

KTUD-CA
EEO PUBLIC FILE REPORT
June 01, 2007 – May 31, 2008¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-7,10,17,20,22	20
Account Executive	1-7,10,17,20,22	17
Account Executive	1-7,10,17,20,22	17
Account Executive	1-7,10,17,20,22	1
Account Executive	1-7,10,17,20,22	17
Master Control Operator	1,3,7,8,10,13,15,16,20,23	1
Master Control Operator	1,3,7,8,10,13,15,16,20,23	10
Program/Promotions Coordinator	1,10,18,20,26	26
Master Control Operator	1,3,7,8,10,13,15,16,20,23	7
Accounting Asst.	1,10,29	10
Account Executive	1,10,17,20,21,22	20
Account Executive	1,10,17,20,21,22	20
Account Executive	1,10,17,20,21,22	17
General Sales Manager	1-7,9-16,18,22	18
Program/Promotions Coordinator	1,10,18,20,26	18
Sales Promotions Director	1-5,7,9-10,12-16,20,22	1
Master Control Operator	1-4,7-9,18,20,24-25,28	18
Account Executive	1-5,7,10,14,20-22,24,25,28	20
Producer/Editor/Videographer	1-4,7,9,10,20,22,24,25	10
Master Control Operator	1-4,7-9,18,20,24-25,28	20
Account Executive	1-5,7,10,14,20-22,24,25,28	7
Account Executive	1-5,7,10,14,17,18,20,22,24,25,28	17
Account Executive	1-5,7,10,14,17,18,20,22,24,25,28	17
Account Executive	1-5,7,10,14,17,18,20,22,24,25,28	18

¹ This report provides recruitment data collected beginning June 1, 2007 – May 27, 2008.

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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	<i>Las Vegas Review Journal</i> Classifieds & Website Contact: Vanessa Kelly, Mike Rickert, Nessa Guzman 1111 W. Bonanza Las Vegas, NV 89106 Phone: 383-0336, 387-2923, 380-4539 Fax: 383-0230	N	16
2	<i>El Mundo</i> Contact: Maria, Edih Gonzalez 760 N. Eastern Las Vegas, NV 89101 Phone: 649-8553 Fax: 649-7429	N	0
3	<i>Las Vegas Sentinel Voice</i> Contact: J. Sawyer 900 E. Charleston Las Vegas, NV 89104 E-Mail: Lvsvad@Yahoo.Com Phone: 380-8100	N	0
4	Nevada Broadcasters Association website: www.nevadabroadcasters.org Contact: Earlene 1050 E. Flamingo Rd. Suite S-102 Las Vegas, NV 89119 e-mail: earlenelefler@yahoo.com Phone: 794-4994 Fax: 794-4997	N	0
5	Las Vegas Latin Chamber of Commerce website: www.lvlcc.com Edward Dorville 300 No. 13 th Street Las Vegas NV 89101 702-385-7367 PH 702-385-2614 FAX	N	0
6	American Women in Radio & Television job bank: www.awrt.org 8405 Greensboro Dr. Suite 800 McLean VA 22102 703-506-3290	N	0
7	TV Jobs website: www.tvjobs.com	N	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Society of Broadcast Engineers Job Line: www.sbe.org K. Jones kjones@sbe.org 9102 N Meridian Street Indianapolis IN 46260 Phone: 317-846-9000	N	0
9	Women in Communications Las Vegas Job Bank: womenincommunicationslv.org Pat Miller, pamiller@kvwb.sbgnet.com Phone: 952-4612	N	0
10	Station Website: ilovevegastv.com	N	15
11	National Association of State Broadcast Associations: careerpage.org	N	0
12	Nevada Job Connect Steve Settembre sssettembre@nvdepr.org Phone: 486-0120 Fax: 486-7914	N	0
13	NAACP Gayle Biggham naacplv@earthlink.net 3340 S. Topaz #150 Las Vegas NV 89119 Phone: 638-1300	Y	0
14	Spots n Dots www.spotsndots.com & daily edition April Causey april@spotsndots.com Phone: 888-884-2630	N	5
15	University of Advancing Technology Nate Bealor nbealor@uat.edu 2625 W. Baseline Rd. Tempe, AZ 85283 Phone: 602-383-8219	Y	0

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16	Arizona State University Michael K. Wong mike.wong@asu.edu PO Box 831705 Tempe, AZ 85287-1305 Phone: 480-965-7041	Y	0
17	Employee Referral	N	12
18	Non-Employee Referral	N	11
19	Internet search	N	4
20	KTUD On-Air Advertising Nancy McDermott 6760 Surrey Street Las Vegas, NV 89119 Phone: 702-222-2225	N	12
21	Mediarecruiter.com Birschbach Recruitment Network Sue Arno 20456 E Orchard Pl. Centennial, CO 80016 Phone: 303-400-5150	N	0
22	Job Fair	N	4
23	Barry University Richard Maher, rmaher@mail.barry.edu 11300 NE 2 nd Avenue Miami Shores FL 33161 Phone: 305-899-3465	Y	0
24	Home News Community Newspaper Classifieds Lance Fronk, lance.fronk@gmgvegas.com 2290 Corporate Circle, Suite 250 Henderson, NV 89074 Phone: 990-2667	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Las Vegas Weekly Lance Fronk 2360 Corporate Circle, 4 th Floor Henderson, NV 89074 Phone: 990-2667	N	0
26	Self-Referral	N	3
27	AdWeekJobs.com Matthew Skollar, matt.scollar@nielsen.com Nielsen Business Media 770 Broadway, 6 th Floor New York, NY 10003 Phone: 646-654-5243	N	0
28	ihirebroadcasting.com ihire, LLC PO Box 3100 Frederick, MD 21705-3100 Phone: 301-668-4437	N	0
29	Accountants, Inc. Paul Rockey 3370 Howard Hughes Pkwy Las Vegas NV 89169 Phone: 734-1110	N	3
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			92

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>KTUD's internship program provides training in various positions to enable citizens to be employed in the broadcast industry.</p> <p>KTUD had no interns during this reporting period.</p>
2	Participate in Job Fair	<p>6/26/2007 – Presented in conjunction with Nevada Broadcasters Assn, this job fair resulted in 11 resumes for open positions and an additional 31 for positions not available at this time. We support this with on-air public service announcements and post on our website. Attended by HR Director.</p> <p>8/23/2007 - Presented in conjunction with Nevada Broadcasters Assn, this job fair yielded 60 resumes, most of which were for open positions. We supported the event with on-air public service announcements and posted it on our website. Attended by HR Director.</p> <p>10/17/2007 - This Diversity Job Fair was supported by KTUD-CA with a posting on the station website. During this job fair we recruited for 3 positions. We collected 10 resumes. The fair was attended by the HR Director.</p> <p>11/15/2007 - Presented in conjunction with Nevada Broadcasters Assn, this job fair resulted in 25 resumes for open positions and an additional 3 for any open positions. We support this on-going effort with on-air public service announcements and post on our website. Attended by HR Director.</p> <p>2/21/2008 - Presented in conjunction with Nevada Broadcasters Assn, this job fair resulted in 6 resumes for open positions and an additional 11 for positions not available at this time. We support this with on-air public service announcements and post on our website. Attended by HR Director.</p> <p>4/17/2008 - Presented in conjunction with Nevada Broadcasters Assn, this job fair resulted in 18 resumes for open positions and an additional 23 for positions not available at this time. We support this with on-air public service announcements and post on our website. Attended by HR Director.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in Job Fair	<p>4/16/2008 – The station participated in the National Association of Broadcasters (NAB) Education Foundation Career Fair, which is held as part of the NAB convention. KTUD-CA’s HR Director attended, and the station collected more than 40 resumes.</p>
4	Management Training	<p>2/27/2008 –Effective Interviewing: This seminar reviewed practices that every hiring manager should use when conducting an interview. It included screening applications, writing job descriptions that are non-discriminating, proper employment advertising and asking legal questions. The seminar addressed all protected classes.</p> <p>2/28/2008 – Sexual Harassment: This seminar reviewed the laws concerning harassment in the workplace. It covered the following topics: what harassment is and is not, how to identify it, the managers' responsibilities, reporting harassment and how to prevent it.</p> <p>3/13/2008 – FMLA & ADA: This seminar reviewed how to properly administer compliance with American with Disabilities Act (ADA) and Family Medical Leave Act (FMLA). For ADA, topics included hiring, interviewing and reasonable accommodation as well as what conditions are actually treated as disabilities. For FMLA, topics included what is considered a valid reason for FMLA, notification, employer and employee responsibility.</p> <p>Each of these seminars was conducted by the HR Director of KTUD-CA under the guidance of the Senior Vice President of HR of the Greenspun Corporation, part-owner of KTUD-CA. Station attendees included General Manager, General Sales Manager, Local Sales Manager, Sales Promotions Director, Chief Engineer, Program/Promotions Manager, Creative Director and the Traffic Manager.</p>
5	List each upper-level category opening in a job bank whose membership includes substantial women and minorities.	<p>The station posted job openings on the websites for American Women in Radio and Television, Las Vegas Latin Chamber of Commerce, Women in Communications Las Vegas, as well as listed with the NAACP Las Vegas Chapter.</p>