

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2014 to July 31, 2015.

1) Employment Unit: SACRAMENTO TELEVISION STATIONS INC.

2) Unit Members (Stations and Communities of License): KOVR / KMAX, Sacramento California

3) EEO Contact Information for Unit Member:

Mailing Address:  2713 KOVR Drive West Sacramento, CA 95605	Telephone Number: 916-374-1453
	Contact Person: Ken Calderhead
	E-mail Address: kcalderhead@kmaxtv.com

### I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled (See Master Recruitment Source List for recruitment source data)

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
Assistant News Director	1-24	23
Photographer	1-24	17
Photographer	1-24	19
Editor	1-24	23
Producer	1-24	23
Assistant Digital Sales Manager	1-24, 29	19
Special Projects Producer	1-25	25
Producer	1-24, 29	23
Reporter	1-24, 27	27
Reporter	1-24, 27	27
Reporter	1-24, 27	19
Traffic Coordinator	1-24	21

## II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	Chinese Community Services Center	Franklin Career Center 7000 Franklin Blvd., Ste. 540 Sacramento, CA 95823	Nai Saeteurn Universal Youth Specialist	916-563-5176	Y	
2	Asian Resources	5709 Stockton Blvd., Sacramento, CA 95824	Asian Resources	916-454-1892	Y	
3	Hispanic Americans for Fairness in Media	5400 E. Olympic Blvd. #250 Los Angeles, CA 90022	FRONT DESK	323-726-1558	N	
4	Sacramento Society for the Blind – dist. To list #1 attached	2750 24th Street Sacramento, CA 95818	FRONT DESK	916-452-8271	Y	
5	California Broadcasters Association Job Bank	915 L. Street, Suite 1150 Sacramento, Ca 95814	Joe Berry VP Director of Special Projects	916-444-2237	Y	
6	Sacramento Job Corp Center	3100 Meadowview Rd. Sacramento, CA 95832	Joe Pearson Career Transition Services	916-394-0770	N	
7	Sacramento Works Career Center	925 Del Paso Blvd., Suite 100 Sacramento, CA 95815	Marketing Specialist	916-263-3800	N	
8	Inalliance	6950 21st Ave. Sacramento, CA 95820	Alisa Fleming	916-381-1300	N	
9	SETA Hillsdale Career Center	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	Betty Conley	916-263-4100	Y	
10	SETA – dist. through Workforce Referral Partners – over 500 addresses of community based org., universities, training providers in a 4 county-wide area	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	J. Woodson Lin Morgan	916-263-4100	Y	
11	Sacramento County Affirmative Action Coord.	609 9th Street Sacramento, CA 95814	Department of Personal Management	916-874-7148	Y	
12	Cal State University, Sacramento	6000 J Street Sacramento, CA 95819	Candace McGee Career Center	916-278-7207	Y	
13	California State University, Chico	400 West First Street Chico, CA 95929	Placement Office Kate Buckley	530-898-5253	N	
14	MTI Business Schools	5221 Madison Ave. Sacramento, CA 95841	Job Announcements	916-339-1500	Y	
15	Workforce Investment Board Dist. To list #2 attached	320 Campus Lane Fairfield, CA 94534	Scotty Sanderson Bus. Services Rep.	707-863-3543	Y	
16	Sacramento Black Chamber of Commerce	2655 Del Monte Street W. Sacramento, CA 95691	Tish Buchanan Executive Director	916-374-9355	Y	

17	KMAX-TV CW31 Sacramento website posting	Job Bank	Online website posting		N/A	3
18	KOVR CBS 13 Sacramento	Job Bank	Online website posting		N/A	
19	CBS Applicant Tracking System	Brassring/Kenexa	Kenexa posting		N/A	44
20	MediaLine.com	Job Bank	Online website posting		N/A	
21	Indeed.com	Online Job Bank	Website posting via CBS Applicant Tracking System (AJE)		N/A	1
22	America's Job Exchange		Website posting via CBS Applicant Tracking System		N/A	
23	Employee Referral	CBS Television Stations			N/A	15
24	Industry				N/A	4
25	TV Jobs.com	Online Job Bank	Website posting		N/A	6
26	Spots-n-Dots	Job Bank	Online website posting		N/A	
27	Outside Talent Agency	Outreach			N/A	5
28	Simplyhired.com	Job Bank	Website posting		N/A	
29	LinkedIn	Online posting site	Website posting		N/A	3
30	ARC Placer	522 Vernon Street, Roseville, CA		916-781-3016	No	
31	El Concilio-Council for the Spanish Speaking	224 S. Sutter Street Stockton, CA 95203		209-644-2600	No	
32	Trades Women, Inc.	1433 Webster St., Oakland, CA 94612		510-891-8773 x315	No	
33	United Native Americans	2434 Faria Ave., Pinole CA 94564		510-758-8160	No	
34	Women at Work	3871 E. Colorado Blvd. Pasadena 91107		676-796-6870	No	
35	Women in Non-Traditional Employment Roles	3655 South Grand Ave., LA, CA 90007		213-749-3970 x1005	No	
36	Veteran's Employment and Training Service	90 7th Street, Suite 2-600, S.F., CA 94103		415-625-7673	No	

**TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD**

**81**

**Career Developers Network Partners**  
**Distributed by Sacramento Society for the Blind –**

***Our group contains over 200 career development professionals from the following agencies:***

The Sacramento Career Developers Network includes over 200 people in an eight county area (Sacramento, Yolo, Yuba, Placer, Solano, El Dorado, San Joaquin, Sutter) who help other people find jobs. Members work for the community colleges, universities, one- stop career centers, the Employment Development Department, Department of Human Assistance and other non-profit and for-profit job development agencies. The web site is: [http://www.swol.org/Career\\_Developers/index.shtml](http://www.swol.org/Career_Developers/index.shtml) . Job postings are distributed to the group daily.

- AARP
- ABC Resume Service
- Acustaff
- Advocacy, Resources and Choices
- Agency 4 on Aging
- All Sacramento Works Career Centers
- American River College
- Beale AFB Career Center

BTTI  
California Department of Corrections  
California Indian Manpower Consortium  
California Youth Authority  
Center for Employment Training  
City of West Sacramento  
Cosumnes River College  
Department of Rehabilitation  
Elk Grove Unified School District Adult Education  
Elk Grove Unified School District High Schools  
Employment Development Department  
Fathers and Families  
Folsom Lake College  
Grant Joint Union School District  
Greater Sacramento Urban League  
Heald College  
Lutheran Charities  
Mercy Housing  
Nevada County Cal Works  
Norcal Center on Deafness  
Placer County Cal Works  
Pride Industries  
Randstad  
Sacramento Children's Home  
Sacramento City College  
Sacramento City Unified School District High Schools  
Sacramento County Department of Human Assistance  
Sacramento County Office of Education  
Sacramento Housing and Redevelopment Agency  
Sacramento Regional Occupational Program  
Sacramento Regional Transit  
San Joaquin County Worknet  
San Juan Unified School District  
Solano County Workforce Investment Board  
Tech Skills  
Turning Point  
United States Department of Veteran's Affairs  
University of California, Davis  
University of San Francisco  
University of the Pacific  
Vietnam Veterans  
Washoe Indian TANF  
Westaff  
Women's Empowerment  
Yolo County Department of Employment Services  
Yuba County Cal Works

**LIST #2 – DISTRIBUTED BY WORKFORCE INVESTMENT BOARD**

- **Area Agency on Aging – Napa/Solano**
- **Catholic Social Services**
- **Chapman University**

- **Christian Help Center**
  - **Contra Costa County – Employment & Human Services Div.**
  - **Dept of Rehabilitation – Solano**
  - **Diablo Valley College**
  - **Dixon Family Services**
  - **EastBay Works (Alameda & Contra Costa Counties)**
  - **EDDs – Solano, Yolo, Napa, Sonoma, Marin, Contra Costa, Alameda, Sacramento, Placer, etc.**
  - **Experience Works – Solano**
  - **Fairfield & Benicia Community Action Councils (CAC)**
  - **Fairfield – Suisun Adult School**
  - **Goodwill – multiple Counties**
  - **LDS Placement Services – Solano & Contra Costa**
  - **Mission Solano**
  - **Napa County – Various Departments**
  - **Napa Valley College**
  - **Oakland PIC**
  - **One Stop Career Centers in Solano, Yolo, Sonoma, Napa, Marin, Contra Costa, Alameda, Sacramento, and other Bay Area and Northern California Counties**
  - **Ready Center**
  - **Regional Occupation Program (Solano)**
  - **Sacramento Works**
  - **Salvation Army – Solano**
  - **SETA – Sacramento Employment & Training Agency**
  - **Society for the Blind – Sacramento**
  - **Solano Community College**
  - **Solano County Office of Education, incl. High Sch. Employment Programs**
  - **Solano Diversified Services**
  - **Success Center – Vallejo**
  - **Travis AFB Career Center and Transition Assistance Program**
  - **University of Phoenix**
  - **Vacaville Unified School District, Vallejo Unified School District**
  - **Veterans Representatives - EDD**
- .... and others.

### III. Supplemental Recruitment Measures.

#### (a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Sponsored Greater Sacramento Urban League Diversity Job Fair 2014.</b> One of the biggest Job Fairs serving the diverse population of the Sacramento area. We produced several PSA's, News coverage prior to and day of event.</p>	3/28/14	<p>Diana Penna - Director of Special Community Projects Alyson Schulz – Sr. Booking Producer Good Day Sacramento Don Smith - Creative Services Director</p>
<p><b>2. Sponsored Greater Sacramento Urban League Diversity Job Fair 2015</b> One of the biggest Job Fairs serving the diverse population of the Sacramento area. We produced several PSA's, News coverage prior to and day of event.</p>	3/25/15	<p>Diana Penna – Director of Special Community Projects Alyson Schulz – Sr. Booking Producer Good Day Sacramento Don Smith – Creative Services Director</p>

#### (b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. Station Internship Program</b> KMAX-31 and KOVR 13 continues to partner with various colleges, universities and technical schools to offer a widespread internship program that allows students to gain first-hand experience in the broadcasting field – includes news, graphic arts, production and promotions.</p>	6/14-9/14 6/15-7/15	<p>John Armand, Assistant News Director Tom Bell, News Director Cameron Glen, Web Master Ken Calderhead, Business Manager</p>

#### (c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p><b>1. “American Association of University Women (AAUW) Annual Outreach Event”</b> CBS 13 Weather Anchor Dave Bender served as Guest speaker at the American Association of University Women (AAUW) Annual Outreach Event. This is the AAUW Sacramento's chapter's big push raising awareness about their outreach program and opportunities for lifelong learning through interest groups. Dave spoke about opportunities in the television industry.</p>	2/14	Dave Bender – CBS 13 Weather Anchor
<p><b>2. “Real World Conversations with Leaders in the Radio, Television and Film Industry”</b> Anchor, Reporter Courtney Dempsey spoke on a mixed panel of various media people at Cosumnes River College to give insight from working professionals in Radio, TV and Film to students studying those fields.</p>	3/25/14	Courtney Dempsey – KMAX-TV Anchor and Reporter
<p><b>3. “10<sup>th</sup> Anniversary MBA Program”</b> Anchor, Marian McClary emceed this event held for the CSUS College of Business Administration where several hundred attendees celebrated their MBA program and Marian spoke about the television industry.</p>	2/20/15	Marian McClary – KMAX Anchor

<p><b>4. “Kaiser Permanente’s African American Professional Association”</b> Anchor, Reporter Courtney Dempsey spoke at this prestigious event to a large gathering about the career opportunities in the television/media field.</p>	3/28/15	Courtney Dempsey – KMAX-TV Anchor and Reporter
<p><b>5. Station Tours</b> As part of our ongoing community efforts, we offer tours for school kids and teachers. We also give out certificates for Tours/Be Part of Live studio Audience to various organizations as silent auction prize or raffle prize for their events. One example (and we have many) is parents and students from Ruhkala Elementary will attend a special tour and live viewing of Good Day Sacramento. The students and parents also will receive a presentation from Meteorologist Laura Skirde as part of their experience and on air reporters/anchors also talk to the kids about careers in broadcasting.</p>	Ongoing	Don Smith – Creative Services Director

**(d) Training Management Personnel.**

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
Training manual concerning Sexual Harassment and EEO	All staff (at hire)	Training manual, including signed certification that all materials were read and understood.
Business Conduct Statement and Certification	All employees	Every two years, all employees, officers and directors of CBS Corporation are required to reaffirm their commitment to the highest standards of business ethics and workplace behavior as set forth in the CBS Corporation Business Conduct Statement.
Cover EEO diversification each quarter – present our EEO figures for the past quarter and discuss ways to improve our diversification.	All managers	Meeting presentation once each quarter.