



3460 Silverbell Road  
Chico, CA 95973

## EEO PUBLIC FILE REPORT

August 1, 2016 – July 31, 2017

KHSL TV is an Equal Opportunity Employer

### Full-time Job Vacancies

	Job Title	Recruitment Sources Used	Hire Referral Source
1	Sales Account Executive	ActionNewsNow.com Internal Referral Craigslist Indeed CSU Chico job board Butte Community College LinkedIn Facebook	Referral
2	Sales Assistant	ActionNewsNow.com Internal Referral Craigslist Indeed CSU Chico job board Butte Community College LinkedIn Facebook	Referral
3	News Reporter	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board CSU Career Fair Butte Community College TVjobs	TVjobs.com

	<b>Job Title</b>	<b>Recruitment Sources Used</b>	<b>Hire Referral Source</b>
4	Commercial Production Producer/ Director	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board Butte Community College	Internal
5	News Reporter	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board CSU Career Fair Butte Community College TVjobs	ActionNewsNow.com
6	News Reporter	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board CSU Career Fair Butte Community College TVjobs	Indeed
7	News Assignment Desk	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board CSU Career Fair Butte Community College	Internal
8	News Anchor	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board CSU Career Fair Butte Community College TV jobs	TVjobs.com

	<b>Job Title</b>	<b>Recruitment Sources Used</b>	<b>Hire Referral Source</b>
9	Commercial Production Producer/ Director	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board Butte Community College	Indeed
10	News Reporter	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board Butte Community College	TVjobs.com
11	News Morning Producer	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board Butte Community College	ActionNewsNow.com
12	Master Control & Operations Supervisor	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board Butte Community College	Craigslist
13	Marketing Director	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board Butte Community College	ActionNewsNow.com
14	News Reporter	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board Butte Community College	TVjobs.com
15	News Reporter	ActionNewsNow.com Internal Craigslist Indeed CSU Chico job board Butte Community College	TVjobs.com



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## APPENDIX A

### MASTER LIST OF RECRUITMENT SOURCES

August 1, 2016 – July 31, 2017

	Source	Contact	Address	Telephone	No. of Candidates Interviewed
1	Society of Broadcasting Engineering	Associate	8000 Beverly Blvd. Los Angeles, CA 90048	(323) 655-8000	-
2	Society of Motion Picture TV Engineering	Associate	United States	(707)253-3000	-
3	Television Week	Susan Moss	6500 Willshire Blvd. Ste #2300 Los Angeles, CA 90048	(323)370-2409	-
4	Record Searchlight (local newspaper)	Linda Smith	1101 Twin View Blvd. Redding, CA 96001	(530)246-2626	-
5	Enterprise Record (local newspaper)	Associate		(530)896-7752	-
6	Smart Business Resource Center	Associate	1201 Placer Street Redding, CA 96001	(530)246-7911	-
7	Sacramento Bee (local newspaper)	Ann Bridge	2100 Q Street Sacramento, CA 95814	(916)321-1111	-
8	Eureka Reporter (newspaper)	Associate	215 4th Street Eureka, CA 95501	(707) 476-8000	-
9	KHSL TV Station	Scott Howard	3460 Silverbell Rd. Chico, CA 95973	(530) 893-6512	-
10	Chico State University	Associate	400 West First Street Chico, CA 95929	(530) 898-6771	-
11	Shasta College	Human Resources	11555 Old Oregon Trail Redding, CA 96003	(530)242-7640	-
12	Simpson College	Associate	2211 College View Drive Redding, CA 96003	(530) 224-5600	-
13	ActionNewsNow.com	Website			4
14	TVjobs.com	Website			15
15	Craigslist.org	Website			11
16	CollectiveTalent.com	Website			-
17	CalJobs.com	Website			-

	Source	Contact	Address	Telephone	No. of Interviewees Interviewed
18	Medialine.com	Website			-
19	Indeed.com	Website			19
20	National Assoc. of Hispanic Journalist, NAHJ	Website	Nahj.com		-
21	National Assoc. of Black Journalists, NABJ	website	Nabj.com		-
22	DCA Talent Agency	Steve Swienckowski	DCATalent.com	919-870-9121	-
23	The Lorna Dave Agency	John Derr		610-248-1317	-
24	Facebook	Website			-
25	LinkedIn	Website			-
26	Referral				2
27	Walk In				-
28	Internal				4
TOTAL NUMBER OF INTERVIEWEES					55



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## **APPENDIX B**

### **CAREER OUTREACH INITIATIVES**

August 1, 2016 – July 31, 2017

#### **INTERNSHIPS**

KHSL TV station continues to offer internship opportunities for students from California State University Chico, Butte Community College, and Shasta Community College. The station's news internship program is overseen by our News Director and Operations Manager. During this reporting period, 8 students interned at the station. Interns work at the station between 12 and 15 hours a week. Our interns observe and assist with a wide range of broadcast news-related duties, including answering phones, researching stories, writing, field camera work, assisting with the station's social media platforms and producing live newscasts.

#### **JOB SHADOW PROGRAM**

The station's job shadow program is done in cooperation with area high schools in our market area. During the reporting period, our Station began a new partnership with Chico's Inspire High School video production program in Chico. The partnership offers job shadowing opportunities for students and mini-broadcast tv seminars. During this period, the news director visited the program's campus classroom to lecture about TV broadcast practices and we hosted three separate job shadow visits for students. One of our News Anchors, a Weather Anchor, and our Digital News Producer participated as mentors during their respective job shadow days.

#### **CAREER DAYS**

Our News Anchor was a presenter at a career fair hosted by the Chico Sunrise Rotary Club for high school students in Chico on May 4, 2017. Our Anchor discussed careers in broadcasting and students had the opportunity to ask questions about working in broadcasting.

#### **YOUTH LEADERSHIP FORUM**

KHSL TV is a regular participant in the Jackie Faris Youth Leadership forum sponsored by Associated Students of Chico State. The forum is focused on informing young women about a variety of career paths and leadership positions. Our News Anchor participated in the forum on March 14, 2017.

#### **BUTTE COLLEGE WEATHER DAYS AT THE STATION**

KHSL TV hosts "Weather Days" at the station that consist of tours of the station and a mini weather and meteorology seminar with our Chief Meteorologist. Students enjoy a tour the station, watch a live news broadcast and get an overview on how the weather department tracks and forecasts weather on a daily basis. During this Reporting Period, we hosted 2 Weather Days on May 12 and May 15 for students from Butte Community College.

### **SCHOOL STATION TOURS**

Our station regularly hosts station tours of local students involved in their respective school broadcast programs. During this Reporting Period, we hosted a tour to Shasta Elementary School on January 18, 2017 and a tour for Chico Inspire High School on April 19, 2017. Each tour included a general station tour and question and answer period with our Weather Anchor during which students had the opportunity to ask questions about careers in broadcasting.

### **SCHOLARSHIP SELECTION PROGRAM**

On May 8, 2017, our News Director participated in a special review panel for Butte County's 4-H Scholarship program. The panel reviewed the work of six high school students and interviewed each of them in person. The panel then decided scholarship amounts based on their individual scores. This is the third year in a row that this station has participated in the program.