



ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of Station Employment Unit that is comprised of the following station: KENV, Elko, NV and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning May 22, 2008 to and including May 21, 2009 (the "Application 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 Station 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 73.2080c(1)(ii) of the new EEO Rule, which should be separately identified), 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 Section 73.2080c(s) of the FCC rules.

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

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but on the first day of hiree's employment. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

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Covering the Period from May 22, 2008 to May 21, 2009

Station Comprising Station Employment Unit: KENV, Elko, NV

APPENDIX 1**Section 1: Vacancy Information**

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviews from All Sources for This Position
1	Creative Services	Walk-in	1
2	Receptionist	Word of Mouth	7
3	Account Executive	Promotion from within	1

Total Number of Persons Interviewed During Applicable Period: 9**ANNUAL EEO PUBLIC FILE REPORT**

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APPENDIX 2**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
	4 Entertainment Jobs www.4entertainmentjobs.com Internet website	0	3
	California Chicano News Media Association School of Journalism Sylvia Wells 3800 S Figueroa Street Los Angeles, CA 90037-1206 213-743-4960 ccnmainfo@ccnma.org	0	3

	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
	Craigslist Craigslist.org Internet website	0	1
	Great Basin College Keitha 901 Elm Street Elko, NV 89801 775-738-8493 Tammys@gbcnv.edu	0	3
	Internet - Unknown Website Resumes received with recruitment source unspecified	0	
	Job Board - KENV Break Room Board	0	2
	Job Postings - Sunbelt Communications 1500 Foremaster Lane Las Vegas, NV 89101 702-642-3333 _JOBPOSTINGS KVBC, KYMA, KPVI, KTVH, KXTF, KENV & KJWY	0	2
	Jobscape www.jobscape.net Internet website	1	
	KENV Website Terry Hritz thritz@kenvtv.com	1	2
	Medialine Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 1-800-237-8073 Medialine@Medialine.com	0	3

	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
	National Association of Broadcasters-NAB www.broadcastcareerlink.nabef.org/employers/ Internet Website	0	0
	Native American Workforce	1	0
	Nevada Broadcasters Association (NBA) Earlene Lefler 1050 E. Flamingo Rd #S-110 Las Vegas NV 89119 702-794-4994 Earlenelefler@yahoo.com		3
	Oregon Association of Broadcasters-OAB Bill Johnstone theoab@theoab.org Internet website	0	3
	ProductionHUB www.productionhub.com Internet website	0	3
	Promotions from Within	1	0
	ProNet/JOIN 1201 Terminal Way, #104 Reno, NV 89502 775-336-4450	0	0
	State of Nevada Employment Office Job Order Placement 172 6th Street Elko, NV 89801 775-753-7212	1	3

	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
	Truckee Meadows Community College-TMCC www.tmcc.edu Internet website	0	1
	TVJOBS www.TVJOBS.com P O Box 4116 Oceanside, CA 92052 760-754-8177	0	3
	Unknown Referral Resumes/apps received with no specified referral	1	0
	Walk In-KENV Carrie Walker	1	0
	Washington Association of Broadcasters www.wsab.org sandiewsab@earthlink.net Internet website	0	2
	Word-of-Mouth	2	0

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APPENDIX 3

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

#	Date(s)	Type of Activity	Explanation
1	5/22/08-12/19/08	Internship	
Employee attended:		Terry Hritz, Operations Manager	
<p>News Intern, Janet Peterson, is a student from Great Basin College in Elko NV. Students participating in the Broadcasting Technology Supervised Occupational Internship program rotate throughout the News, Production, and Engineering Departments learning all aspects of the positions within each department. The Intern will earn school credits with practical experience. Our primary goal is contributing to the student's success by providing a real working environment with true interest students achieving their academic goal.</p>			
2	5/27/2008	DTV Conversion Community Outreach	
Employee attended:		Terry Hritz, Operations Manager	
<p>Elko Host Lion's Club was visited by our Operations Manager, Terry Hritz, in which he showed a DTV conversion video. Terry followed up with more detailed answers to the questions the group provided and the conversion on the broadcasting industry. Terry handed out DTV flyers.</p>			
3	6/12/2008	DTV Conversion Community Outreach	
Employee attended:		Carolyn Swafford, Receptionist	
<p>Our Receptionist, Carolyn Swafford, visited the Elko Association of Realtors to explain the DTV transition and what is needed to be ready. Carolyn also discussed the daily operation of KENV and other events on the horizon.</p>			

#	Date(s)	Type of Activity	Explanation
4	9/10/08-12/19/08	Internship	
Employee attended:		Terry Hritz, Operations Manager	
<p>News Intern, Brian Green, is a student from Great Basin College in Elko NV. Students participating in the Broadcasting Technology Supervised Occupational Internship program rotate throughout the News, Production, and Engineering Departments learning all aspects of the positions within each department. The Intern will earn school credits with practical experience. Our primary goal is contributing to the student's success by providing a real working environment with true interest students achieving their academic goal.</p>			
5	9/10/2008	Station Tour	
Employee attended:		Terry Hritz, Operations Manager	
<p>Our Operations Manager, Terry Hritz, hosted a tour of KENV for Girl Scout Troop #316 of Spring Creek NV. The 2nd & 3rd grade group learned what education is necessary to be a Journalist and the skills needed.</p>			
6	10/16/2008	Station Tour	
Employee attended:		Terry Hritz, Operations Manager	
<p>Our Operations Manager, Terry Hritz, hosted a station tour for Spring Creek Elementary School. Terry talked about the importance of Television communication and why reading & writing in school is so important.</p>			
7	4/8/2009	Job Fair	
Employee attended:		Terry Hritz, Operations Manager	
<p>KENV participated in the annual Great Basin College Job Fair. College students were provided information on typical jobs at KENV and education requirements. The Great Basin College offers Broadcasting related courses such as Introduction to Broadcasting, Writing for Television & Radio and Television Production. Students are encouraged to apply for the KENV Internship program and apply when job openings are available.</p>			

