

# KTLA-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) KTLA-TV, Los Angeles, California.

KTLA-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 323-460-5500.

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**

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sr. Graphic Designer	9, 11, 19, 23-25, 33, 35, 38-39, 46-47, 52-53, 55	35
Digital Account Executive	9, 11, 19, 24, 31, 38-39, 47, 52-53, 55	19
Integrated Marketing Strategist	9, 11, 19, 24-25, 35, 38-39, 46-47, 52-53, 55	35
Special Projects Producer	9, 11, 19, 21-24, 33, 47, 52-53, 55	22
Assignment Editor	5, 9, 11, 14-17, 19, 21-24, 38-39, 47, 52-53, 55	22
Sr. Writer/Producer	9, 11, 19, 21, 23-24, 33, 47, 52-53, 55	23
Traffic Coordinator	1-4, 6-20, 22-24, 26-34, 36-56, 58-59	22
Local Sales Coordinator	1-4, 6-20, 24, 26-34, 36-56, 58-59	19
Maintenance Engineer	1-4, 6-20, 22-24, 26-59	22
Maintenance Engineer	1-4, 6-20, 23-24, 26-56, 58-59	52
Local Sales Coordinator	1, 7-17, 19-20, 24, 26-29, 31-44, 46-47, 52-56, 59	35
Senior Editor	1-2, 4, 6-21, 23-24, 26-31, 33-34, 36-49, 51-56, 58-59	23
National Sales Coordinator	1-2, 4, 6-20, 24, 26-31, 33-34, 36-49, 51-56, 59	19
Broadcast Maintenance Engineer	1-2, 4, 6-20, 22, 24, 26-49, 51-56, 58-59	22
Coord, Local Sales	1-20, 24, 26-49, 51-56, 58-59	35

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Coord, Local Sales	1-20, 24, 26-49, 51-56, 58-59	35

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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	3 Kings Entertainment 2 Primrose St Checy Chase, Maryland 20815 Phone : 773 687-8410 Url : <a href="http://www.3kingsentertainment.net">http://www.3kingsentertainment.net</a> Email : <a href="mailto:matthew@3kingsentertainment.net">matthew@3kingsentertainment.net</a> Job Postings	N	0
2	Adams Broadcast Consulting 17350 Mallard Drive Sonoma, California 95476 Phone : 707 938-8362 Url : <a href="http://www.adamsconsulting.tv">http://www.adamsconsulting.tv</a> Job Postings Manual Posting	N	0
3	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Url : <a href="http://allaccess.com">allaccess.com</a> Fax : 1-310-457-8058 Joel Denver	N	0
4	American Women in Radio & Television 8405 Greensboro Dr Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : <a href="http://www.awrt.org/careers/post-job.php">http://www.awrt.org/careers/post-job.php</a> Job Postings Manual Posting	N	0
5	American Women in Radio & Television 8405 Greensboro Dr Ste 800 McLean, Virginia 22102 Phone : 703 506-3290 Url : <a href="http://www.awrt.org">http://www.awrt.org</a> Email : <a href="mailto:info@awrt.org">info@awrt.org</a> Job Postings	N	0
6	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org/membership/corporate_membershi">http://www.aaja.org/membership/corporate_membershi</a> Job Postings Manual Posting	N	0

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7	Bell Talent 40992 Calle Pueblo Indio, California 92203 Phone : 310 372-4449 Url : <a href="http://www.belltalent.com">http://www.belltalent.com</a> Email : <a href="mailto:belltalent@aol.com">belltalent@aol.com</a> Roger Bell	N	0
8	Bienstock Agency 250 West 57th #333 New York, New York 10107 Phone : 212 765-3040 Url : <a href="http://www.nsbienstock.com">http://www.nsbienstock.com</a> Email : <a href="mailto:nsb@nsbtalent.com">nsb@nsbtalent.com</a> Job Postings	N	0
9	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : <a href="mailto:bobbutler@comcast.net">bobbutler@comcast.net</a> Bob Butler	Y	0
10	Burt Shapiro Management 2147 N Beachwood Dr Los Angeles, California 90068 Phone : 323 469-9452 Url : <a href="http://www.burtshapiro.com">http://www.burtshapiro.com</a> Email : <a href="mailto:burtjay@mail.com">burtjay@mail.com</a> Job Postings	N	0
11	CA Broadcasters Association 915 L Street #1150 Sacramento, California 95814 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Job Postings Manual Posting	Y	0
12	CA Chicano News Media Association 3800 S Figueroa St Los Angeles, California 90037 Phone : 213 437-4408 Email : <a href="mailto:sylvia@ccnma.org">sylvia@ccnma.org</a> Silvia Wells	N	0

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13	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
14	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : ann.morey@csun.edu Ann Morey	N	0
15	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
16	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	0
17	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
18	Caljobs PO Box 826880 Sacramento, California 94280 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Job Postings Manual Posting	N	0
19	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Luke Scanlon Manual Posting	N	15

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<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>
20	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
21	Current Employee	N	7
22	Current Employee/Internal Promotion	N	5
23	Employee Referral	N	11
24	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : <a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a> Job Postings Manual Posting	N	0
25	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : slizik@602communications.com Sandy Lizik	N	0
26	Hollywood Worksource Center 4311 Melrose Ave Los Angeles, California 90029 Phone : 323 953-4002 Email : info@careeronestop.org Job Postings	N	0
27	Idaho Stateman 1200 N. Curtis Rd Boise, Idaho 83706 Phone : 208 377-6200 Fax : 1-208-377-6309 Tina Bartlett	N	0
28	If Management 152 W 57th St New York, New York 10019 Phone : 212 265-7711 Url : <a href="http://www.ifmanagement.com">http://www.ifmanagement.com</a> Email : contact@ifmanagement.com Job Postings	N	0

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<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>
29	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
30	IMG Broadcasting 200 5th Avenue 7th floor New York, New York 10010 Phone : 424 653-1950 Url : <a href="http://www.img.com">http://www.img.com</a> Job Postings Manual Posting	N	0
31	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	1
32	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
33	Job Journal 3050 Fite Circle Sacramento, California 95827 Phone : 800-655-5627 Url : <a href="http://www.jobjournal.com">http://www.jobjournal.com</a> Kathy Mesera Manual Posting	N	0
34	Ken Lindner & Associates, Inc 2029 Century Park East Los Angeles, California 90067 Phone : 310 860-5510 Url : <a href="http://www.kenlindner.com">http://www.kenlindner.com</a> Fax : 1-310-277-5806 Job Postings	N	0
35	Linked In	N	30

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36	LornaDave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : 610 248-1317 Url : <a href="http://www.lornadave.com">http://www.lornadave.com</a> Email : <a href="mailto:john@lornadave.com">john@lornadave.com</a> Job Postings	N	0
37	Los Angeles Urban League 3450 Mt Vernon Drive Los Angeles, California 90008 Phone : 323 299-6660 x216 Email : <a href="mailto:areddock@laul.org">areddock@laul.org</a> Angela Reddook	N	0
38	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:rich@medialine.com">rich@medialine.com</a> Rich Shilstone	N	0
39	Mediamatch 8112 1/2 West 3rd Street Los Angeles, California 90048 Url : <a href="http://www.mediamatch.com">http://www.mediamatch.com</a> Job Postings Manual Posting	N	0
40	Mexican American Opportunity Foundation 401 N Garfield Ave Montebello, California 90640 Phone : 323 278-3608 Email : <a href="mailto:jruiz@maof.org">jruiz@maof.org</a> Fax : 1-323-890-9637 Jose Ruiz	N	0
41	Mexican American Opportunity Foundation 401 N Garfield Ave Montebello, California 90640 Phone : 323 890-9600 Email : <a href="mailto:crufino@maof.org">crufino@maof.org</a> Fax : 1-323-890-9637 Claudia Rufino	N	0



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42	NAACP Los Angeles Chapter 3910 Martin Luther King Jr Blvd #202 Los Angeles, California 90008 Phone : 323 296-2630 Email : naacpla@sbcglobal.net Geraldine Washington	N	0
43	Napoli Management Group 8844 West Olympic Blvd #100 Los Angeles, California 90211 Phone : 310 385-8222 Url : <a href="http://www.tvtalent.com">http://www.tvtalent.com</a> Email : nmg@tvtalent.com Job Postings	N	0
44	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
45	Octagon Talent Group 7950 Jones Branch Drive Suite 700N McLean, Virginia 22107 Phone : 888 776-0942 Url : <a href="http://www.octagon.com">http://www.octagon.com</a> Job Postings Manual Posting	N	0
46	Production Hub 662 N Van Ness Ave Suite 201 Los Angeles, California 90004 Url : <a href="http://www.productionhub.com">http://www.productionhub.com</a> Job Postings Manual Posting	N	0
47	San Diego Workforce Partnership 3910 University Avenue Suite 400 San Diego, California 92105 Phone : 619-228-2900 Url : <a href="http://www.workforce.org">http://www.workforce.org</a> Email : danilo@workforce.org Job Postings	Y	0

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48	SFX Media Group 4208 Six Forks Road Suite 1020 Raleigh, North Carolina 27609 Phone : 212 728-2070 Job Postings Manual Posting	N	0
49	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
50	Society of Hispanic Professional Engineers 5400 E. Olympic Blvd., Suite 210 Los Angeles, California 90022 Phone : (323) 725-3970 Url : <a href="http://www.shpe.org">www.shpe.org</a> Director of Placement	N	0
51	Southern California Broadcasters Association 5670 Wilshire Blvd Los Angeles, California 90036 Phone : 323 930-5595 Url : <a href="http://www.scba.com">http://www.scba.com</a> Ellen Dostal Manual Posting	N	0
52	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	1
53	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	3

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54	TVB Website 3 East 54th St New York, New York 10022 Phone : 212 486-1111 Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Hope Etheridge Manual Posting	N	0
55	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Job Postings	Y	0
56	USC/Annenberg School of Communication 3502 Watt Way Los Angeles, California 90089 Phone : 213 740-3912 Email : <a href="mailto:meganh@asc.usc.edu">meganh@asc.usc.edu</a> Megan Hutaff	N	0
57	Walk In	N	1
58	William Morris Agency, Inc 9601 Wilshire Blvd Beverly Hills, California 90210 Phone : 310 285-9000 Url : <a href="http://www.wma.com">http://www.wma.com</a> Fax : 1-310-285-9010 Job Postings	N	0
59	Willinger Talent Agency, Inc 875 Avenue of the Americas New York, New York 10001 Phone : 212 695-1950 Url : <a href="http://www.willingertalent.com">http://www.willingertalent.com</a> Email : <a href="mailto:info@willingertalent.com">info@willingertalent.com</a> Job Postings	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>74</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>
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	1/3/2016	Establishment of training programs for station personnel	Professional development sessions for the Digital Producers on digital distribution. Did one on Facebook Live, and there are three more planned for the remainder of the year.	4	Digital Executive Producer Producer Producer Producer
4	1/28/2016	Participation in events or programs sponsored by educational institutions	California State University, Los Angeles: Reporter spoke to a group of students about broadcasting, careers in broadcasting and what it is like to work for news operation in Los Angeles.	1	Reporter
5	2/9/2016	Participation in events or programs sponsored by educational institutions	Visited USC to talk with faculty and students. Received a tour of the newsroom, meet some folks and sat in on a class. Spoke about opportunities in broadcast.	1	Ebright
6	3/22/2016	Participation in Job Fairs	University of Southern California (USC), Annenberg School of Journalism, 30th Annual Career Connection: a 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 Producer
7	5/11/2016	Participation in events or programs sponsored by educational institutions	Flintridge Preparatory School fourth annual Junior Internship Day: Over 100 prep students were divided among thirty-eight businesses to experience firsthand the daily operators and inner workings of a wide range of professions including astronomy, architecture, computer programming, entertainment, finance, law, marketing, media, medical, real estate and more.	1	Asst News Director

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8	5/25/2016	Participation in Job Fairs	California State University Northridge (CSUN) Recent Grad and Alumni Job fair: Human Resources Representative attended and discussed career opportunities with attendees and accepted resumes for employment.	1	HR Rep
9	6/3/2016	Participation in events sponsored by community groups	Red Carpet Media Festival, Tetzlaff Academy: Reporter participated as a judge at the Red Carpet Media Festival students were recognized for their hard work and were appreciated by the local and professional community.	1	Reporter
10	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
11	7/1/2016	Participation in events or programs sponsored by educational institutions	Hal Eisner APTRA Academy: Reporters attend the mentoring boot camp at Hal Eisner APTRA Academy of students who are aspiring news reporters and anchors.	1	Reporter Reporter Reporter