

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2013 to July 31, 2014.

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: 916-374-1445
	Contact Person: Cynde Bloom
	E-mail Address: cbloom@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
Producer	1-23	23
Account Executive	1-23	23
Sales Assistant	1-22	21
Sales Assistant	1-22	19
Assignment Editor	1-22, 24	24
Social Media Assignment Editor	1-22	19
Graphic Artist	1-22	21
Shooter/Editor	1-23	23
Producer	1-22	19
Producer	1-23	23
Producer	1-23	23
Assignment Manager	1-22, 24	24
Web Producer	1-22	19
Sales Assistant	1-22	21
Graphic Artist	1-22, 28	19
Assistant News Director	1-22, 27	27
Special Projects Producer	1-22, 25	25
News Graphics Manager	1-22, 25	25
Reporter	1-22, 27	19
Producer	1-22	19
Maintenance Technician	1-22, 24	19
Producer	1-22	19
Reporter	1-22, 27	27

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	Job Bank	Online website		N/A	

	Sacramento website posting		posting			
18	KOVR CBS 13 Sacramento	Job Bank	Online website posting		N/A	
19	CBS Applicant Tracking System	Brassring/Kenexa	Kenexa posting		N/A	39
20	MediaLine.com	Job Bank	Online website posting		N/A	3
21	Indeed.com	Online Job Bank	Website posting via CBS Applicant Tracking System (AJE)		N/A	19
22	America's Job Exchange		Website posting via CBS Applicant Tracking System		N/A	1
23	Employee Referral	CBS Television Stations			N/A	23
24	Industry				N/A	13
25	TV Jobs.com	Online Job Bank	Website posting		N/A	2
26	Spots-n-Dots	Job Bank	Online website posting		N/A	
27	Outside Talent Agency	Outreach			N/A	10
28	Simplyhired.com	Job Bank	Website posting		N/A	1

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

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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 . 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>1. Sponsored Sacramento's 22nd Annual Fall HIREvent Jobseekers have been connecting with employers for over two decades at this event. Dozens of representatives from private and public-sector organizations offered position in a wide variety of fields.</p>	10/22/13	Diana Penna, Director of Special Community Projects Alyson Schulz – Sr. Booking Producer Good Day Sacramento
<p>2. Sponsored Greater Sacramento Urban League Diversity Job Fair 2014. 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	Diana Penna - Director of Special Community Projects Alyson Schulz – Sr. Booking Producer Good Day Sacramento Don Smith - Creative Services Director

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. Station Internship Program 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>	1/3/12 – 12/23/13	Brent Baader, News Director Tom Bell, News Director Shawn Boyd, News Cameron Glen, Web Master Don Smith, Promotions Director

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. "American Association of University Women (AAUW) Annual Outreach Event" CBS 13 Weather Anchor Dave Bender served Guest speaker 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 eh opportunities in the television industry.</p>	2/14	Dave Bender – CBS 13 Weather Anchor
<p>2. "Real World Conversations with Leaders in the Radio, Television and Film Industry" 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>3. Station Tours 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 Certification	All employees including Managers and Human Resources Employees.	An on-line training program covering EEO rules for recruitment and hiring. Included non discrimination policy.
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.