

**KCRA-TV, KQCA (TV)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Reporter Open Date: 5/26/2016 Hire Date: 9/19/2016	2-10, 13-15, 17-20, 23, 25-27, 29-30, 32-33, 35-46	32
Producer Open Date: 7/6/2016 Hire Date: 10/17/2016	2-10, 12-15, 17-21, 23, 25-27, 29-30, 33, 35-46	17
Account Executive Open Date: 7/27/2016 Hire Date: 9/15/2016	1-10, 12-20, 22-23, 25-27, 29-30, 33-46	34
News Producer Open Date: 8/31/2016 Hire Date: 11/20/2016	2-13, 15, 17-21, 23, 25-27, 29-30, 33, 35-46	21
Maintenance Technician Open Date: 9/8/2016 Hire Date: 10/7/2016	2, 4-13, 15, 17, 19-20, 23, 25-27, 29, 33, 35-44, 46	17
Operations Technician Open Date: 9/8/2016 Hire Date: 10/3/2016	2, 4-13, 15, 17-21, 23, 25-27, 29, 33, 35 -40, 42-44, 46	21
National Sales Assistant Open Date: 9/15/2016 Hire Date: 10/26/2016	2-6, 8-10, 12-13, 15, 17-20, 23, 25-27, 29-30, 33, 35-46	17
Client Service Specialist Open Date: 1/4/2017 Hire Date: 3/20/2017	1-10, 12-13, 15, 17-21, 23-27, 30, 33, 35-46	21
Assignment Editor Open Date: 1/5/2017 Hire Date: 3/13/2017	2-10, 12-13, 15, 17-20, 23, 25-27, 30, 33, 35-46	17
Account Executive Open Date: 1/26/2017 Hire Date: 3/8/2017	1-10, 12-13, 15, 17-20, 23, 25-27, 30, 33, 35-46	17
Client Service Specialist Open Date: 5/18/2017 Hire Date: 7/27/2017	1-10, 12-13, 15, 17-20, 23-27, 30-31, 33, 35-46	17
Digital Desk Editor Open Date: 5/18/2017 Hire Date: 7/17/2017	2-10, 12-13, 15, 17-28, 30, 33, 35-46	22

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**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>
1	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	A Family Affair Connections 3521 Broadway Sacramento, California 95817 Phone : 916-393-9682 Email : afabridges@yahoo.com Albert Johnson	Y	0
3	AAJA 5 Third Street Suite 1108 San Francisco, California Phone : 415-346-2051 Career Services Manual Posting	N	0
4	Africana Journalists Society of San Diego State University 5500 Campanile Drive San Diego, California 92182 Phone : (619) 594-6531 Email : africana@mail.sdsu.edu Career Services	Y	0
5	American Broadcasting School 4511 SE 29th St. Oklahoma City, Oklahoma 73115 Phone : (405) 672-6511 Email : admissions@radioschool.com Career Services	N	0
6	Asian Women's Resources 940 Washington St San Francisco, California 94108 Phone : 415.788.1008 Email : awrcgloria@pacbell.net Peter Goetze	N	0
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0

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8	Bay Area Star 900 Front Street San Francisco, California 94111 Phone : 408-249-7682 Url : <a href="http://www.bayareastar.org/">http://www.bayareastar.org/</a> Career Services Manual Posting	N	0
9	CA State University, Chico 400 West 1st St. Chico, California 95929 Phone : 530.898.5253 Email : <a href="mailto:humanresources@csuchico.edu">humanresources@csuchico.edu</a> Career Services	N	0
10	CA State University, Northridge 18111 Nordhoff St Northridge, California 91330 Phone : 818-677-1200 Email : <a href="mailto:career.center@csun.edu">career.center@csun.edu</a> Career Services	Y	0
11	CA State University, Sacramento 6000 J Street Sacramento, California Phone : (916) 278-6011 Email : <a href="mailto:jobs@csus.edu">jobs@csus.edu</a> Career Services	N	0
12	Cal Jobs PO Box 826880 MIC 83 Sacramento, California 94280 Phone : 1-800-758-0398 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Career Services Manual Posting	N	0
13	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

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14	California Employment Development Dept. PO Box 826880 MIC 83 Sacramento, California 94280 Phone : 916-654-7241 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Career Services Manual Posting	N	0
15	California Indian Manpower Consortium 738 North Market Blvd. Sacramento, California 95834 Phone : 916.920.0285 Email : <a href="mailto:terrio@cimcinc.com">terrio@cimcinc.com</a> Career Services	N	0
16	Career Fair	N	1
17	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8073 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> HTV Careers	N	35
18	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 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
19	Cosumnes River College 8401 Center Parkway Sacramento, California 95823 Phone : 916-691-7344 Email : <a href="mailto:garymartin@accesssacramento.org">garymartin@accesssacramento.org</a> Gary Martin	Y	0
20	Crossroads Diversified Employment Services 7011 Sylvan Rd Citrus Heights, California 95610 Phone : 916.676.2540 Email : <a href="mailto:eren@crossroadsdiversified.com">eren@crossroadsdiversified.com</a> Career Services	N	0
21	Current Employee	N	7
22	Employee Referral	N	2

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23	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
24	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : . Url : www.indeed.com Career Services Manual Posting	N	5
25	Inter-Tribal Council of CA. Inc. 3425 Arden Way Sacramento, California 95825 Phone : (916) 973-9581 Email : intertribal.ca@itccinc.org Fax : 1-916-973-0117 Larry Barther	Y	0
26	Jesus Christ of Latter Day Saints Church 2090 California Circle Rancho Cordova, California 95742-6402 Phone : 916-357-5870 Email : erline.applegate@yahoo.com . .	N	0
27	Job Journal 3050 Fite Circle Suite 100 Sacramento, California 95827 Phone : 916-925-0800 x310 John Nelson Manual Posting	N	0
28	Journalism Jobs PO BOX 7294 Berkeley, California 94707 Phone : 510-508-7386 Dan Rohn Manual Posting	N	2

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29	Maynard Institute for Journalism Education 663 13th St., suite 200 Oakland, California 94612 Phone : 510.891.9202 Email : djm@maynardije.org Career Services	N	0
30	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Career Services	N	0
31	Monster.com 622 Third Avenue, 39th Floor New York, New York 10017 Phone : 978-823-2613 Laurie Recruiter Manual Posting	N	1
32	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hill, California 90211 Phone : 310-385-8222 Recruiter . Manual Posting	N	1
33	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://nahj.ihispano.com/">http://nahj.ihispano.com/</a> Career Services Manual Posting	N	0
34	Previous Employee	N	1
35	Radio Television Digital News Association 529 14th St, NW Suite 425 Washington, District of Columbia 20045 Phone : 202-725-8318 Url : <a href="http://www.rtnda.org/jobs">http://www.rtnda.org/jobs</a> Fax : 1-202-223-4007 Career Services	N	0

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36	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
37	RMC Employment Services . Sacramento, California Phone : 916-287-0762 Email : rmcemployment6854@gmail.com Gemma Wright	Y	0
38	Sacramento Chinese Community Service Center 420 I St. #5 Sacramento, California 95814 Phone : 916.442.4228 Email : admin@sccsc.org ..	N	0
39	Sacramento County Employment Services 609 9th St Sacramento, California 95814 Email : chaostasaccounty@saccounty.net Career Services	N	0
40	Solano Community College 4000 Suisun Valley Rd Fairfield, California 95434 Phone : 707.864.7124 Email : jpstuden@solano.edu ..	N	0
41	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-951-9610 Email : connell@talentdynamics.com Sandra Connell	N	0
42	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Career Services Manual Posting	N	0

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43	TVB 120 Wall Street, 15th Floor New York , New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
44	University of California-Davis 1 Shields Avenue Davis, California 95616 Phone : 530-752-2855 Url : <a href="http://www.Iccweb.ucdavis.edu">http://www.Iccweb.ucdavis.edu</a> Career Services Manual Posting	N	0
45	Willingert Talent Agency 875 Avenue of the Americas Suite 201 New York, New York 10001 Phone : 2126957950 Email : <a href="mailto:info@willingertalent.com">info@willingertalent.com</a> Fax : 1-212-695-1855 Greg Willinger	N	0
46	Yuba College 2088 North Beale Road Marysville, California 95901 Phone : 509-741-6700 Email : <a href="mailto:aepler@yccd.edu">aepler@yccd.edu</a> Career Services	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>55</b>



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**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>	<b>Points</b>
1	8/17/2016	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Fall of 2016. For this filing period the station had 11 interns who acquired skills in the area of broadcasting.	4	Executive News Producer News Director General Manager Executive Assistant	1.00
2	1/18/2017	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Spring of 2017. For this filing period the station had 6 interns who acquired skills in the area of broadcasting.	7	Executive News Producer General Manager Anchor Photographer	1.00
3	4/4/2017	Participation in events sponsored by community groups	A Media and public speaking session for the Nehemiah Emerging Leaders Program was held at KCRA for 16 participants who were given feedback/advice on how to talk with the media.	3	Creative Services Director News Anchor News Anchor	0.25
4	5/15/2017	Participation in events or programs sponsored by educational institutions	Our Creative Services Director worked with a class of high school students from Sacramento New Technology High School to produce a PSA for the Race for the Arts event that will air on KCRA.	1	Creative Services Director	0.25
5	5/23/2017	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained (2) internship programs for the Summer of 2017. Session #1 - For this filing period the station had 15 interns who acquired skills in the area of broadcasting.	7	Executive Producer News Director General Manager Anchor/Reporter	1.00
6	6/6/2017	Participation in events or programs sponsored by educational institutions	Arizona State University - Walter Cronkite School of Journalism and Mass Communication with NAB held a media Sales Institute Program for 18 college level candidates who have an interest in media sales.	2	General Sales Manager KQCA Local Sales Manager KCRA	0.25
7	6/21/2017	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained (2) internship programs for the Summer of 2017. Session #2 - For this filing period the station had 7 interns who acquired skills in the area of broadcasting.	5	Executive Producer General Manager News Director Executive Assistant	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.75</b>