

KXTV-TV
EEO PUBLIC FILE REPORT
August 1, 2022 - July 20, 2023

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
Anchor/Reporter - 012487	1, 4-7, 9-13, 15, 18, 21, 29, 31, 34-36, 46-47, 49, 52-53, 55, 60, 65-67	55
Producer-13316	1, 4-7, 9-13, 18, 21, 29, 31, 34-36, 46- 47, 52-53, 55, 60, 65-67	55
Managing Editor-13465	1, 4-7, 9-13, 18, 21, 28-29, 31, 34-36, 46-47, 49, 52-53, 55, 60, 62, 65-67	55
Photojournalist/Visual Storyteller - 13534	1-14, 16, 18-48, 50-69	28
Photojournalist/Visual Storyteller - 13534	1-14, 16, 18-48, 50-69	22
Assignment Editor - 13619	1, 10, 28, 55	55
Copy Coordinator - 13918	1, 4-7, 9-13, 17-18, 20-21, 28-29, 31, 34-36, 46-47, 52-53, 55, 60, 62, 65-67	55
Photojournalist - 14020	1-14, 16, 18-27, 29-48, 50-69	55
Multi-Skilled Journalist - 14019	1-14, 16, 18-27, 29-69	49
Account Executive - 14021	1-14, 16, 18-21, 23-48, 50-69	28
AM Producer - 014081	1, 4-7, 9-13, 18, 21-22, 24, 28, 31, 34- 36, 46-47, 52-53, 55, 60, 65-67	55
AM Producer - 014081	1, 4-7, 9-13, 18, 21-22, 24, 28, 31, 34- 36, 46-47, 52-53, 55, 60, 65-67	55
Desktop Support Tech - 014139	1, 4-7, 9-13, 18, 21-22, 29, 31, 34-36, 46-47, 52-53, 55, 60, 62, 65-67	55
Multi-Skilled Journalist -**RELOCATION ASSI 014337	4-7, 9-11, 13, 18, 20-21, 29, 31, 34-36, 46-47, 52-53, 55, 60, 65-67	55
Editor- 14340 **RELOCATION ASSISTANCE**	4-7, 9-11, 13, 18, 21, 26, 31, 34-36, 46- 47, 52-53, 55, 60, 65-67	55
Marketing Community Relations Coordinator **RELOCA	4-7, 9-11, 13, 18, 21, 28, 31, 34-36, 46- 47, 52-53, 55, 60, 65-67	55

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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	ABC10 Website , California Url : www.abc10.com Career Service Manual Posting	N	0
2	American Asian Journalists Association 5 Third Street Suite # 1108 San Francisco, California 94103 Phone : 4153462051 Url : http://www.aaja.org/ Career Services Manual Posting	N	0
3	American River College-Journalism Dept. 4700 College Oak Drive Sacramento, California Phone : 916-484-8535 or 916-484-8 Url : www.losrios.edu Carol Hartman Manual Posting	N	0
4	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : www.bavc.org Email : dov@bavc.org Fax : 1-866-378-0494 Dov Golodner	N	0
5	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
6	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : www.cabroadcasters.org/jobbank.htm Fax : 1-916-444-2043 Stan Statham	N	0

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7	California Chicano News Media Association , California Phone : 000-000-0000 Url : www.kevin@ccnma.org Email : cchmainfo@ccnma.org Fax : 1-424-238-0271 Career Service	N	0
8	California Job Journal , California Url : www.jobjournal.com Career Service Manual Posting	N	0
9	CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : kkenoyer@placer.ca.gov Fax : 1-530-886-4509 Katie Kenoyer	N	0
10	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1
11	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : charuta@pacific.edu Fax : 1-209-946-2760 Christine Haruta	N	0
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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13	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : marting@crc.losrios.edu Fax : 1-916-691-7181 Gary Martin	N	0
14	Craig's List Website , California Url : www.craigs-list-classifieds.com/ Career Service Manual Posting	N	0
15	Diversity Jobs 3980 North Broadway Suite 103-147 Boulder, Colorado 80304 Phone : 954-727-3844 Url : www.diversityjobs.com Fax : 1-954-333-3609 Martha Galindo	N	0
16	Don Fitzpatrick & Associates Shoptalk , California Url : www.jobbank.com Career Service Manual Posting	N	0
17	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	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
18	Employment Development Department and California jobs Resource Center 2901 50th Street Sacramento, California Phone : 916-227-0109 Url : www.caljobs.ca.gov Email : rhernan0@edd.ca.gov Fax : 1-916-227-0208 Ramona Hernandez	N	0
19	Entertainment Employment Journal P.O. Box 6863 Corpus Christi, Texas Gregorio Carbajal Manual Posting	N	0
20	Glassdoor P.O.Box 900 Sausalito, California 94966 Phone : N A Url : http://www.glassdoor.com/index.htm Career Service Manual Posting	N	0
21	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California Phone : 916-286-8600 Email : gocegeda@gsul.org Fax : 1-916-915-1829 Grucelda Ocegueda	N	0
22	Indeed.com	N	6
23	Internal Candidate ., California Career Service Manual Posting	N	0
24	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Email : ads@journalismjobs.com Dan Rohn	N	0

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25	JournalismNext.com PO BOX 30846 BethesdaUS, Maryland 20824-0846 Phone : 626 792 3846 Url : http://www.journalismnext.com/ April Kamaldinova Manual Posting	N	0
26	Juju juju.com New York, New York Phone : 000-000-0000 Url : www.juju.com Online Online Manual Posting	N	0
27	JustBroadcastJobs 520 Hanks Hollow Trail DeForest, Wisconsin 53532 Career Service Manual Posting	N	0
28	Linked In	N	9
29	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting	N	0
30	Mashable 114 5th Ave (at E 17th St) New York, New York 10011 Phone : 888888 Url : http://jobs.mashable.com/jobs/search/results N/A N/A Manual Posting	N	0
31	Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0

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32	Mediabistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 8888888 Url : http://www.mediabistro.com/aboutus/contactus.asp?n N/A N/A Manual Posting	N	0
33	ML Search Partners 430 Park Avenue, Ste. 803 New York, New York 10022 Michael Levine Manual Posting	N	0
34	Mutual Asst. Network of Del Paso Hghts 810 Grand Avenue Sacramento, California Phone : 916-927-7694 x217 Email : cwells@mutualassistance.org Fax : 1-916-564-8443 Charles Wells	N	0
35	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : dmelegrito@gmail.com Fax : 1-202-361-0296 Mr. Jon Melegrito	N	0
36	National Academy of Television, Arts and Sciences (NATAS) - San Francisco 4317 Camden Avenue San Mateo, California Phone : 650-341-7786 Url : www.emmyonline.org Email : Darrylrcompton@gmail.com Darryl Compton	N	0
37	National Association Hispanic Journalists 801 West Adams Street Suite # 600 Chicago, Illinois 60607 Phone : 202-662-7145 Url : http://nahj.org/ Career Services Manual Posting	N	0

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38	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 3014050248 Url : http://www.nabj.org/ Career Service Manual Posting	N	0
39	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5498 Career Services Manual Posting	N	0
40	National Black MBA Association Inc. 400 West Peach Street NW Ste 2013 Atlanta, Georgia 30308 Career Service Manual Posting	N	0
41	National Press Photographers Association NPPA 120 Hooper Street Athens, Georgia 30602-3018 Url : https://nppa.org/ Career Service Manual Posting	N	0
42	Outside Referrals (Vendors & Advertisers) , California Career Service Manual Posting	N	0
43	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 7278219494 Url : http://www.poynter.org/ Career Service Manual Posting	N	0
44	Radio Television Digital News Association The National Press Building 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Url : http://www.rtdna.org/ Career Center 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
45	Rick Gevers & Associates 355 E. Ohio Street 303 Indianapolis, Indiana 46204 Rick Gevers Manual Posting	N	0
46	Sacramento City College Communications Studies Dept 3835 Freeport Blvd Sacramento, California Phone : 916-558-2325 Url : www.losrios.edu Email : garciaaj@scc.losrios.edu Fax : 1-916-650-2715 Albert Garcia	N	0
47	Sacramento Hispanic Chamber of Commerce 1451 River Park Drive, Suite 220 Sacramento, California 95815 Phone : 916-486-7700 Url : www.sachcc.org Email : info@sachcc.org Fax : 1-916-486-7728 Office Coordinator	N	0
48	Sacramento State University 6000 J Street Sacramento, California 95819 Mary Kober Manual Posting	N	0
49	Self Referral	N	3
50	Sierra College Career Connections 5000 Rocklin Road Rocklin, California Phone : 916-660-7481 Url : www.sierracollege.edu Fax : 1-916-630-7481 Summer Grace Manual Posting	N	0
51	SimplyHired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : SimplyHired.com Career Service Career Service Manual Posting	N	0

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52	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Url : www.sbe.org Email : cazevedo@abc10.com Wayne Pecena	N	0
53	Solano Community College 4000 Suisun Valley Road, Building 600 Fairfield, California Phone : 707-864-7000 Url : www.solano.edu Email : jpstuden@solano.edu JP Studen	N	0
54	Spots n' Dots - Job Ads , California Url : www.spotsndots.com Career Service Manual Posting	N	0
55	TEGNA Jobs Website 7950 Jones Branch Dr McLean, Virginia 22107 Phone : (703) 873-6231 Url : www.TEGNA.com Janae Barker Manual Posting	N	39
56	Television Week , California Phone : 323-370-2412 Career Service Manual Posting	N	0
57	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317 846-9000 Career Service Career Service Manual Posting	N	0
58	TV News Storytellers 118 6th Avenue N #602 Seattle, Washington 98109 Phone : 000-000-0000 Matt Mronzinski Manual Posting	N	0

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59	TV Technology 1111 Bayhill Drive, Ste 125 San Bruno, California Career Service Manual Posting	N	0
60	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
61	Twitter 1355 Market Street San Francisco, California Customer Services Manual Posting	N	0
62	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator	N	0
63	Veteran Job Listings 62 Grene Street New York, New York 10012 Career Service Manual Posting	N	0
64	Work in Sports, LLC 7010 E. Chauncey Lane, Ste. 115 Phoenix, Arizona 85054 John Mellor Manual Posting	N	0
65	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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66	Yolo County Dept of Employment & Social Svcs 500-A Jefferson Blvd. West Sacramento, California Phone : 916-375-6248 Url : www.yoloworks.org Email : marc.marquez@yolocounty.org Fax : 1-916-375-6310 Marc Marquez	N	0
67	Yolo County Dept of Employment & Social Svcs. II 25 N. Cottonwood Woodland, California Phone : 530-661-2638 Email : valarie.stapleton@yolocounty.org Fax : 1-530-661-2728 Valarie Stapleton	N	0
68	YOU TUBE 901 Cherry Avenue San Bruno, California 94066 Phone : 650-253-0000 Susan Wojcicki Manual Posting	N	0
69	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			58

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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	8/6/2022	Participation in events sponsored by organizations representing the community	Meet & Greet events for community leaders, business owners, families, and community members to meet and dialogue with Alex Bell, host for To The Point. A new show that goes beyond the headlines, taking a deep dive into local issues directly impacting the community.	2	Anchor/MSJ Community Relations Manager
2	8/14/2022	Participation in events or programs sponsored by educational institutions	KXTV Anchor/MSJ, Kevin Peters was a panelist for an event for high school students who aspired to have careers in journalism and/or attend an HBCU. This event took place at Crypto.com Arena in Los Angeles. The panel was part of an HBCU college fair that was put on by the LA Sparks organization. He spoke to a room full of high school students about attending HBCUs, careers in media, and how HBCU experiences can prepare you for respective careers. A Q&A session was provided at the end of the event, where students asked about career paths and opportunities in the media and journalism industry.	1	Anchor/MSJ
3	9/15/2022	Participation in events or programs sponsored by educational institutions	KXTV Anchor/MSJ, Kevin Peters was the guest speaker at Inderkum High School. He spoke to multiple mass media/journalism classes about his career in journalism, and also did demonstrations with the class and “reporter improvisational” activities. The students did a mock interview with Kevin for their school broadcasting show. At the end of his presentation, Q & A session with the class.	1	Anchor/MSJ
4	10/25/2022	Participation in events or programs sponsored by educational institutions	KXTV Anchor/MSJ, Kevin Peters was the guest speaker at Twelve Bridges High School in Lincoln. He spoke to two classes: mass media and video production. There were about 50 total students. His presentation was interactive and included his background, how he broke into the business, a day in the life of an MSJ, and interviewing techniques. He did a couple exercises with the class. Q&A with the students.	1	Anchor/MSJ

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5	Ongoing Event	Establishment of training programs for station personnel	All station employees participated in TEGNA's Annual Ethics Survey and Code of Ethics training. The training focused on the importance of maintaining the highest standards of integrity and ethical behavior in every aspect of our work and interaction. This training course enhanced ethical awareness of employees and uncovered ethical concerns that relate to their individual needs as well as those of the organization. It outlined the risks that remote work and online communications with competitors can present and offered guidance on how to navigate complex situations.	120	Producer In Residence Race & Culture MSJ Director, Sales Executive Producer
6	1/17/2023	Provision of training to management	Mid-Level Management Development Program – 2-day training, held in Sacramento, CA. In an effort to help support the ongoing growth and development of our leaders across all leadership levels, TEGNA provided a learning series designed to help enhance one's leadership skills. This session covered Leading for Engagement & High-Performance portion. The focus was on: Communicating for Engagement, Building accountability for Performance, Developing and Motivating Employees.	13	HR Business Partner Manager, Sales Operations Executive Producer Host/Executive Producer
7	2/16/2023	Provision of training to management	KFMB HR Business Partner attended a 1-hour webinar, "An Essential Guide to Contingent Labor Pay Transparency." This webinar provided best practices with the new law, and how salary changes are required on all job postings.	1	HR Business Partner
8	2/27/2023	Establishment of training programs for station personnel	KXTV's Director of Content participated in an online course - "Freedom Forum's Power Shift Project Workplace Integrity" "Train the Trainers" workshop. The curriculum consisted of four modules: Critical Thinking, Courageous Conversations, Do You Qualify as an Ally? and Culture of Respect and Trust.	1	Director, Content

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9	3/15/2023	Establishment of training programs for station personnel	24 KXTV employees participated in 10University Edius Editing Training. This training course provided the transfer of internal knowledge with colleagues on the most effective skills and techniques on camera and lighting equipment operations. Within content creation, many key factors result in successful imagery, one of those is the importance of proper photography lighting. Camera and lighting techniques are essential in media and journalism. This training assisted in adding depth to the content of the stories told.	24	Anchor Producer Producer In Residence MSJ
10	3/17/2023	Establishment of training programs for station personnel	"Leading for Engagement, Performance, Collaboration & Change" This was a 3.5-day session targeted for department heads that provided them tools in the following areas: <ul style="list-style-type: none"> • Communicating for Engagement • Building Accountability for Performance • Developing and Motivating Employees • Strategic Leadership • Organizational Collaboration & Partnership (IE Stakeholder influence) • Leading Organizational Change 	4	Director, Content Director, Marketing Director, Sales Head of Technology
11	3/20/2023	Provision of training to management	TEGNA partnered with the Poynter Institute to continue our Inclusive Journalism Program in 2023. The goal of the cohort was to expand the tools and soft skills newsroom leaders can use to engage their team to further goals to enhance diversity, equity and inclusion. This was a four-month program that included 360 feedback and Myers-Briggs inventory followed by a virtual session every three weeks for four months.	2	Managing Editor Executive Producer

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12	3/22/2023	Provision of training to management	Best Practices for Managing Employee Performance - Managing Performance Goals & Implementing Performance Improvement Plans. The learning objectives reviewed: Employee Performance Cycle, How and when to set employee performance goals, The importance of S.M.A.R.T. Goals, How and when to measure employee performance goals, What to do when your employee is not meeting performance goals. What is a Performance Improvement Plan (PIP), and How and when to use a PIP - The PIP Process	13	Local Sales Manager Head of Technology Director, Digital Content Managing Editor
13	3/24/2023	Establishment of training programs for station personnel	TEGNA Cybersecurity Training, "Find the Phish" was launched on March 6th and was the first Secure TEGNA quarterly training module for 2023. Like many of our past trainings, this interactive exercise offered an opportunity to sharpen cyber skills and reminder of the common methods criminals use to access confidential information. This training was launched on March 6, with a completion date of March 24.	120	President & General Manager Anchor/MSJ Executive Producer Manager, Community Relations
14	5/1/2023	Participation in Job Fairs	Eight of KXTV employees participated in the Multimedia Day Career Day for Telecommunications Law Professionals. This event was sponsored by California Broadcast Association. The career day events assist broadcast recruiting on college campuses across the state of California.	8	Director, Marketing Community Relations Manager Multiplatform Producer Creative Director

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15	5/23/2023	Participation in events or programs sponsored by educational institutions	KXTV Anchor/MSJ, Kevin Peters was the guest speaker at Inderkum High School. He spoke to multiple mass media/journalism classes. There were about 25 students in each class. He spoke to the students about his career in journalism, and also did demonstrations with the class and “reporter improvisational” activities. The students did a mock interview with Kevin for their school broadcasting show. At the end of his presentation, Q & A session with the class.	1	Anchor/MSJ
16	6/5/2023	Establishment of an intern program designed to assist members of the community	Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment. Designed to attract high-performing talent who will ultimately transition into one of our full-time early career roles after college graduation, these paid summer internships are fully funded by TEGNA.	1	Sales Intern
17	6/17/2023	Participation in events or programs sponsored by educational institutions	KXTV Anchor/MSJ, emceed the commencement ceremony of senior students who completed the program sponsored by Stockton Scholars. Stockton Scholars' organization help guide young people in Stockton towards an impactful life through education. Making an impact means participating in meaningful work and contributing back to our community. Stockton Scholars provides scholarships up to \$1000/year for 4 years for attendance at an approved 4-year college or university or \$500/year for 2-year college or trade school attendance. Q&A session held at the end of the commencement ceremony with a focus on a career path in media and journalism.	1	Anchor/MSJ

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18	6/20/2023	Establishment of training programs for station personnel	All station employees participated in the second quarter Secure TEGNA initiative: Identify. Isolate. Report. This online course focused on how to identify and isolate a breach if it occurs and to immediately report any incident to head of technology. This course launched on June 20 and was to be completed by July 14.	120	Marketing Producer Producer Visual Journalist & Storyteller Supervisor, Technology & Operations
19	7/1/2023	Participation in events or programs sponsored by educational institutions	KXTV Anchor/MSJ served as a panelist for the annual Kappa League Conference at UC Davis. The theme of the conference was "Elevate Your Mind – See Your Future!" He talked about his career as a journalist and held a Q&A session at the end of the conference.	1	Anchor/MSJ