

**KXTV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2020 - July 20, 2021**

**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>
Assignment Desk Editor	1-5, 7-14, 16, 18-21, 23-32, 34-49, 51-67	53
Show Producer	1-5, 7-20, 23-49, 51-67	53
Show Producer	1-5, 7-20, 23-49, 51-67	53
Show Producer	1-5, 7-20, 23-49, 51-67	53
Associate Producer	1-5, 7-20, 23-49, 51-67	53
Local Sales Manager	1-16, 18-20, 23-49, 51-67	28
Media Sales Executive	1-16, 18-20, 23-49, 51-67	53
Weekend Morning Host (Anchor/MSJ)	1-14, 16-20, 23, 22, 24-49, 51-67	53
Creative Producer/Motion Graphics	1-14, 16-20, 23-67	53
Visual Storyteller	1-14, 16, 18-20, 23-67	53
Assignment Editor	1-14, 16-20, 23-67	53

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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	ABC10 Website California Url : <a href="http://www.abc10.com">www.abc10.com</a> Career Service Manual Posting	N	0
2	American Asian Journalists Association 5 Third Street Suite # 1108 San Francisco, California 94103 Phone : 4153462051 Url : <a href="http://www.aaaja.org/">http://www.aaaja.org/</a> 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 : <a href="http://www.losrios.edu">www.losrios.edu</a> 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 : <a href="http://www.bavc.org">www.bavc.org</a> Email : <a href="mailto:dov@bavc.org">dov@bavc.org</a> 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 : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
6	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : <a href="http://www.cabroadcasters.org/jobbank.htm">www.cabroadcasters.org/jobbank.htm</a> 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 : <a href="http://www.kevin@ccnma.org">www.kevin@ccnma.org</a> Email : <a href="mailto:cchmainfo@ccnma.org">cchmainfo@ccnma.org</a> Fax : 1-424-238-0271 Career Service	N	0
8	California Job Journal California Url : <a href="http://www.jobjournal.com">www.jobjournal.com</a> Career Service Manual Posting	N	0
9	CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : <a href="mailto:kkenoyer@placer.ca.gov">kkenoyer@placer.ca.gov</a> 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 : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	1
11	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : <a href="mailto:charuta@pacific.edu">charuta@pacific.edu</a> Fax : 1-209-946-2760 Christine Haruta	N	0
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> 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	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee	N	0
16	Don Fitzpatrick & Associates Shoptalk California Url : www.jobbank.com Career Service Manual Posting	N	0
17	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
18	Entertainment Employment Journal P.O. Box 6863 Corpus Christi, Texas Gregorio Carbajal Manual Posting	N	0

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19	Glassdoor P.O.Box 900 Sausalito, California 94966 Phone : N A Url : <a href="http://www.glassdoor.com/index.htm">http://www.glassdoor.com/index.htm</a> Career Service Manual Posting	N	0
20	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California Phone : 916-286-8600 Email : <a href="mailto:gocegeda@gsul.org">gocegeda@gsul.org</a> Fax : 1-916-915-1829 Grucelda Ocegueda	N	0
21	Indeed.com - Not Directly Contacted by SEU	N	1
22	Internal Candidate	N	3
23	Internal Candidate ., California Career Service Manual Posting	N	0
24	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : <a href="http://www.journalismjobs.com">www.journalismjobs.com</a> Email : <a href="mailto:ads@journalismjobs.com">ads@journalismjobs.com</a> Dan Rohn	N	0
25	JournalismNext.com PO BOX 30846 BethesdaUS, Maryland 20824-0846 Phone : 626 792 3846 Url : <a href="http://www.journalismnext.com/">http://www.journalismnext.com/</a> April Kamaldinova Manual Posting	N	0
26	Juju <a href="http://juju.com">juju.com</a> New York, New York Phone : 000-000-0000 Url : <a href="http://www.juju.com">www.juju.com</a> Online Online Manual Posting	N	0

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27	JustBroadcastJobs 520 Hanks Hollow Trail DeForest, Wisconsin 53532 Career Service Manual Posting	N	0
28	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Career Service Manual Posting	N	2
29	Mashable 114 5th Ave (at E 17th St) New York, New York 10011 Phone : 8888888 Url : <a href="http://jobs.mashable.com/jobs/search/results">http://jobs.mashable.com/jobs/search/results</a> N/A N/A Manual Posting	N	0
30	Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : <a href="http://www.media-match.com">www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	N	0
31	Mediabistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 8888888 Url : <a href="http://www.mediabistro.com/aboutus/contactus.asp?n">http://www.mediabistro.com/aboutus/contactus.asp?n</a> N/A N/A Manual Posting	N	0
32	ML Search Partners 430 Park Avenue, Ste. 803 New York, New York 10022 Michael Levine Manual Posting	N	0

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33	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
34	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
35	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
36	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
37	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
38	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5498 Career Services Manual Posting	N	0

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39	National Black MBA Association Inc. 400 West Peach Street NW Ste 2013 Atlanta, Georgia 30308 Career Service Manual Posting	N	0
40	National Press Photographers Association   NPPA 120 Hooper Street Athens, Georgia 30602-3018 Url : <a href="https://nppa.org/">https://nppa.org/</a> Career Service Manual Posting	N	0
41	Outside Referrals (Vendors & Advertisers) California Career Service Manual Posting	N	0
42	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 7278219494 Url : <a href="http://www.poynter.org/">http://www.poynter.org/</a> Career Service Manual Posting	N	0
43	Radio Television Digital News Association The National Press Building 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Url : <a href="http://www.rtdna.org/">http://www.rtdna.org/</a> Career Center Manual Posting	N	0
44	Rick Gevers & Associates 355 E. Ohio Street 303 Indianapolis, Indiana 46204 Rick Gevers Manual Posting	N	0
45	Sacramento City College Communications Studies Dept 3835 Freeport Blvd Sacramento, California Phone : 916-558-2325 Url : <a href="http://www.losrios.edu">www.losrios.edu</a> Email : <a href="mailto:garciaaj@scc.losrios.edu">garciaaj@scc.losrios.edu</a> Fax : 1-916-650-2715 Albert Garcia	N	0



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46	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
47	Sacramento State University 6000 J Street Sacramento, California 95819 Mary Kober Manual Posting	N	0
48	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
49	SimplyHired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : SimplyHired.com Career Service Career Service Manual Posting	N	0
50	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
51	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

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52	Spots n' Dots - Job Ads California Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Career Service Manual Posting	N	0
53	TEGNA Jobs Website 7950 Jones Branch Dr McLean, Virginia 22107 Phone : (703) 873-6231 Url : <a href="http://www.TEGNA.com">www.TEGNA.com</a> Janae Barker Manual Posting	N	25
54	Television Week California Phone : 323-370-2412 Career Service Manual Posting	N	0
55	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
56	TV News Storytellers 118 6th Avenue N #602 Seattle, Washington 98109 Phone : 000-000-0000 Matt Mronzinski Manual Posting	N	0
57	TV Technology 1111 Bayhill Drive, Ste 125 San Bruno, California Career Service Manual Posting	N	0
58	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Fax : 1-760-754-2115 Mark C. Holloway	N	0

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59	Twitter 1355 Market Street San Francisco, California Customer Services Manual Posting	N	0
60	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator	N	0
61	Veteran Job Listings 62 Grene Street New York, New York 10012 Career Service Manual Posting	N	0
62	Work in Sports, LLC 7010 E. Chauncey Lane, Ste. 115 Phoenix, Arizona 85054 John Mellor Manual Posting	N	0
63	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
64	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
65	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

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66	YOU TUBE 901 Cherry Avenue San Bruno, California 94066 Phone : 650-253-0000 Susan Wojcicki Manual Posting	N	0
67	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>32</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	7/21/2020	Establishment of training programs for station personnel	KXTV offers a tuition assistance program designed to encourage self-development through undergraduate or graduate coursework. Two employees participated in this program during the reporting period.	2	Anchor/MSJ Content Coordinator
2	8/7/2020	Establishment of training programs for station personnel	Attended the National Press Photographer Association, "The Voice of Visual Journalists," a virtual conference for visual journalists discussed their experience and there were one-on-one critique sessions.	1	Photojournalist
3	9/10/2020	Establishment of a mentoring program	Tegna and First Draft teamed up to provide tools and knowledge to spot disinformation and how best to report on it. The mission is to protect communities from harmful misinformation. Working to empower society with the knowledge, understanding, and tools needed to outsmart false and misleading information.	5	Producers Digital Producers MSJ
4	9/17/2020	Establishment of training programs for station personnel	<p>All TEGNA employees completed the Respect &amp; Integrity Employee Training. As part of a culture of professionalism and integrity, each employee has a personal responsibility to treat their colleagues with respect and uphold our high ethical standards. This responsibility includes completing annual training on very important topics, such as:</p> <ul style="list-style-type: none"> <li>• "Sexual Harassment: A Matter of Respect" training that reviews our long-standing policies and values surrounding harassment and discrimination.</li> <li>• "Responsible Use of Social Media" training that covers using social media respectfully and protecting sensitive or private company information.</li> </ul> <p>In addition, all employees must complete a brief annual Conflicts of Interest survey to disclose any issues that may conflict with TEGNA's interests.</p>	130	All Employees

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5	9/21/2020	Establishment of training programs for station personnel	Investigative Reporters and Editors Inc. (IRE) is a grassroots nonprofit organization dedicated to improving the quality of investigative reporting. IRE was formed to create a forum in which journalists throughout the world could help each other by sharing story ideas, newsgathering techniques and news sources. Panels, workshops and roundtables covered the latest developments in investigative and data journalism. Practical tips and story ideas shared by prize-winning members.	1	Producer
6	10/1/2020	Establishment of training programs for station personnel	Attended the Online News Association (ONA) Virtual conference on digital and social platforms updates.	1	Executive Producer
7	10/1/2020	Establishment of training programs for station personnel	Attended the Television Bureau of Advertising (TVB) Alt Forward conference. a virtual conference experience available to every TVB member. Thought Leader Forums with dedicated content for GMs, sales managers & teams, research, and operations.	1	Director of Sales
8	10/5/2020	Participation in events or programs sponsored by educational institutions	Spoke to a career exploration class at Toby John Middle School in the Elk Grove Unified School District. Question and answer session with the kids for about 45 minutes (via Zoom) about careers in the the broadcast industry.	1	MSJ
9	10/22/2020	Establishment of training programs for station personnel	TEGNA Webinar: Winning Digital Strategies. New training on emerging Digital Products to reach targeted customers.	9	Sales Managers Account Executives
10	10/23/2020	Establishment of training programs for station personnel	ABC10 brought in California election law expert Mary-Beth Moylan from McGeorge Law School to answer election law questions for the news team before the 2020 election. It was reordered for the newsroom to review at a convenient time.	5	News Employees
11	10/27/2020	Establishment of training programs for station personnel	ABC10 invited Kim Alexander from the California Voting Foundation to discuss voting access with the news team via Zoom.	8	News Managers Digital Producer Content Coordinators MSJ

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12	1/12/2021	Provision of training to management	Participated in an eight month long news leadership forum. This leadership forum provided greater exposure to content leadership roles and responsibilities. Topics covered transitioning to a strategic leader, recruiting, providing feedback, how to write SMART performance goals, ways to grow & develop employees, crucial conversations, etc.	2	Director, News Executive Producer, Digital
13	1/21/2021	Establishment of training programs for station personnel	Loyola University class hosted by Jill Geisler. Online, personalized, small group learning with Loyola's internationally respected expert in media management, ethics and culture.	1	Digital Content Director
14	1/21/2021	Establishment of training programs for station personnel	TEGNA Webinar: 2021 Strategies. TEGNA staff introduced the 2021 campaign with go to market strategies for the station staff.	10	Sales Managers Account Executives
15	2/1/2021	Establishment of training programs for station personnel	Annual Byte Back Security Awareness Campaign to help employees understand TEGNA's IT standards and procedures, the employee's role in keeping our company safe from attacks, and how to incorporate security practices into our employee's daily work routine. The challenge helped employees increase their cybersecurity awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection.	130	All Employees
16	2/11/2021	Participation in events or programs sponsored by educational institutions	Spoke to a Kindergarten class via Zoom at Pacific Elementary Title IX school about the importance of education and how to become a journalist.	1	Brain Room Researcher
17	2/23/2021	Participation in events or programs sponsored by educational institutions	Question and answer session with Inderkum High School students learning about careers in broadcasting.	1	Lifestyle Host
18	3/1/2021	Establishment of training programs for station personnel	Attended a Poynter conference, an institute on public policy and journalism. Inclusive journalism was discussed and how to spot bias in reporting.	1	Director, News

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19	3/9/2021	Establishment of training programs for station personnel	TEGNA in partnership with Poynter Institute held a companywide inclusive journalism training consisting of 4 separate trainings for the News and Marketing staff throughout March 2021. Staff were led through a series of exercises and topics to help recognize ways to be more inclusive and sensitive to our diverse community when it comes to reporting the news.	105	All News & Marketing Employees
20	3/9/2021	Establishment of training programs for station personnel	Media Industry Conference focused on Local Advertising. One of the largest gatherings of local digital media executives.	1	Director of Sales
21	3/9/2021	Participation in events or programs sponsored by educational institutions	Spoke to a 2nd grade class at John Reith Elementary School within the Elk Grove Unified School District hosting a Career Week Event and talked about being a journalist and the importance of doing well in school.	1	Brain Room Researcher
22	3/9/2021	Establishment of training programs for station personnel	Attended Interactive Advertising Bureau (IAB) ALT 2021- Annual advertising conference for digital media.	3	Director of Sales Business Development Manager Local Sales Manager
23	3/10/2021	Participation in events or programs sponsored by educational institutions	Spoke to a George Kelly Elementary School 3rd grade class for STEM Curriculum. Discussed how wind happens and answered students questions relating to their STEM projects.	1	Meteorologist
24	3/10/2021	Establishment of training programs for station personnel	TEGNA Webinar: PREMION 2021 Sales Summit. TEGNA staff discussed the latest key factors when choosing an OTT partner for your business.	9	Sales Managers Account Executives
25	3/11/2021	Establishment of training programs for station personnel	Poynter Institute for Media Studies is a non-profit journalism school and research organization. Learned how to recognize bias in our scripts, story selection, presentation, and how to better depict and build out voices from marginalized communities.	1	Meteorologist



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26	3/11/2021	Participation in events or programs sponsored by educational institutions	Spoke to a 3rd grade class at John Reith Elementary School within the Elk Grove Unified School District hosting a Career Week Event and talked about being a journalist and the importance of doing well in school.	1	Brain Room Researcher
27	3/24/2021	Participation in events or programs sponsored by educational institutions	Speaking engagement with Santa Clara University Law School Communications Law class under the teaching of Prof. Catherine Sandoval. Spoke about the role of investigative journalism as a public service and how it fits into the broadcast news industry, answered general questions about the news industry from a perspective as a journalist.	1	MSJ
28	5/13/2021	Participation in events or programs sponsored by educational institutions	Attended The Center on Race, Immigration and Social Justice (CRISJ) at Sacramento State addressing social and educational inequities facing the university and larger community.	1	Race & Culture MSJ
29	5/18/2021	Provision of training to management	TEGNA's Diversity and Inclusion HR Business Partner held a training for the entire station leadership team on inclusive hiring practices. Topics covered included learning about diversity, equity, and inclusion; the benefits of diverse teams, leveraging colleges, universities, and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias; and best practices.	18	Station Management
30	5/18/2021	Establishment of training programs for station personnel	Attended a 4-day Poynter conference providing training to journalists around the world. This was training on identifying and building investigative news stories. Called 'Will work for impact.'	1	Producer

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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>
31	5/20/2021	Participation in other activities designed by the station employment unit	Attended event at My Sister's House, who primarily serves Asian and Pacific Islander and other underserved women and children impacted by domestic violence, sexual assault, and human trafficking by providing a culturally appropriate and responsive safe haven, job training, and community services. Engaged with community members and learned more about the organization.	1	Race & Culture MSJ
32	5/22/2021	Participation in events sponsored by community groups	Attended The Black Expo, a major event that presents opportunities for jobs, business, home ownership, and shares the impact and importance of the African American culture with the Greater Sacramento region. Engaged with community members.	1	Race & Culture MSJ
33	6/7/2021	Establishment of training programs for station personnel	Attended a Poynter offered training session titled "Reporting in the Age of Social Justice." In the four-day digital workshop, journalists gained skills to help them tell stories that matter to audiences and that leave a distinct mark on society.	1	Race & Culture MSJ
34	6/14/2021	Establishment of training programs for station personnel	Attended the annual Investigative Reporters and Editors (IRE) Conference that promotes best practices and methods for investigative journalism.	5	MSJ Photojournalists Executive Producer Producer
35	6/20/2021	Establishment of training programs for station personnel	TEGNA's National Verify team and Ellen Crooke, SVP of News provided training for ABC10 to identify and produce our own local Verify content.	1	Producer