

KTXL-TV

EEO PUBLIC FILE REPORT

August 1, 2015 - July 29, 2016

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KTXL-TV, Sacramento, California.

KTXL-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 916-454-4422.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

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
Account Executive	6, 8, 17, 24-25, 34-35, 42, 47-49, 52	25
Photographer	6, 8, 17, 24, 35, 37-38, 42, 47-49, 52	24
Sales Assistant	6, 8, 17, 24, 35, 40, 42, 47-49, 52	40
Anchor/Reporter	1, 5-6, 8, 16-17, 24-25, 35, 37-38, 42, 45, 47-49, 52	1
Producer	6, 8, 17, 19, 24-27, 35, 37-38, 40, 42, 45, 47-49, 52	52
Sales Manager	6, 8, 17, 19, 24, 35, 42, 45, 47-49, 52	45
National Sales Assistant	6, 8, 17, 23-24, 26, 34-35, 40, 42, 47- 49, 52	26
Photographer	5-6, 17, 20, 24, 35, 37-38, 42, 46, 48- 49, 52-53	20
Research Analyst	2, 4, 6-14, 17-19, 24, 29-31, 33, 35, 37- 39, 41-42, 44-46, 48-49, 52	31
Asst, Sales	2-4, 6, 8-15, 17-18, 21, 24, 29-31, 33- 35, 37-39, 41-44, 46, 48-50, 52	21
Account Executive	2, 4, 6, 8-15, 17-18, 23-24, 29-31, 33, 35, 37-39, 41-44, 46, 48-50, 52	23
Director of Sales	2, 4, 6, 8-15, 17-18, 23-24, 29-31, 33, 35, 37-50, 52	23
Photographer	4, 6, 8-15, 17-18, 21, 24, 26, 29-31, 33, 35, 37-39, 41-44, 46-50, 52-53	21
Photographer	2, 4, 6, 8-15, 17-18, 21, 23-24, 29-31, 33, 35, 37-39, 41-44, 46-50, 52	21

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Photographer	2, 4, 6, 8-15, 17-18, 23-24, 26, 29-31, 33, 35, 37-39, 41-44, 46-50, 52	26
Editor, Assignment	2, 4, 6, 8-15, 17-18, 23-24, 29-31, 33, 35, 37-44, 46-50, 52, 54	40
Editor, Assignment	2, 4, 6, 8-15, 17-18, 23-24, 29-31, 33, 35, 37-44, 46-50, 52, 54	23
Producer, Associate (NE)	2, 4, 6, 8-15, 17-19, 23-24, 29-31, 33- 35, 37-50, 52	40
Reporter/MMJ	2, 4-6, 8-18, 22, 24, 29-31, 33, 35, 37- 39, 41-50, 52	22
Artist, Graphic	4, 6, 8-15, 17-19, 24, 29-33, 35, 37-39, 41-43, 45-50, 52	32
Administrative Assistant	4, 6, 8-15, 17-19, 23-24, 29-33, 35-39, 41-43, 46-50, 52	31
Local Sales Manager	4, 6, 8-15, 17-18, 23-24, 29-31, 33, 35, 37-39, 41-42, 46-50, 52	23
Director	2, 4, 6, 8-15, 17-19, 21, 24, 29-33, 35, 37-39, 41-43, 46-50, 52	21
Edit Coordinator	4, 6, 8-15, 17-18, 21, 24, 28-33, 35, 37- 39, 41-43, 46-52	21
Producer, Associate (NE)	2, 4, 6, 8-15, 17-18, 21, 24, 28-31, 33, 35, 37-39, 41-43, 45-50, 52	21

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	3
2	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Url : allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
3	American Women in Radio & Television 8405 Greensboro Dr Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org/careers/post-job.php Job Postings Manual Posting	N	0
4	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org/membership/corporate_membershi Job Postings Manual Posting	N	0
5	Asian American Journalists Association 1182 Market St suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : post@aaaja.org Albert Lee	N	4
6	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : bobbutler@comcast.net Bob Butler	Y	0
7	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Url : http://www.tvjobs.com Fax : 1-760-754-2115 Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	CA Broadcasters Association 915 L Street #1150 Sacramento, California 95814 Url : http://www.yourcba.com Job Postings Manual Posting	Y	0
9	CA Chicano News Media Association 3800 S Figueroa St Los Angeles, California 90037 Phone : 213 437-4408 Email : sylvia@cnma.org Silvia Wells	N	0
10	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : cnmainfo@cnma.org Julio Moran	N	0
11	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : ann.morey@csun.edu Ann Morey	N	0
12	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
13	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	0
14	California State University of Northridge 18111 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : linda.s.bowen@csun.edu Linda Bowen	N	0

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15	Caljobs PO Box 826880 Sacramento, California 94280 Url : http://www.caljobs.ca.gov Job Postings Manual Posting	N	0
16	Call In	N	2
17	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	26
18	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
19	Current Employee	N	14
20	Current Employee - Transfer/Promotion	N	1
21	Current Employee/Internal Promotion	N	6
22	E-mail Inquiry	N	4
23	Employee Referral	N	13
24	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting	N	3
25	Former Employee	N	3
26	Former Employee Referral	N	4
27	Former Intern	N	1

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28	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
29	Idaho Stateman 1200 N. Curtis Rd Boise, Idaho 83706 Phone : 208 377-6200 Fax : 1-208-377-6309 Tina Bartlett	N	0
30	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
31	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	4
32	Indeed.com	N	15
33	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
34	Job Fair	N	4
35	Job Journal 3050 Fite Circle Sacramento, California 95827 Phone : 800-655-5627 Url : http://www.jobjournal.com Kathy Mesera Manual Posting	N	0
36	Linked In	N	1

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37	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : Rich@medialine.com Rich Shilstone	N	0
38	Mediamatch 8112 1/2 West 3rd Street Los Angeles, California 90048 Url : http://www.mediamatch.com Job Postings Manual Posting	N	0
39	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
40	Non-Employee Referral	N	12
41	Production Hub 662 N Van Ness Ave Suite 201 Los Angeles, California 90004 Url : http://www.productionhub.com Job Postings Manual Posting	N	0
42	San Diego Workforce Partnership 3910 University Avenue Suite 400 San Diego, California 92105 Phone : 619-228-2900 Url : http://www.workforce.org Email : danilo@workforce.org Job Postings	Y	0
43	Society of Broadcast Engineers, Inc (SBE jobs online) 9102 North Meridian St Indianapolis, Indiana 46260 Phone : 317 846-9000 Scott Jones Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Society of Hispanic Professional Engineers 5400 E. Olympic Blvd., Suite 210 Los Angeles, California 90022 Phone : (323) 725-3970 Url : www.shpe.org Director of Placement	N	0
45	Station Website	N	23
46	The Art Institute of CA 7650 Mission Valley Road San Diego, California 92108 Phone : 916 830-6979 Url : http://www.artinstitutes.com Email : mmeeeks@aia.edu Carmen Meeks	N	0
47	The Art Institute of CA 2850 Gateway Oaks Drive Suite 100 Sacramento, California 95830 Phone : 916 830-6347 Email : tmbrown@aia.edu Trisha Brown	Y	0
48	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	0
49	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	7
50	TVB Website 3 East 54th St New York, New York 10022 Phone : 212 486-1111 Url : http://www.tvb.org Hope Etheridge Manual Posting	N	0

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51	Tvgigs.com 2233 Wisconsin Avenue Suite 400 Washington, District of Columbia 20007 Phone : 202-965-1100 Email : postagig@tvgigsonline.com Job Postings	N	0
52	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	Y	10
53	Walk In	N	3
54	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			165

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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	8/6/2015	Participation in Job Fairs	Tribune Media participated in the National Association of Black Journalists National Conference Career fair in Minneapolis, MN from August 6th-August 7th.	7	HR Manager Director, News Projects VP, Operations Corporate Recruiter
2	8/13/2015	Participation in Job Fairs	Tribune Media participated in the Asian American Journalist Association National Conference Career fair in San Francisco, CA from August 13th-August 14th.	7	HR Manager Director, News Projects VP, Operations HR Manager
3	8/18/2015	Co Sponsoring Job Fair	Co-Sponsored the HireEvents job fair and spoke to attendees about job opportunities and internship position. Resumes were accepted for open positions. The Job Fair was also promoted on air on Fox 40.	4	Director of Engineering Executive Producer Local Sales Manager Director of Creative Services
4	9/1/2015	Establishment of an intern program designed to assist members of the community	Internship Program: Ongoing program providing paid internships for college students interested in pursuing a broadcast career. We have three different terms: Spring, Summer and Fall.	2	News Manager Assignment Manager
5	12/8/2015	Co Sponsoring Job Fair	Co-Sponsored Sacramento's HirEvent job fair in relationship with Job Journal. Spoke to attendees about job opportunities and internship positions. Resumes were accepted for open positions. The Job Fair was also promoted on air on Fox 40	4	Director of Engineering Director of News Production Manager News Operations Manager
6	2/23/2016	Co Sponsoring Job Fair	Co-sponsored Sacramento's HirEvent job fair in relationship with Job Journal. Spoke to attendees about job opportunities and internship positions. Resumes were accepted for open positions. The Job Fair was also promoted on air on Fox 40.	2	Director, Creative Services News Operations Manager
7	3/22/2016	Participation in Job Fairs	University of Southern California (USC), Annenberg School of Journalism, 30th Annual Career Connection: job fair exclusively for USC communication and journalism majors. Career and internship opportunities were discussed with attendees, accepted resumes for employment and internship positions.	2	HR Manager News Operations Manager

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8	5/25/2016	Participation in Job Fairs	California State University, Northridge: Recent Grad and Alumni: job fair exclusively for CSUN recent graduates and alumni. Career and internship opportunities were discussed with attendees, accepted resumes for employment and internship positions.	1	HR Rep
9	6/15/2016	Participation in Job Fairs	Participated in job fair with NABEF Media Sales Institute. The Media Sales Institute, an intense two-week training program for recent college graduates interested in careers in media sales, is part of NABEF's commitment to expanding diversity in radio and television broadcasting. The program's curriculum provides students of diverse backgrounds with the tools they need to become multi-platform account executives in the areas of radio, television, cable and digital sales.	5	HR Director Director of Sales General Manager Director of Sales