

KXTV
EEO PUBLIC FILE REPORT
July 21, 2019 - July 20, 2020

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
Photojournalist (Visual Storyteller)	1-4, 7-15, 17-70	30
Photojournalist (Visual Storyteller)	1-4, 7-15, 17-70	20
Photojournalist (Visual Storyteller)	1-4, 7-15, 17-70	56
Creative Producer	1-4, 7-15, 17-42, 44-47, 49-70	30
Broadcast Technician	1-5, 7-29, 31-42, 44-47, 49-70	56
Show Producer	1-15, 17-29, 31-42, 44-47, 49-70	56
Content Manager	1, 10, 23, 30, 43, 56	30
Social Discovery Editor (Assignment Editor)	1-5, 7-15, 17-29, 31-42, 44-47, 49-70	10
Host/Multi-Skilled Journalist	2-5, 7-15, 17-22, 24-29, 31-47, 49-70	56
Multi-Skilled Journalist	1-5, 7-15, 17-22, 24-29, 31-42, 44-47, 49-70	56
Senior Broadcast Engineer	1-5, 7-15, 17-22, 24-29, 31-42, 44-47, 49-70	56
Show Producer	1-5, 7-15, 17-20, 22, 24-29, 31-34, 36- 42, 44-47, 49-70	56
Account Manager - 008964	1, 10, 20, 43, 56	43

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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
1	ABC10 Website California Url : www.abc10.com Career Service Manual Posting	N	0
2	American Asian Journalists Association 5 Third Street Suite # 1108 San Francisco, California 94103 Phone : 4153462051 Url : http://www.aaja.org/ 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 : www.losrios.edu 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 : www.bavc.org Email : dov@bavc.org 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 : http://www.yourcba.com Joe Berry Manual Posting	N	0
6	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : www.cabroadcasters.org/jobbank.htm Fax : 1-916-444-2043 Stan Statham	N	0

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7	California Chicano News Media Association California Phone : 000-000-0000 Url : www.kevin@ccnma.org Email : cchmainfo@ccnma.org Fax : 1-424-238-0271 Career Service	N	0
8	California Job Journal California Url : www.jobjournal.com Career Service Manual Posting	N	0
9	CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : kkenoyer@placer.ca.gov 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 : http://www.careerbuilder.com Career Service Manual Posting	N	1
11	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : charuta@pacific.edu Fax : 1-209-946-2760 Christine Haruta	N	0
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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13	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
14	Craig's List Website California Url : www.craigs-list-classifieds.com/ Career Service Manual Posting	N	0
15	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee	N	0
16	Current Employee	N	1
17	Don Fitzpatrick & Associates Shoptalk California Url : www.jobbank.com Career Service Manual Posting	N	0
18	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
19	Entertainment Employment Journal P.O. Box 6863 Corpus Christi, Texas Gregorio Carbajal Manual Posting	N	0

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20	Glassdoor P.O.Box 900 Sausalito, California 94966 Phone : N A Url : http://www.glassdoor.com/index.htm Career Service Manual Posting	N	3
21	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0
22	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California Phone : 916-286-8600 Email : gocegeda@gsul.org Fax : 1-916-915-1829 Grucelda Ocegueda	N	0
23	Indeed.com - Not Directly Contacted by SEU	N	9
24	Internal Candidate ., California Career Service Manual Posting	N	0
25	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Email : ads@journalismjobs.com Dan Rohn	N	0
26	JournalismNext.com PO BOX 30846 BethesdaUS, Maryland 20824-0846 Phone : 626 792 3846 Url : http://www.journalismnext.com/ April Kamaldinova Manual Posting	N	0

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27	Juju juju.com New York, New York Phone : 000-000-0000 Url : www.juju.com Online Online Manual Posting	N	0
28	JustBroadcastJobs 520 Hanks Hollow Trail DeForest, Wisconsin 53532 Career Service Manual Posting	N	0
29	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting	N	0
30	LinkedIn / Word of Mouth	N	4
31	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
32	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
33	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

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34	ML Search Partners 430 Park Avenue, Ste. 803 New York, New York 10022 Michael Levine Manual Posting	N	0
35	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
36	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
37	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
38	National Association Hispanic Journalists 801 West Adams Street Suite # 600 Chicago, Illinois 60607 Phone : 202-662-7145 Url : http://nahj.org/ Career Services Manual Posting	N	0
39	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 3014050248 Url : http://www.nabj.org/ Career Service Manual Posting	N	0

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40	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5498 Career Services Manual Posting	N	0
41	National Black MBA Association Inc. 400 West Peach Street NW Ste 2013 Atlanta, Georgia 30308 Career Service Manual Posting	N	0
42	National Press Photographers Association NPPA 120 Hooper Street Athens, Georgia 30602-3018 Url : https://nppa.org/ Career Service Manual Posting	N	0
43	Other Source	N	6
44	Outside Referrals (Vendors & Advertisers) California Career Service Manual Posting	N	0
45	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 7278219494 Url : http://www.poynter.org/ Career Service Manual Posting	N	0
46	Radio Television Digital News Association The National Press Building 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Url : http://www.rtdna.org/ Career Center Manual Posting	N	0
47	Rick Gevers & Associates 355 E. Ohio Street 303 Indianapolis, Indiana 46204 Rick Gevers Manual Posting	N	0

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48	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-446-7098 Matt Bodourian	N	0
49	Sacramento City College Communications Studies Dept 3835 Freeport Blvd Sacramento, California Phone : 916-558-2325 Url : www.losrios.edu Email : garciaaj@scc.losrios.edu Fax : 1-916-650-2715 Albert Garcia	N	0
50	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
51	Sacramento State University 6000 J Street Sacramento, California 95819 Mary Kober Manual Posting	N	0
52	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
53	SimplyHired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : SimplyHired.com Career Service Career Service Manual Posting	N	0

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54	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
55	Spots n' Dots - Job Ads California Url : www.spotsndots.com Career Service Manual Posting	N	0
56	TEGNA Jobs Website 7950 Jones Branch Dr McLean, Virginia 22107 Phone : (703) 873-6231 Url : www.TEGNA.com Janae Barker Manual Posting	N	22
57	Television Week California Phone : 323-370-2412 Career Service Manual Posting	N	0
58	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
59	TV News Storytellers 118 6th Avenue N #602 Seattle, Washington 98109 Phone : 000-000-0000 Matt Mronzinski Manual Posting	N	0
60	TV Technology 1111 Bayhill Drive, Ste 125 San Bruno, California Career Service Manual Posting	N	0

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61	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
62	Twitter 1355 Market Street San Francisco, California Customer Services Manual Posting	N	0
63	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator	N	0
64	Veteran Job Listings 62 Grene Street New York, New York 10012 Career Service Manual Posting	N	0
65	Work in Sports, LLC 7010 E. Chauncey Lane, Ste. 115 Phoenix, Arizona 85054 John Mellor Manual Posting	N	0
66	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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67	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
68	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
69	YOU TUBE 901 Cherry Avenue San Bruno, California 94066 Phone : 650-253-0000 Susan Wojcicki Manual Posting	N	0
70	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			46

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/21/2019	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. We offer internships in News, Marketing, Sales and Your California Life.	2	Marketing Sales
2	7/21/2019	Participation in other activities designed by the station employment unit	The station hosted 6 tours during the reporting period beginning July 21, 2019 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
3	8/12/2019	Establishment of training programs for station personnel	Attended the TEGNA Innovation Summit. Bringing together innovators from different stations throughout the company to brainstorm ideas on how to innovate the path to the future of news.	2	Meteorologist Digital Producer, Sr.
4	8/20/2019	Participation in events sponsored by community groups	Attended the Capitol Weekly Top 100 Event. An annual celebration of the Top 100 business executives in the Sacramento designated market area to celebrate and network with each other.	1	Business Development Manager
5	9/5/2019	Establishment of training programs for station personnel	Attended the Excellence in Journalism (EIJ) conference that allows journalists from all over the country to meet and grow in their careers. Topics discussed included story telling, writing, social media practices, editing and networking.	2	Director of Content Multi-Skilled Journalist
6	9/13/2019	Establishment of training programs for station personnel	Attended the Online News Association (ONA) annual conference discussing the latest digital trends, strategy and tactics for journalism.	1	Digital Content Director

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7	9/19/2019	Provision of training to management	Attended the Supervisory Skills program put on by UC Davis. It was a course instructing first-time managers how to communicate and work with their new teams.	1	Executive Producer, Digital
8	9/20/2019	Participation in events or programs sponsored by educational institutions	Spoke to a Toby Johnson Middle School class about careers in meteorology.	1	Meteorologist
9	10/16/2019	Provision of training to management	Attended the Freedom Forum Institute's Power Shift Project "Workplace Integrity: Train the Trainers." Workshops were led by a world-class leadership trainer. The interactive training was custom-tailored for media organizations to advance the goal of workplaces free of harassment and discrimination.	2	Director Of Content Sr. Human Resources Business Partner
10	10/24/2019	Participation in events or programs sponsored by educational institutions	Spoke to a University of Nevada journalism class. Discussed trends in local journalism, what it's like to work in local TV/digital news, and do video storytelling.	1	Digital Content Director
11	10/29/2019	Provision of training to management	Anti-harassment training for all managers was provided by legal counsel. Discussion included harassment and discrimination laws and management responsibility to maintain a workplace free of harassment and discrimination.	18	All Managers
12	10/30/2019	Establishment of training programs for station personnel	Anti-harassment training for all employees was provided by legal counsel. Discussion included harassment policies and procedures and the reporting process.	122	All Employees
13	11/3/2019	Participation in events or programs sponsored by educational institutions	Attended the National Association of Black Journalists (NABJ) career fair co-sponsored with the UC Berkeley School of Journalism on campus to expose students to opportunities in journalism.	2	Director Of Content News Content Director
14	12/3/2019	Provision of training to management	Attended GM Summit of broadcast general managers. Discussed business strategies, content, sales, marketing, and community services.	1	President and GM

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	12/10/2019	Participation in events or programs sponsored by educational institutions	Spoke to a Sylvan Middle School media class that runs their school's morning news broadcast and video department about the different job opportunities in news broadcast. Also, an assignment was made to teach the students how to create news for different platforms like web and social media.	1	Engagement Producer
16	12/18/2019	Provision of training to management	TEGNA Talent Development and Corporate functions held training to management on performance management. Training topics included preparing for a career discussion, establishing SMART goals, developing motivation goals, delivering performance evaluations and providing effective feedback.	9	Multiple Managers
17	1/15/2020	Establishment of training programs for station personnel	Attended the First Draft training event who train news organizations on disinformation during the upcoming election cycle and census. They help better equip newsrooms on how to determine what's real and what's fake. Topics discussed included what tools reporters can use to spot fake images and how to know who to talk to about "fake" news.	1	Executive Producer
18	1/16/2020	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back Challenge curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out electronically January 16, 2020.	140	All Employees
19	2/1/2020	Participation in events sponsored by community groups	Attended the Steps to College career fair held at the Mexican Consulate. This was a resource fair on college and career paths for teens about to attend college or go into the job market.	1	Community Partnership & Events Manager

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20	2/6/2020	Establishment of training programs for station personnel	The Digital Executive Producer provided training that teaches journalists how to identify and verify disinformation. This training included tools and techniques for responsible debunking of false information. Sessions were held between February 6, 2020 and March 5, 2020.	34	All News Managers and News Employees
21	3/11/2020	Provision of training to management	All managers attended the interactive Workplace Integrity workshop provided the HR Business Partner and Director of Content. Topics included critical thinking, courageous conversation and building cultures of respect and trust.	18	All Managers