
32	Broadcasting & Cable	1	Creative Svcs Editor/Prod (2 positions)
33	<a href="http://www.craigslist.com">www.craigslist.com</a>	1	Creative Svcs Editor/Prod (2 positions)
34	Sales Trax Job Fair - 11/14/07	1	Sales Assistant

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 June 1, 2007 to May 31, 2008

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

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

KVMY/KVCW – Las Vegas

Training

Date of Station Participation: 6/06 to present

Brief Description of Activity and Station Participation:

All managers and station employees participated in Workplace Harassment: Recognizing and Preventing Harassing Behavior, Sinclair Broadcast Group Code of Business Conduct and Ethics and Recognizing and Preventing Sexual Harassment. This training was presented online through Corpedia.

Training

Date of Station Participation: November 13, 2007

Brief Description of Activity and Station Participation:

All hiring managers of the Station Employment Unit attended training conducted by Sharon Pickeral, Corporate Employment Manager on effective hiring techniques. Topics included Interviewing Techniques, EEO Compliance, Gathering Reference Checks and documenting the interview process to comply with FCC Guidelines

Job Fair

Date of Station Participation: November 14, 2007

Participating Employees – Sharon Pickeral – Corporate Employment Manager and Ellen Walker, LSM  
Host/Sponsor of Activity: Sales Trax Career Fair

The Sales Trax Career Fair was held at the Rio Hotel and Casino in Las Vegas. The career fair specifically targeted candidates interested in sales careers. The Station Employment Unit was given the opportunity to collect resumes and conduct on the spot interviews. Over 60 candidates were interviewed.