

EEO Public File Report

This Report covers full-time vacancy recruitment data for the period
July 23, 2022 to July 22, 2023.

- 1) Employment Unit: Sacramento Television Stations Inc.
- 2) Unit Members (Stations and Communities of License): KOVR/KMAX, Sacramento, CA
- 3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number: 916.374.1453
2713 KOVR Drive	Contact Person: Ken Calderhead
West Sacramento, CA 95605	E-mail Address: kscalderhead@cbs.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 Hire
Executive Assistant	1-34	19
Account Executive	1-34	11
Multi-Skilled Journalist	1-34	33
Photographer	1-34	13
Producer	1-34	33
Producer	1-34	33
Producer	1-34	33
Assistant News Director	1-34	33
Digital Line Producer	1-34	11
Director of Sales	1-34	32
EP Community Impact	1-34	13
Multi-Skilled Journalist	1-34	11
Multi-Skilled Journalist	1-34	11
Producer	1-34	13
Assignment Editor	1-34	13
Associate Producer	1-34	3
Multi-Skilled Journalist Sports	1-34	13
Photographer Supervisor	1-34	13
Photographer	1-34	33
Broadcast Engineer	1-34	13
Director	1-34	33
Assignment Editor	1-34	13
Account Executive	1-34	11
Web Producer	1-34	13
Multi-Skilled Journalist	1-34	11

Director of Technology	1-34	34
Anchor/Reporter	1-34	33
Assignment Editor	1-34	13
Broadcast Engineer	1-34	13
Photographer	1-34	34
Broadcast Engineer	1-34	13
IT Manager	1-34	13
Multi-Skilled Journalist	1-34	33
Multi-Skilled Journalist	1-34	11
Producer	1-34	34
Multi-Skilled Journalist	1-34	13
Account Executive	1-34	3

II. Master Recruitment Source List Utilized During Reporting Period

Code #	Recruitment Source	Address	Contact	Phone	Requested Notification (Y/N)	Number of Interviewees Referred
1	Direct Employers (Distributed to list #1 below)		Online CBS System		YES	
2	Asian Resources	5709 Stockton Blvd., Sacramento, CA 95824	Career Services	916-454-1892	YES	
3	Cal State University, Sacramento	600 J Street Sacramento, CA 95819	Career Center	916-278-7207	NO	3
4	California Broadcasters Association Job Bank	915 L. Street, Suite 1150 Sacramento, Ca 95814	Joe Berry - VP Director of Special Projects	916-444-2237	YES	
5	California State University, Chico	400 West First Street Chico, CA 95929	Placement Office	530-898-5253	NO	
6	Paramount Career Job Posting					
7	Chinese Community Services Center	915 T. Street Sacramento, CA 95814	Kevin Thai - Job Developer	916-442-2523	NO	
8	Hispanic Chamber of Commerce	1451 River Park Dr #220 Sacramento, Ca 95815	Career Services	916-486-7700	NO	
9	Linked In	Online posting	Online website posting			21
10	National Assoc. of Hispanic Journalist	1193 National Press Blvd. Washington, DC 20025	Career Services	202-662-7145	NO	
11	Talent Acquisition Talent Dynamics	Paramount Recruitment Team				105

12	Sacramento Black Chamber of Commerce	2655 Del Monte Street W. Sacramento, CA 95691	L Buchanan	916-374-9355	YES	
13	Sacramento County Affirmative Action Coord.	609 9th Street Sacramento, CA 95814	Department of Personal Management	916-874-7148	NO	
14	Sacramento Job Corp Center	3100 Meadowview Rd. Sacramento, CA 95832	Joe Pearson - Career Transition Services	916-394-0770	YES	
15	Sacramento Society for the Blind	1238 S Street Sacramento, CA 95811	FRONT DESK	916-452-8271	YES	
16	Sacramento Urban League	3725 Marysville Blvd. Sacramento, CA 95838	Kevin Daniel	916-561-0856	NO	
17	SETA	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	J. Woods	916-263-4100	NO	
18	SETA Hillsdale Career Center	5655 Hillsdale Blvd., Ste. 16 Sacramento, CA 95842	Betty Conley	916-263-4100	YES	
19	El Concillo	445 N San Joaquin St. Stockton, CA 95202	J. Rod	209-644-2600	YES	
20	MediaTalent.com	PO Box 51909 Pacific Grove, CA 93905	Rick & Vicki		YES	
21	MTI Business School	5221 Madison Ave Sacramento, CA 95841	Career Services	916-339-1500	NO	
22	La Familia	5523 34 th St Sacramento, CA 95820	Career Services	916-452-3601	NO	
23	TradesWomen Inc	337 17 th St. Oakland, CA 94612	Career Services	510-891-1243	YES	
24	Vererans Employment & Training	200 Constitution Way Washington, DC 20210	Career Services	866-487-2365	YES	
25	Women in Non Traditional Employment	4741 E Cesar E Chavez East Los Angeles, CA 90022	Career Services	213-749-3970	YES	
26	Workforce Investment Board	320 Campus Lane Fairfield, CA 94534	Career Services	707-863-3543	YES	
27	National Press Photographer Assoc	120 Hooper St Athens, GA 30602	Career Services	706-542-2506	NO	
28	Mort Meinser Assoc	322 E Lincoln Ave Royal Oak, MI 48067	Mort Meinser	248-545-2222	NO	
29	John Butte & Assoc	7903 Driftwood Dr Geneva, OH 44041	John Butte	216-650-2258	NO	

30	The Sound of Life Storttelling Agency	Ashville, NC	John Kirtley		NO	1
31	Napoli Management Group	New York, NY	Josh Gropper	332-223-4363	NO	1

Additional Sources of Interviewees:

32	Employee/Personal Referral	CBS Television Stations				4
33	Internal Candidate					20
34	Direct Contact					22

Total Interviewees for the 12-Month Period: 177

Career Direct Employers Association (List 1):

DIVERSITY SITES	
African American	https://africanamerican.dejobs.org/
AfricanAmericanJobsite.com	http://www.africanamericanjobsite.com/ (DE Member Jobs Only)
AsianAmericanJobsite.com	http://www.asianamericanjobsite.com/ (DE Member Jobs Only)
Asian American	https://asianamerican.dejobs.org/
The Black Perspective	https://blackperspective.com/career-search-engine/
Campus Pride	http://campuspride.jobs/
DirectEmployers Diversity	https://diversity.dejobs.org
Diversityworkers.com	http://www.diversityworkers.com/ (DE Member Jobs Only)
Father and Families Center	https://fatherresource.dejobs.org/ (DE Member Jobs & Indiana Locations Only)

Hispanic American	https://hispanicamerican.dejobs.org/
HispanicJobsite.com	http://www.hispanicjobsite.com/ (DE Member Jobs Only)
Hispanic Today	https://hispanic-today.com/career-search-engine/
Jobs4Women.net	http://www.jobs4women.net/ (DE Member Jobs Only)
Latino American	https://latinoamerican.dejobs.org/
Lgbtjobsite.com	http://www.lgbtjobsite.com (DE Member Jobs Only)
LGBTQ	https://lgbtq.dejobs.org/
Minority	https://minority.dejobs.org/
Native American	https://nativeamerican.dejobs.org/
RetiredStars.com	http://www.retiredstars.com/ (DE Member Jobs Only)
SeniorJobsNetwork.com	http://www.seniorjobsnetwork.com/ (DE Member Jobs Only)
Way Finders Careers	http://wayfinderscareers.com/
Women	https://women.dejobs.org/
Women For Hire	http://jobs.womenforhire.com/
Women in Business and Industry	https://wib-i.com/career-search-engine/

DISABILITY SITES

Allsup Employment Services	https://disability.dejobs.org/allsup-disability-partner/
Blind Inc.	https://blindinc.works/ (Minnesota Located Jobs Only)
Bosma Enterprises	https://bosma.dejobs.org (Indiana Located Jobs Only)
DirectEmployers Disability	https://disability.dejobs.org
DisabilityJobSite.com	http://www.disabilityjobsite.com/ (DE Member Jobs Only)
Disabled Veterans	https://disabledveterans.dejobs.org/
Easter Seals	https://easterseals.dejobs.org
Enable America	https://enableamerica.dejobs.org
Land A Job	https://jobs.landajob.org/
Maryland Works, Inc	https://mdworks.dejobs.org (Maryland Located Jobs Only)
National Multiple Sclerosis Society	https://nationalmssociety.dejobs.org (DE Member Jobs Only)
Options Unlimited Inc.	https://optionsunlimitedinc.dejobs.org/ (Louisville, KY Located Jobs Only)
Quest	https://questinc.dejobs.org/ (Entry Level & Orlando, FL Located Jobs Only)
The Career Index Plus	https://thecareerindex.com/dsp_intro.cfm
VetCentral – Disabled Veteran Outreach Program Representatives (DVOPs)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works
Work In Iowa Disability (Iowa State Workforce)	http://workiniowa-disability.jobs/ (Iowa Located Jobs Only)

MILITARY/VETERAN NETWORK SITES

ArmedServicesJobs.com	http://www.armedservicesjobs.com/ (DE Member Jobs Only)
CASY/National Guard Employment Program	https://jobs.msccn.org/usa/jobs/
DirectEmployers Veterans	https://veterans.dejobs.org
Military Spouse Employment Program (MSEP)	https://myseco.militaryonesource.mil/portal/msep/jobsearch (Only jobs from companies that have membership with BOTH MSEP and DirectEmployers Association are posted here.)
Military Spouse	https://militaryspouse.dejobs.org/
Military Spouse Connections	https://militaryspouseconnection.dejobs.org/
Military Spouse Corporate Career Network (MSCCN)	https://jobs.msccn.org/usa/jobs/
My Next Move for Veterans – U.S. DOL/ETA	http://www.mynextmove.org/vets/find/browse?c=0 Choose an Industry; Access 'Job Outlook' at bottom of page Choose 'Find Jobs'
Student Veterans Of America	http://studentveteransofamerica.jobs
The HER Foundation Inc.	https://honorher.works/
USA Cares	https://careers.usacares.org/
US Military Pipeline	https://usmilitarypipeline.com/
VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's)	Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on https://veterans.usnlx.com
Veteran's Enterprise	https://veteransenterprise.com/career-search-engine/
Veterans Job Bank	https://www.dol.gov/agencies/vets/veterans/findajob
VeteranJobSite.com	http://www.veteranjobsite.com/ (DE Member Jobs Only)
VetJobs	https://jobs.vetjobs.org/

FEDERAL GOVERNMENT SITES

American Job Center (USDOL)	https://www.careeronestop.org/JobSearch/job-search.aspx
CareerOneStop (USDOL/ETA)	https://www.careeronestop.org/JobSearch/job-search.aspx
My Next Move (USDOL/ETA)	http://www.mynextmove.org Access 'Job Outlook' at bottom of the page Choose 'Find Jobs'
My Next Move for Veterans (USDOL/ETA)	http://www.mynextmove.org/vets/find/browse?c=0 Access 'Job Outlook' and 'Find Jobs'
My Skills My Future (USDOL/ETA)	http://www.myskillsmyfuture.org

STATE GOVERNMENT SITES

<p>The National Labor Exchange (operated through a public-private partnership between NASWA and DirectEmployers Association)</p>	<p>https://usnlx.com</p>
<p>VetCentral /Local Veteran Employment Representatives & Disabled Veteran Outreach Program Representatives (LVERS & DVOP's) (State)</p>	<p>Jobs are emailed by geographic location; create VEVRAA Job Listing Reports in DE.works Jobs also appear on VetCentral http://veterans.usnlx.com</p>
<p>State & US Territory Workforce Agency Job Distribution</p>	<p>All DE member jobs are delivered to over 2500+ appropriate State Workforce Agencies (ESDS), Local Veterans Employment Representatives (LVER's) or Disabled Veterans Outreach Program Representatives (DVOP's) and through the appropriate Wagner-Peyser funded Career One Stop Centers to assure VEVRAA compliance. Members access your VEVRAA Compliance Reporting through the DE.works for confirmation of job listing delivery. All 50 States, DC, Puerto Rico and Guam have signed data sharing agreements with DirectEmployers Association. Electronic exchange of job data varies by State Workforce Agencies' technical capabilities.</p>
<p>State of Alabama</p>	<p>https://alabamaworks.alabama.gov/vosnet/Default.aspx</p>
<p>State of Alaska</p>	<p>http://www.jobs.state.ak.us/jobseeker.htm</p>
<p>State of Arizona</p>	<p>https://www.azjobconnection.gov/ada/r/</p>
<p>State of Arkansas</p>	<p>https://www.arjoblink.arkansas.gov/ada/</p>
<p>State of California</p>	<p>https://www.caljobs.ca.gov/vosnet/Default.aspx</p>
<p>State of Colorado</p>	<p>http://www.connectingcolorado.com/</p>
<p>State of Connecticut</p>	<p>https://www.cthires.com/vosnet/Default.aspx</p>
<p>State of Delaware</p>	<p>https://joblink.delaware.gov/ada/</p>
<p>District of Columbia</p>	<p>https://www.dcnetworks.org/vosnet/Default.aspx</p>
<p>State of Florida</p>	<p>https://www.employflorida.com/vosnet/Default.aspx</p>
<p>State of Georgia</p>	<p>http://employgeorgia.com/</p>
<p>Guam Job Bank</p>	<p>https://www.hireguam.com/vosnet/Default.aspx</p>
<p>State of Hawaii</p>	<p>https://www.hirenethawaii.com/vosnet/Default.aspx</p>
<p>State of Idaho</p>	<p>https://idahoworks.gov/</p>

State of Illinois	https://illinoisjoblink.illinois.gov/ada/r/employer
State of Indiana	https://www.indianacareerconnect.com/
State of Iowa	https://www.iowaworks.gov/vosnet/Default.aspx
State of Kansas	https://www.kansasworks.com/ada/r/
State of Kentucky	https://focuscareer.ky.gov/careerexplorer/home
State of Louisiana	https://www.louisianaworks.net/hire/vosnet/Default.aspx/
State of Maine	https://joblink.maine.gov/ada/r/
State of Maryland	https://mwejobs.maryland.gov/vosnet/Default.aspx
State of Massachusetts	https://jobquest.dcs.eol.mass.gov/jobquest/
State of Michigan	http://www.mitalent.org/
State of Minnesota	https://www.minnesotaworks.net/
State Of Mississippi	https://wings.mdes.ms.gov/wings/welcome.jsp
State of Missouri	http://jobs.mo.gov/
State of Montana	https://montanaworks.gov/
State of Nebraska	https://networks.nebraska.gov/vosnet/Default.aspx
State of Nevada	https://www.employnv.gov/vosnet/Default.aspx
State of New Hampshire	https://nhworksjobmatch.nhes.nh.gov/
State of New Jersey	https://newjersey.usnlx.com/
State of New Mexico	https://www.jobs.state.nm.us/vosnet/Default.aspx
State of New York	https://newyork.usnlx.com/
State of North Carolina	https://www.ncworks.gov/vosnet/Default.aspx
State of North Dakota	http://www.jobsnd.com/
State of Ohio	https://jobseeker.ohiomeansjobs.monster.com/
State of Oklahoma	https://okjobmatch.com/ada/
State of Oregon	http://www.oregon.gov/employ/pages/default.aspx
State of Pennsylvania	https://www.cwds.pa.gov/
Puerto Rico Job Bank	https://puertorico.usnlx.com/

State of Rhode Island	https://www.employri.org/vosnet/Default.aspx
State of South Carolina	https://jobs.scworks.org/vosnet/Default.aspx
State of South Dakota	https://dlr.sd.gov/
State of Tennessee	https://www.jobs4tn.gov/vosnet/Default.aspx
State of Texas	https://www.workintexas.com/vosnet/Default.aspx
State of Utah	https://jobs.utah.gov/
State of Vermont	https://www.vermontjoblink.com/ada/
State of Virginia	https://www.vawc.virginia.gov/vosnet/Default.aspx?plang=E
State of Washington	https://www.worksourcewa.com/
State of West Virginia	https://workforcewv.org/
State of Wisconsin	http://www.wisconsinjobcenter.org/
State of Wyoming	https://www.wyomingatwork.com/vosnet/Default.aspx

OTHER SITES

Adzuna	https://www.adzuna.com/
AtlantaCareerPath.com	https://www.atlantacareerpath.com/ (DE Member Jobs Only)
AustinJobSite.com	https://austinjobsite.com/ (DE Member Jobs Only)
BaltimoreJobSite.com	https://www.baltimorejobsite.com/ (DE Member Jobs Only)
BeyondCharlotte.com	https://www.beyondcharlotte.com/ (DE Member Jobs Only)
BeyondLosAngeles.com	https://www.beyondlosangeles.com/ (DE Member Jobs Only)
BeyondSanDiego.com	https://www.beyondsandiego.com/ (DE Member Jobs Only)
BostonJobSite.com	https://www.bostonjobsite.com/ (DE Member Jobs Only)
ChicagoCareerSite.com	https://www.chicagocareersite.com/ (DE Member Jobs Only)
ColumbusJobSite.com	https://www.columbusjobsite.com/ (DE Member Jobs Only)
DallasJobSite.com	https://www.dallasjobsite.com/ (DE Member Jobs Only)

DCJobSite.com	https://www.dcjobsite.com/ (DE Member Jobs Only)
DenverJobSite.com	https://www.denverjobsite.com/ (DE Member Jobs Only)
DetroitJobSite.com	https://www.detroitjobsite.com/ (DE Member Jobs Only)
Flexjobs	https://www.flexjobs.com (only remote positions)
HoustonJobSite.com	https://www.houstonjobsite.com/ (DE Member Jobs Only)
IndianapolisGigs.com	https://www.indianapolisgigs.com/ (DE Member Jobs Only)
Internships	https://internships.dejobs.org/
Juju	http://www.job-search-engine.com/
The Ladders	http://TheLadders.com/
LasVegasJobSite.com	https://www.lasvegasjobsite.com/ (DE Member Jobs Only)
LinkedIn	https://www.linkedin.com/
LouisvilleGigs.net	https://www.louisvillegigs.net/ (DE Member Jobs Only)
ManhattanJobs.com	https://www.manhattanjobs.com/ (DE Member Jobs Only)
MemphisJobForce.com	https://www.memphisjobforce.com/ (DE Member Jobs Only)
MiamiGigs.com	https://www.miamigigs.com/ (DE Member Jobs Only)
MinneapolisCareerSite.com	https://www.minneapoliscareersite.com/ (DE Member Jobs Only)
NashvilleJobSite.com	https://www.nashvillejobsite.com/ (DE Member Jobs Only)
Nevada Career Explorer	https://nv.headed2.com/ (Nevada located jobs only)
Nexxt	http://www.nexxt.com/ (DE Member Jobs Only)
OklahomaCityJobSite.com	https://www.oklahomacityjobsite.com/ (DE Member Jobs Only)
PhillyJobs.com	https://www.phillyjobs.com/ (DE Member Jobs Only)
PhoenixJobs.com	https://www.phoenixjobs.com/ (DE Member Jobs Only)
PortlandJobSite.com	https://www.portlandjobsite.com/ (DE Member Jobs Only)
SanFranciscoGigs.com	https://www.sanfranciscogigs.com/ (DE Member Jobs Only)
SanJoseJobSite.com	https://www.sanjosejobsite.com/ (DE Member Jobs Only)
SeattleJobs.com	https://www.seattlejobs.com/ (DE Member Jobs Only)
Zippia.com	https://www.zippia.com
Ziprecruiter.com	https://www.ziprecruiter.com/

III. Supplemental Recruitment Measures

a) Job Fairs

Description of Recruitment Measure:	Date:	Personnel Involved (Position):
1. California State University Sacramento Career Fair - Participant	9/7/2022	-Dir News Operations -Anchor
2. American River College Career Fair -Participant	10/19/2022	-Dir News Operations -Anchor -EPIC
3. California State University Sacramento Multi-Media Career Day : participant in an interactive sessions to provide students an overview of broadcast careers.	5/1/2023	Panelists: -Dir News Operations -Anchor -Dir Digital Content -Dir Information Tech -Engineering Manager -Dir Sales

b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved (Position):
1. Station Internship Program Station collaborates with colleges, universities and technical schools to offer a widespread internship program that allows students to gain first-hand experience in the field of broadcasting.	Summer2022 & 2023	-Dir News Operations

c) Participation in Events Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting

Description of Recruitment Measure:	Date:	Personnel Involved (Position):
1. Inderkum High School: station tour and discussion of broadcast careers	3/17/2023	-Art Director
2. Black Youth Leadership Project of Sacramento: station tour and discussion of broadcast careers	3/25/2023	-Multi-Skilled Journalist
3. Del Campo High School: station tour and discussion of broadcast careers	3/30/2023	-Art Director
4. Choices Charter School: station tour and discussion of broadcast careers	6/2/2023	-Promotions Manager
5. Roy Herburger Elementary School: College career day. Interactive presentation about news careers	6/2/2023	-Dir News Operations
6. Western Province Kappa Alpha Psi Fraternity, Inc: panel of diverse station employees advised members of the fraternity how to pursue a career in broadcasting.	6/30/2023	-Dir News Operations -Streaming EP -Meteorologist. -Good Day Anchor
7. Sheldon High School Summer Program: station tour and discussion of broadcast careers	7/13/2023	-Promotions Manager
8. Informational Career Videos: careers in broadcasting videos that explain positions and how to prepare for a TV career. The videos are shared with local colleges and universities. The first of two in a series are related to Reporter and Photographer careers.	Ongoing	-Dir News Operations

d) Training Management Personnel On Methods of Ensuring Equal Employment Opportunities and Preventing Discrimination

Description of Recruitment Measure:	Date:	Personnel Involved (Name & Position):
1. Preventing Sexual Harassment Training	Ongoing	Training, including signed certification that all materials were read and understood.
2. Paramount's Business Conduct Statement: Standards & expectations for all employees	Ongoing	An on-line training program reviewing Company policies, the law, and what the Company expects of employees.
3. Paramount People Leader Expectations: overview of people leader expectations, why they are important, what they are, and how the company supports people leaders.	Ongoing	All managers
4. Paramount Mentorship Program: Participation in a formal company mentorship program to assist employees with career direction.	Ongoing	News Director Anchor