

KCRA-TV, KQCA (TV)
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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 Open Date: 3/8/2018 Hire Date: 9/10/2018	2-5, 8, 10-17, 20, 24-25, 27, 30-34, 36-43	14
KCRA Account Executive Open Date: 4/20/2018 Hire Date: 8/20/2018	1-5, 8, 10-17, 20-21, 23-24, 27-34, 36-43	29
News Producer Open Date: 5/29/2018 Hire Date: 9/3/2018	2-5, 10-17, 20, 24, 27-28, 30-34, 37-40, 42-43	14
Reporter Open Date: 6/25/2018 Hire Date: 8/27/2018	2-5, 10-18, 20, 24, 26-28, 30-34, 36-43	18
Operations Technician Open Date: 6/25/2018 Hire Date: 10/1/2018	2-5, 10-18, 20, 24, 26-28, 30-34, 36-43	18
Digital Editor Open Date: 8/6/2018 Hire Date: 8/27/2018	2-5, 7, 10-18, 20, 23-24, 26-28, 30-34, 36-43	18
News Executive Producer Open Date: 8/13/2018 Hire Date: 4/1/2019	2-5, 7, 10-18, 20-21, 24, 26-28, 30-34, 36-43	21
National Sales Assistant Open Date: 8/23/2018 Hire Date: 12/17/2018	1-5, 7, 10-20, 24, 26-28, 30-34, 36-43	14
Account Executive - KQCA Open Date: 10/16/2018 Hire Date: 1/7/2019	1-5, 7, 9-17, 19-20, 24, 26-28, 30-43	14
Sales Account Associate Entry Level - KQCA Open Date: 10/16/2018 Hire Date: 7/22/2019	1-5, 7, 9-17, 20, 23-24, 26-28, 30-43	23
Sales Account Associate Entry Level - KCRA Open Date: 10/16/2018 Hire Date: 1/7/2019	1-5, 7, 9-18, 20, 23-24, 26-28, 30-43	18
Assignment Manager Open Date: 10/17/2018 Hire Date: 1/7/2019	2-5, 7, 10-17, 20, 23-24, 26-28, 30-43	23
Maintenance Technician Open Date: 10/31/2018 Hire Date: 11/18/2018	2-7, 10-20, 24, 26-28, 30-43	18
Maintenance Technician Open Date: 10/31/2018 Hire Date: 2/1/2019	2-7, 10-17, 19-21, 24, 26-28, 30-43	19

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Operations Technician Open Date: 11/2/2018 Hire Date: 12/23/2018	2-5, 7, 10-18, 20, 24, 26-28, 30-43	18
Client Service Specialist - KCRA Open Date: 12/21/2018 Hire Date: 4/22/2019	1-5, 7, 10-17, 20, 22-24, 26-28, 30-43	23
Assistant News Director Open Date: 12/21/2018 Hire Date: 5/6/2019	2-5, 7, 10-18, 20-21, 24, 26-28, 30-43	18
Maintenance Technician Open Date: 12/21/2018 Hire Date: 3/4/2019	2-5, 7, 10-17, 19-21, 24, 26-28, 30-43	19
Assignment Editor Open Date: 1/10/2019 Hire Date: 3/4/2019	2-5, 7, 10-18, 20, 24, 26-28, 30-43	18
Account Executive - KQCA Open Date: 1/10/2019 Hire Date: 2/19/2019	1-5, 7, 10-17, 19-20, 24, 26-28, 30-43	19
Client Service Specialist Open Date: 5/31/2019 Hire Date: 7/8/2019	1-5, 7, 10-12, 14-17, 20, 23-24, 26-28, 30-43	23

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	A Family Affair Connections 3521 Broadway Sacramento, California 95817 Phone : 916-393-9682 Email : afabridges@yahoo.com Albert Johnson	Y	0
3	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
4	Africana Journalists Society of San Diego State University 5500 Campanile Drive San Diego, California 92182 Phone : (619) 594-6531 Email : africana@mail.sdsu.edu Career Services	Y	0
5	American Broadcasting School 4511 SE 29th St. Oklahoma City, Oklahoma 73115 Phone : (405) 672-6511 Email : admissions@radioschool.com Career Services	N	0
6	Asian Women's Resources 940 Washington St San Francisco, California 94108 Phone : 415.788.1008 Email : awrcgloria@pacbell.net Peter Goetze	N	0
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@bates.ctc.edu Roland Robinson	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
8	Bay Area Star 900 Front Street San Francisco, California 94111 Phone : 408-249-7682 Url : http://www.bayareastar.org/ Career Services Manual Posting	N	0
9	Black Journalists Association of Southern California P.O. Box 75129 Los Angeles, California 90075 Phone : 301-405-0248 Email : INFO@bjasc.org Career Services	N	0
10	CA State University, Northridge 18111 Nordhoff St Northridge, California 91330 Phone : 818-677-1200 Email : career.center@csun.edu Career Services	Y	0
11	Cal Jobs PO Box 826880 MIC 83 Sacramento, California 94280 Phone : 1-800-758-0398 Url : http://www.caljobs.ca.gov Career Services Manual Posting	N	0
12	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
13	California Indian Manpower Consortium 738 North Market Blvd. Sacramento, California 95834 Phone : 916.920.0285 Email : terrio@cimcinc.com Career Services	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
14	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8073 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com HTV Careers	N	23
15	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
16	Cosumnes River College 8401 Center Parkway Sacramento, California 95823 Phone : 916-691-7344 Email : garymartin@accesssacramento.org Gary Martin	Y	0
17	Crossroads Diversified Employment Services 7011 Sylvan Rd Citrus Heights, California 95610 Phone : 916.676.2540 Email : eren@crossroadsdiversified.com Career Services	N	0
18	Current Employee	N	15
19	Employee Referral	N	9
20	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
21	Former Employee	N	5
22	Glassdoor.com 100 Shoreline Highway Building A Mill Valley, California 94941 Phone : 7042082377 Career Services Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Url : www.indeed.com Career Services Manual Posting	N	15
24	Inter-Tribal Council of CA., Inc. 3425 Arden Way Sacramento, California 95825 Phone : (916) 973-9581 Email : intertribal.ca@itccinc.org Fax : 1-916-973-0117 Larry Barther	Y	0
25	Job Journal 3050 Fite Circle Suite 100 Sacramento, California 95827 Phone : 916-925-0800 x310 John Nelson Manual Posting	N	0
26	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
27	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Career Services	N	0
28	NAMIC 50 Broad Street Suite 180 New York, New York 10004 Phone : (212) 594-5985 Susan Waldman 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
29	National Association of Broadcasters Education Foundation (NABEF) 1771 N Street NW Washington, District of Columbia 20036 Phone : 7042082377 Nate Mann Manual Posting	N	1
30	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://nahj.ihispano.com/ Career Services Manual Posting	N	0
31	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
32	RMC Employment Services . Sacramento, California Phone : 916-287-0762 Email : rmcemployment6854@gmail.com Gemma Wright	Y	0
33	Sacramento Chinese Community Service Center 420 I St. #5 Sacramento, California 95814 Phone : 916.442.4228 Email : admin@sccsc.org . .	N	0
34	Sacramento County Employment Services 609 9th St Sacramento, California 95814 Phone : 916-874-5593 Email : chaostasaccounty@saccounty.net Career Services	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
35	Solano Community College 4000 Suisun Valley Rd Fairfield, California 95434 Phone : 707.864.7124 Email : jpstuden@solano.edu ..	N	0
36	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-951-9610 Email : connell@talentdynamics.com Sandra Connell	N	0
37	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Career Services Manual Posting	N	3
38	TVB 120 Wall Street, 15th Floor New York , New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
39	University of California-Davis 1 Shields Avenue Davis, California 95616 Phone : 530-752-2855 Url : http://www.lccweb.ucdavis.edu Career Services Manual Posting	N	0
40	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0

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41	Willinger Talent Agency 875 Avenue of the Americas Suite 201 New York, New York 10001 Phone : 2126957950 Email : info@willingertalent.com Fax : 1-212-695-1855 Greg Willinger	N	0
42	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
43	Yuba College 2088 North Beale Road Marysville, California 95901 Phone : 509-741-6700 Email : aepler@yccd.edu Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/13/2018	Participation in events or programs sponsored by educational institutions	Meteorologist Dirk Verdoorn gave presentations at several schools in the KCRA/KQCA demographic about topics related to weather.	1	Meteorologist	0.25
2	1/21/2019	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Spring of 2019. For this filing period the station had 2 interns who acquired skills in the area of broadcasting.	7	Executive Producer News Director Anchor General Manager	1.00
3	3/17/2019	Participation in events sponsored by community groups	Reporter Marlei Martinez emceed the first community listening session, Asian Pacific Islander Women's Voices: Making It Count. This is the first in a series to help inform local efforts towards establishing a Sacramento Commission for Women and Girls.	1	Reporter	0.25
4	3/25/2019	Participation in events or programs sponsored by educational institutions	Reporter Mike Teselle gave a presentation about careers in TV news, social media and journalism to several classes of middle school students at Eich Middle School for Career Day.	1	Reporter	0.25
5	4/9/2019	Participation in events sponsored by community groups	Creative Services Director Larry Kellogg along with Anchors Teo Torres and Deirdre Fitzpatrick held a media training session for 17 students from the Nehemiah Emerging Leaders Program.	3	Creative Services Director Anchor/Reporter Anchor/Reporter	0.25
6	5/11/2019	Participation in events sponsored by community groups	Anchor/Reporter Leticia Ordaz emceed the 12th annual High Tea of Hope event. This event focuses on empowerment of women and to build awareness and advocacy while helping to raise money to provide the programs and services to our many victims through the Family Justice Center	1	Anchor/Reporter	0.25
7	5/20/2019	Participation in events sponsored by community groups	Reporter Marlei Martinez gave a presentation at the Asian American & Pacific Islander Heritage Month Event.	1	Reporter	0.25
8	6/4/2019	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Summer of 2019. For this filing period the station had 9 interns who acquired skills in the area of broadcasting.	8	Executive Producer News Director Anchor/Reporter Photographer	1.00
9	6/11/2019	Participation in events or programs sponsored by educational institutions	Anchor Brian Heap and Sports Reporter Michelle Dapper gave a presentation to middle school and high school students about sports broadcasting.	1	Sports Reporter Anchor	0.25

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
TOTAL POINTS OVER REPORTING PERIOD:						3.75