

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2015 to July 31, 2016.

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:

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| Mailing Address: 2713 KOVR Dr. West Sacramento, CA 95605 | Telephone Number: 916-374-1453 |
| | Contact Person: Ken Calderhead |
| | E-mail Address: kcalderhead@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 Hire |
|-----------------------------------|---|-----------------------------------|
| Administrative Assistant | 1 – 24 | 19 |
| Weekend Anchor | 1-24, 27 | 27 |
| Writer/ Producer | 1-24 | 23 |
| Assignment Editor | 1-24 | 19 |
| Assignment Editor | 1-24 | 19 |
| Producer | 1-24 | 19 |
| Maintenance Engineer | 1-24 | 19 |
| Reporter | 1-24 | CBS outreach/ NABJ |
| Reporter | 1-24 | 19 |
| Reporter | 1-24, 27 | 27 |
| Asst. Sales Marketing Coordinator | 1-24 | 19 |
| Director of Sales | 1-25 | 24 |
| Maintenance Engineer | 1-24 | 19 |
| Assignment Editor | 1-24 | ?? |
| Reporter | 1-24, 27 | 27 |
| Reporter | 1-24 | 24 |
| Shooter/ Editor | 1-24 | 19 |
| Marketing Coordinator | 1-24, 29 | 29 |

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 | Heald College | 2910 Prospect Park Dr., Rancho Cordova, CA | Elizabeth Smith | 888-394- 8846 | N | |
| 8 | Sacramento Works Career Center | 925 Del Paso Blvd., Suite 100 Sacramento, CA 95815 | Marketing Specialist | 916-263- 3800 | 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 | Edwil Antolin 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 | |

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|----|--|--|---|--------------------|-----|----|
| 17 | KMAX-TV CW31 Sacramento website posting | Job Bank | Online website posting | | N/A | |
| 18 | KOVR CBS 13 Sacramento | Job Bank | Online website posting | | N/A | |
| 19 | CBS Applicant Tracking System | Brassring/Kenexa | Kenexa posting | | N/A | 34 |
| 20 | MediaLine.com | Job Bank | Online website posting | | N/A | |
| 21 | Indeed.com | Online Job Bank | Website posting via CBS Applicant Tracking System (AJE) | | N/A | 6 |
| 22 | America's Job Exchange | | Website posting via CBS Applicant Tracking System | | N/A | |
| 23 | Employee Referral | CBS Television Stations | | | N/A | 14 |
| 24 | Industry | | | | N/A | 6 |
| 25 | TV Jobs.com | Online Job Bank | Website posting | | N/A | 1 |
| 26 | Spots-n-Dots | Job Bank | Online website posting | | N/A | |
| 27 | Outside Talent Agency | Outreach | | | N/A | 6 |
| 28 | Simplyhired.com | Job Bank | Website posting | | N/A | |
| 29 | Linked In | Online posting | Website posting | | N/A | 4 |
| 30 | ARC Placer | 522 Vernon Street, Roseville, CA | | 916-781-3016 | No | |
| 31 | El Concilio-Council for the Spanish Speaking | 224 S. Sutter Street Stockton, CA 95203 | | 209-644-2600 | No | |
| 32 | Trades Women, Inc. | 1433 Webster St., Oakland, CA 94612 | | 510-891-8773 x315 | No | |
| 33 | United Native Americans | 2434 Faria Ave., Pinole CA 94564 | | 510-758-8160 | | |
| 34 | Women at Work | 3871 E. Colorado Blvd. Pasadena 91107 | | 676-796-6870 | No | |
| 35 | Women in Non-Traditional Employment Roles | 3655 South Grand Ave., LA, CA 90007 | | 213-749-3970 x1005 | No | |
| 36 | Veteran's Employment and Training Service | 90 7 th Street, Suite 2-600, S.F., CA 94103 | | 415-625-7673 | No | |

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

71

III. Supplemental Recruitment Measures.

(a) Job Fairs

| Description of Recruitment Measure: | Date: | Personnel Involved: (Name and Position) |
|---|----------|--|
| <p>1. Participated in the Modesto HIREvent. Jobseekers surrounded themselves with outstanding opportunities and eager employers at the Modesto HIREvent on Tuesday, November 17th, from noon to 4pm at the Clarion Hotel Conference Center, 1612 Sisk Road. Attendees introduced themselves to representatives from a number of private and public-sector organizations seeking to fill immediate openings in a variety of fields.</p> | 11/18/15 | Don Smith- Director of Creative Services |
| <p>2. Participated in the Sacramento HIREvent Employers from both the public and private sectors recruited for immediate openings in a wide variety of fields. Experts will provide free consultations to those who want to spruce up their resume.</p> | 12/8/15 | Don Smith- Director of Creative Services |

Internship

(b) Internship

| Description of Recruitment Measure: | Date: | Personnel Involved: (Name and Position) |
|--|------------|---|
| <p>1. Station Internship Program KMAX-31 and KOVR 13 continue 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> | Year round | John Armand, Assistant New Director Tom Bell, News Director Cameron Glenn, Web Master Ken Calderhead, Business Manager |

(c) Participation in Events.

| | | |
|--|------------|---------------------------------------|
| <p>1. 6th Annual Exception Women of Color Networking Brunch Ken Rudolph moderated this event on Saturday, September 13th from 8AM to 2PM and the Doubletree Hotel in Sacramento. Activities included workshop sessions, women-to watch panel and an exceptional women of excellence awards presentation</p> | 9/13/15 | Ken Rudolph- Anchor/ Reporter |
| <p>2. Women of Excellence Lifetime Achievement Awards, National Coalition of 100 Black Women Courtney Dempsey spoke at this event. The Coalition is a national organization with more than 63 chapters nationwide. Its membership includes women, who are physicians, attorneys, educators, journalists, accountants, municipal court judges and vice presidents.</p> | 11/22/15 | Courtney Dempsey – Anchor/ Reporter |
| <p>3. Station Tours Station tours are given to various organizations and area school students for the primary purpose of providing an educational experience to the viewing public as to the inner workings of the stations.</p> | Year round | Don Smith- Creative Services Director |

(d) Training Management Personnel.

| Description of Recruitment Measure: | Personnel Involved: (Name and position) | Describe Training: |
|-------------------------------------|--|--------------------|
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| 1. Training manual concerning Sexual Harassment and EEO | All staff (at hire) | Training manual, including signed certification that all materials were read and understood |
| 2. Business Conduct Certification | All employees including Managers and Human Resources Employees. | An on-line training program reviewing Company policies, the law and what the Company expects of employees. |
| 3. Cover EEO diversification each quarter-present our EEO figures for the past quarters and discuss ways to improve our diversification | All managers | Meeting presentation once each quarter |