

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer-in-Residence Program	1-4, 6-25, 27-28, 31-34, 36-47, 49, 52-55, 57-61, 63, 65-73, 75-81	20
Digital Sales Manager	1-10, 12-25, 28, 31-47, 49, 52-55, 57-61, 63, 65-73, 75-81	14
Engagement Producer	1-4, 6-10, 12-13, 15-19, 21-26, 28, 31-34, 36-47, 49, 52-55, 57-61, 63, 65-73, 75-81	65
Engagement Producer	1-4, 6-10, 12-13, 15-19, 21-26, 28, 31-34, 36-47, 49, 52-55, 57-61, 63, 65-73, 75-81	26
Newscast Director/ Photojournalist	1-10, 12-13, 15-19, 21-25, 28, 31-34, 36-47, 49, 51-55, 57-61, 63, 65-71, 73, 75-81	51
Newscast Director	1-10, 12-13, 15-19, 21-25, 28, 31-34, 36-47, 49, 51-55, 57-61, 63, 65-71, 73, 75-81	51
Brain Room Research Specialist	1-4, 6-10, 12-13, 15-19, 21-25, 28, 31-34, 36-47, 49-50, 52-55, 57-61, 63, 65-71, 73, 75-81	50
Multi-Skilled Journalist	1-4, 6-10, 12-13, 15-19, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-61, 63-71, 73, 75-81	64
Multi-Skilled Journalist	1-4, 6-10, 12-13, 15-19, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-61, 63-71, 73, 75-81	65
Host/Multi-Skilled Journalist	1-4, 6-10, 12-13, 15-19, 21-25, 27-28, 31-34, 36-47, 49, 51-55, 57-61, 63, 65-71, 73, 75-81	65
Weekend Morning Anchor/Multi-Skilled Journalist	1-4, 6-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73-81	74
Digital Sales Specialist	1-4, 6-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-71, 73, 75-81	64
Show Producer	1-4, 6-10, 12-13, 15-16, 18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	10
Discovery Desk Editor	1-4, 6-10, 12-13, 15-19, 21-25, 28, 30-34, 36-49, 52-63, 65-71, 73, 75-81	65
Director/Editor	1-4, 6-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	65

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Specialist	1-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	65
Photojournalist	1-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	65
Technical Operator	1-4, 7-10, 12-13, 15-18, 21-25, 28-29, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	65
Account Executive	1-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	36
Weekend Weather MSJ	1-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 51-55, 57-63, 65-71, 73, 75-81	51
TV Photojournalist (Visual Storyteller)	1-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	65
Sales Associate	1-4, 6-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	65
Director of Content	1-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	65
Account Manager	2-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 51-63, 65-71, 73, 75-81	51
Digital Content Producer	2-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 51-63, 65-71, 73, 75-81	51
Digital Content Producer	2-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 51-63, 65-71, 73, 75-81	23
Senior Producer	2-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-63, 65-71, 73, 75-81	65
Account Executive	2-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-63, 65-71, 73, 75-81	23
Digital Content Producer	2-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	36
Digital Content Producer	2-4, 7-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	36
Sr. Integrated Media Sales Executive	2-4, 8-10, 12-13, 15-18, 21-25, 28, 31-34, 36-47, 49, 52-55, 57-63, 65-71, 73, 75-81	36

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABC10 Website California Url : <a href="http://www.abc10.com">www.abc10.com</a> Career Service Manual Posting	N	0
2	American Asian Journalists Association 5 Third Street Suite # 1108 San Francisco, California 94103 Phone : 4153462051 Url : <a href="http://www.aaaja.org/">http://www.aaaja.org/</a> Career Services Manual Posting	N	0
3	American River College-Journalism Dept. 4700 College Oak Drive Sacramento, California Phone : 916-484-8535 or 916-484-8 Url : <a href="http://www.losrios.edu">www.losrios.edu</a> Carol Hartman Manual Posting	N	0
4	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : <a href="http://www.bavc.org">www.bavc.org</a> Email : <a href="mailto:dov@bavc.org">dov@bavc.org</a> Fax : 1-866-378-0494 Dov Golodner	N	0
5	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
6	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : <a href="http://www.cabroadcasters.org/jobbank.htm">www.cabroadcasters.org/jobbank.htm</a> Fax : 1-916-444-2043 Stan Statham	N	0

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	California Chicano News Media Association California Phone : 000-000-0000 Url : <a href="http://www.kevin@ccnma.org">www.kevin@ccnma.org</a> Email : <a href="mailto:cchmainfo@ccnma.org">cchmainfo@ccnma.org</a> Fax : 1-424-238-0271 Career Service	N	0
8	California Job Journal California Url : <a href="http://www.jobjournal.com">www.jobjournal.com</a> Career Service Manual Posting	N	0
9	CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : <a href="mailto:kkenoyer@placer.ca.gov">kkenoyer@placer.ca.gov</a> Fax : 1-530-886-4509 Katie Kenoyer	N	0
10	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	1
11	Career Fair	N	2
12	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : <a href="mailto:charuta@pacific.edu">charuta@pacific.edu</a> Fax : 1-209-946-2760 Christine Haruta	N	0
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
14	Corporate Recruiter	N	3

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : marting@crc.losrios.edu Fax : 1-916-691-7181 Gary Martin	N	0
16	Craig's List Website California Url : www.craigs-list-classifieds.com/ Career Service Manual Posting	N	0
17	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee	N	0
18	Don Fitzpatrick & Associates Shoptalk California Url : www.jobbank.com Career Service Manual Posting	N	0
19	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0
20	Employee Referral	N	2
21	Employment Development Department and California jobs Resource Center 2901 50th Street Sacramento, California Phone : 916-227-0109 Url : www.caljobs.ca.gov Email : rhernan0@edd.ca.gov Fax : 1-916-227-0208 Ramona Hernandez	N	0

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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22	Entertainment Employment Journal P.O. Box 6863 Corpus Christi, Texas Gregorio Carbajal Manual Posting	N	0
23	Glassdoor P.O.Box 900 Sausalito, California 94966 Phone : N A Url : <a href="http://www.glassdoor.com/index.htm">http://www.glassdoor.com/index.htm</a> Career Service Manual Posting	N	2
24	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : <a href="http://www.vault.com">www.vault.com</a> . Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Career Services	N	0
25	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California Phone : 916-286-8600 Email : <a href="mailto:gocegueda@gsul.org">gocegueda@gsul.org</a> Fax : 1-916-915-1829 Grucelda Ocegueda	N	0
26	Indeed.com	N	1
27	Indeed.com - Not Directly Contacted by SEU	N	3
28	Internal Candidate , California Career Service Manual Posting	N	0
29	Internal Transfer/Promotion	N	1
30	ITT Technical Institute 1140 Galaxie Way #400 Concord, California Phone : 952-674-8200 Email : <a href="mailto:klopez@itt-tech.edu">klopez@itt-tech.edu</a> Fax : 1-925-674-8250 Kristina Lopez	N	0

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Email : ads@journalismjobs.com Dan Rohn	N	0
32	JournalismNext.com PO BOX 30846 BethesdaUS, Maryland 20824-0846 Phone : 626 792 3846 Url : http://www.journalismnext.com/ April Kamaldinova Manual Posting	N	0
33	Juju juju.com New York, New York Phone : 000-000-0000 Url : www.juju.com Online Online Manual Posting	N	0
34	JustBroadcastJobs 520 Hanks Hollow Trail DeForest, Wisconsin 53532 Career Service Manual Posting	N	0
35	Linked In	N	1
36	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting	N	4
37	Mashable 114 5th Ave (at E 17th St) New York, New York 10011 Phone : 888888 Url : http://jobs.mashable.com/jobs/search/results N/A N/A Manual Posting	N	0

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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38	Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0
39	Mediabistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 8888888 Url : http://www.mediabistro.com/aboutus/contactus.asp?n N/A N/A Manual Posting	N	0
40	ML Search Partners 430 Park Avenue, Ste. 803 New York, New York 10022 Michael Levine Manual Posting	N	0
41	Mutual Asst. Network of Del Paso Hghts 810 Grand Avenue Sacramento, California Phone : 916-927-7694 x217 Email : cwells@mutualassistance.org Fax : 1-916-564-8443 Charles Wells	N	0
42	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : dmelegrito@gmail.com Fax : 1-202-361-0296 Mr. Jon Melegrito	N	0
43	National Academy of Television, Arts and Sciences (NATAS) - San Francisco 4317 Camden Avenue San Mateo, California Phone : 650-341-7786 Url : www.emmyonline.org Email : Darrylrcompton@gmail.com Darryl Compton	N	0



**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	National Association Hispanic Journalists 801 West Adams Street Suite # 600 Chicago, Illinois 60607 Phone : 202-662-7145 Url : <a href="http://nahj.org/">http://nahj.org/</a> Career Services Manual Posting	N	0
45	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 3014050248 Url : <a href="http://www.nabj.org/">http://www.nabj.org/</a> Career Service Manual Posting	N	0
46	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5498 Career Services Manual Posting	N	0
47	National Black MBA Association Inc. 400 West Peach Street NW Ste 2013 Atlanta, Georgia 30308 Career Service Manual Posting	N	0
48	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : <a href="http://www.ncnw.org">www.ncnw.org</a> Email : <a href="mailto:jmathis@ncnw.org">jmathis@ncnw.org</a> Janice Mathis	N	0
49	National Press Photographers Association   NPPA 120 Hooper Street Athens, Georgia 30602-3018 Url : <a href="https://nppa.org/">https://nppa.org/</a> Career Service Manual Posting	N	0
50	Not Available	N	1
51	Other Source	N	7

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	Outside Referrals (Vendors & Advertisers) California Career Service Manual Posting	N	0
53	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 7278219494 Url : <a href="http://www.poynter.org/">http://www.poynter.org/</a> Career Service Manual Posting	N	0
54	Radio Television Digital News Association The National Press Building 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Url : <a href="http://www.rtdna.org/">http://www.rtdna.org/</a> Career Center Manual Posting	N	0
55	Rick Gevers & Associates 355 E. Ohio Street 303 Indianapolis, Indiana 46204 Rick Gevers Manual Posting	N	0
56	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California Phone : 916-446-7883 Url : <a href="http://www.sacasiancc.org">www.sacasiancc.org</a> Email : <a href="mailto:msumida@sacasiancc.org">msumida@sacasiancc.org</a> Fax : 1-916-446-7098 Matt Bodourian	N	0
57	Sacramento City College Communications Studies Dept 3835 Freeport Blvd Sacramento, California Phone : 916-558-2325 Url : <a href="http://www.losrios.edu">www.losrios.edu</a> Email : <a href="mailto:garciaaj@scc.losrios.edu">garciaaj@scc.losrios.edu</a> Fax : 1-916-650-2715 Albert Garcia	N	0

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	Sacramento Hispanic Chamber of Commerce 1451 River Park Drive, Suite 220 Sacramento, California 95815 Phone : 916-486-7700 Url : www.sachcc.org Email : info@sachcc.org Fax : 1-916-486-7728 Office Coordinator	N	0
59	Sacramento State University 6000 J Street Sacramento, California 95819 Mary Kober Manual Posting	N	0
60	Sierra College Career Connections 5000 Rocklin Road Rocklin, California Phone : 916-660-7481 Url : www.sierracollege.edu Fax : 1-916-630-7481 Summer Grace Manual Posting	N	0
61	SimplyHired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : SimplyHired.com Career Service Career Service Manual Posting	N	0
62	Solano Community College 4000 Suisun Valley Road, Building 600 Fairfield, California Phone : 707-864-7000 Url : www.solano.edu Email : jpstuden@solano.edu JP Studen	N	0
63	Spots n' Dots - Job Ads California Url : www.spotsndots.com Career Service Manual Posting	N	0
64	Station Website	N	4

**KXTV**  
**EEO PUBLIC FILE REPORT**

**July 21, 2018 - July 20, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
65	TEGNA Jobs Website 7950 Jones Branch Dr McLean, Virginia 22107 Phone : (703) 873-6231 Url : www.TEGNA.com Janae Barker Manual Posting	N	18
66	Television Week California Phone : 323-370-2412 Career Service Manual Posting	N	0
67	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317 846-9000 Career Service Career Service Manual Posting	N	0
68	TV News Storytellers 118 6th Avenue N #602 Seattle, Washington 98109 Phone : 000-000-0000 Matt Mronzinski Manual Posting	N	0
69	TV Technology 1111 Bayhill Drive, Ste 125 San Bruno, California Career Service Manual Posting	N	0
70	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
71	Twitter 1355 Market Street San Francisco, California Customer Services Manual Posting	N	0

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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72	United Cerebral Palsy 4265 Spyres Way #2 Modesto, California Phone : 209-577-2122 Url : www.ucpstan.org Email : smorse@ucpstan.org Fax : 1-209-577-2392 Shawna Morse	N	0
73	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator	N	0
74	Unknown Referral Source	N	7
75	Veteran Job Listings 62 Grene Street New York, New York 10012 Career Service Manual Posting	N	0
76	Work in Sports, LLC 7010 E. Chauncey Lane, Ste. 115 Phoenix, Arizona 85054 John Mellor Manual Posting	N	0
77	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
78	Yolo County Dept of Employment & Social Svcs 500-A Jefferson Blvd. West Sacramento, California Phone : 916-375-6248 Url : www.yoloworks.org Email : marc.marquez@yolocounty.org Fax : 1-916-375-6310 Marc Marquez	N	0

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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79	Yolo County Dept of Employment & Social Svcs. II 25 N. Cottonwood Woodland, California Phone : 530-661-2638 Email : valarie.stapleton@yolocounty.org Fax : 1-530-661-2728 Valarie Stapleton	N	0
80	YOU TUBE 901 Cherry Avenue San Bruno, California 94066 Phone : 650-253-0000 Susan Wojcicki Manual Posting	N	0
81	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>57</b>

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	7/21/2018	Establishment of training programs for station personnel	KXTV offers tuition assistance designed to encourage further education in one's profession or in the broadcasting industry and self-development through undergraduate or graduate coursework. One employee participated in this program during the reporting period.	1	Meteorologist
2	7/21/2018	Establishment of an intern program designed to assist members of the community	KXTV offers an Internship Program to help college students acquire skills necessary to obtain employment in the broadcasting industry. The program is available to qualified students who are interested and meet requirements. They are selected based on their education and an interview. Notice of the availability of the internship is distributed via our website and through college and university guidance offices and/or their websites. The students earn academic credit for their participation. We offer internships in News, Marketing, Sales and Sac & Co.	5	News Interns (2) Sac & Co Intern Marketing Intern Sales Intern
3	7/21/2018	Establishment of training programs for station personnel	Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams.	1	HR Business Partner
4	7/21/2018	Participation in other activities designed by the station employment unit	The station hosted 12 tours during the reporting period for schools, scouting groups and other community groups to educate them on the inner workings of a television station and job opportunities in broadcasting. They are exposed to the following areas: Sales, IT, Creative Services/Marketing, Newsroom and the studio/weather center.	1	Administrative Guide

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

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5	8/8/2018	Establishment of training programs for station personnel	The Brand Health Summit brought leaders together from Administration, Marketing, News and Promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Participants spent three days better understanding best practices during presentations and breakout groups. The final day of the summit included a real-time research project at the Mall of America, which included evaluating brand initiatives and interviewing customers and retailers.	3	President & GM Director of Marketing Director of Content
6	8/13/2018	Establishment of training programs for station personnel	TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. The new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product. The training rolled out 8/13/18 and concluded 8/31/18.	97	All of News All of Marketing HR Business Partner
7	9/13/2018	Participation in events sponsored by community groups	Attended the ONA (Online News Association) conference, which brings together some of the most innovative minds in the digital media- Including journalists, media executives, product teams, entrepreneurs, students, and educators to learn more about social engagement, digital video, Reditt, Facebook, YouTube, data, best digital practices, push alerts, newsletters, etc.	2	Managing Editor-Digital Meteorologist



**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2018 - July 20, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	9/14/2018	Participation in events sponsored by community groups	Attended the Oslo Freedom Forum which brings together journalists, activists, dissidents, artists and other advocates for human rights and freedom of speech to discuss peaceful, non-partisan solutions to threats to democracies around the world. Discussed freedom of speech in America as compared to other countries where opposition voices are not welcomed or tolerated. Also talked about the power of journalism at the local, national and international levels.	1	Investigative Reporter
9	10/2/2018	Participation in events or programs sponsored by educational institutions	Attended the one day UC Davis Extension leadership training. Helps advance leadership skills and overall improve delegation skills by examining key practices and overcoming common challenges.	1	Director of Content
10	10/3/2018	Participation in events sponsored by community groups	Attended the Society of Environmental Journalists Conference, the only North-American membership association of professional journalists dedicated to more and better coverage of environmental-related issues.	1	Investigative Reporter
11	10/11/2018	Participation in events sponsored by community groups	Spoke at the International Day of the Girl in Puerto Rico. Shared professional experience in journalism, the challenges women face and inspired girls to dream big.	1	Investigative Reporter
12	10/15/2018	Participation in events sponsored by community groups	Spoke at the Sacramento Housing Alliance Conference about "Powerful Storytelling Techniques: Leveraging Earned and Social Media to Get Your Story Told."	1	Multi skilled Journalist
13	10/16/2018	Participation in Job Fairs	Attended the USC Annenberg Career Development group that helps place USC journalism grads with jobs and internships. This was a recruiting and networking event where ABC10, TEGNA, and the industry was discussed with students & graduates.	2	Director of Content Director of Marketing

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14	12/14/2018	Participation in events or programs sponsored by educational institutions	The Chico State University Journalism class and their adviser come to do a meet and greet with the staff. Provided useful information on broadcast/digital media, and discussed where the business is going and general guide of how they can get into the industry. Conducted a question and answer session.	1	Managing Editor-Broadcast
15	1/25/2019	Participation in events or programs sponsored by educational institutions	A student from Inderkum High School came to the station to job shadow and see how the news works and how weather is incorporated into the news broadcast. She was preparing to hopefully work in broadcast meteorology.	1	Meteorologist
16	1/31/2019	Participation in events or programs sponsored by educational institutions	Spoke to a Cal Middle School 8th grade science class about how to apply science in many fields including solar cooking and on-air meteorology.	1	Meteorologist
17	2/14/2019	Participation in events or programs sponsored by educational institutions	An Inderkum High School student came to job shadow and learn more about production assistant and social discovery desk editor responsibilities.	1	Managing Editor-Broadcast
18	2/26/2019	Establishment of training programs for station personnel	The annual TEGNA Sales Summit revolved around the topic of leadership and the belief that it is the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	President and GM Director of Sales
19	3/11/2019	Participation in events sponsored by community groups	Attended the Borrell Conference where hundreds of industry leaders came to the largest gathering of local digital media executives, discussing the sophisticated and fast growing digital market.	1	Director of Sales
20	3/22/2019	Participation in events or programs sponsored by educational institutions	Attended an event at Franklin High School organized by the the Alliance for Women in Media. Spoke to the broadcasting class about getting into the industry and what they can do to prepare themselves to be successful job candidates in the future.	1	Managing Editor-Broadcast

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21	3/27/2019	Participation in events or programs sponsored by educational institutions	Spoke to Chico State University Sigma Kappa sorority, which aims to provide women lifelong opportunities and support for social, intellectual, and spiritual development by bringing women together to positively impact our communities. The purpose was to encourage students to seek internships and work hard for their dream jobs.	1	Multi-Skilled Journalist
22	4/17/2019	Establishment of training programs for station personnel	Attended the TEGNA Innovation Summit where employees from across the country come to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. They discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative.	2	Executive Producer Executive Producer, Digital
23	5/3/2019	Participation in events or programs sponsored by educational institutions	A high school senior studying journalism from Inderkum High School came to do an interview about climate change for a class assignment.	1	Meteorologist
24	6/11/2019	Establishment of training programs for station personnel	Training provided by TEGNA Sales leadership in conjunction with the Center for Sales Strategy to develop sales skills using the Inside Out sales process.	1	Account Manager
25	6/12/2019	Participation in events sponsored by community groups	Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting.	4	Producer Multi Skilled Journalist Multi Skilled Journalist Multi Skilled Journalist
26	7/10/2019	Establishment of training programs for station personnel	Attended the Radio Television Digital News Association (RTDNA) leadership seminar that supports professionals in the news industry.	2	Anchor/Multi-skilled Journalist Executive Producer