

KXTV
EEO PUBLIC FILE REPORT
July 22, 2016 - July 21, 2017

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
Digital Producer	1, 3, 6, 8-10, 12-13, 15, 17, 20-21, 24, 26-29, 31-33, 35-36, 39-40, 43-44, 47, 51-52, 54-59, 61-62, 65-67, 69, 71-72	61
Director/Photographer	1, 3, 6, 8-10, 12-13, 15, 17, 20-22, 24, 26-29, 32-33, 36, 39-40, 43-44, 47, 51, 54-59, 61-62, 65-67, 69, 71-72	62
Digital Journalist	1, 3, 6, 8-10, 12-13, 15, 17, 20-22, 24-29, 31-33, 35-36, 39-40, 43-44, 47, 50-51, 54-59, 61-62, 65-67, 69, 71-72, 74	35
Digital Journalist	1, 3, 6, 8-10, 12-13, 15, 17, 20-22, 24-29, 31-33, 35-36, 39-40, 43-44, 47, 50-51, 54-59, 61-62, 65-67, 69, 71-72, 74	25
Brain Room/Information Specialist	1, 3, 6, 8-10, 12-13, 15, 17, 20-22, 24, 26-29, 31-33, 36, 39-40, 43-44, 47, 51-52, 54-59, 61-62, 65-67, 69, 71-72, 74	1
Brain Room/Information Specialist	1, 3, 6, 8-10, 12-13, 15, 17, 20-22, 24, 26-29, 31-33, 36, 39-40, 43-44, 47, 51-52, 54-59, 61-62, 65-67, 69, 71-72, 74	31
Brain Room/Information Specialist	1, 3, 6, 8-10, 12-13, 15, 17, 20-22, 24, 26-29, 31-33, 36, 39-40, 43-44, 47, 51-52, 54-59, 61-62, 65-67, 69, 71-72, 74	22
Executive Producer, Investigative	1, 3, 6, 8-10, 12-13, 15, 17, 19-21, 24-29, 32-33, 36, 39-40, 43-44, 47, 51, 54-59, 61-62, 65-67, 69, 71-72	1
Managing Editor, Digital	1, 3, 6, 8-10, 12-13, 15, 17, 20-21, 24-29, 31-33, 35-36, 38-40, 43-44, 47, 49, 51-52, 54-59, 61-62, 64-67, 69, 71-72	25
Multi-Skilled Journalist	1-4, 6, 8-10, 12-13, 15, 17, 19-20, 22, 24, 26-29, 32-33, 36, 39-40, 43-44, 46-48, 50-51, 53-56, 58-59, 61-63, 65-67, 69, 71-73	19
Multi-Skilled Journalist	1, 3, 6, 8-10, 12-13, 15, 17, 20, 24, 26-29, 32-33, 36, 39-40, 43-44, 47-48, 50-51, 54-56, 58-59, 61-62, 65-67, 69, 71-72	62
Visual Journalist (photojournalist)/Storyteller	1, 3, 6, 8-10, 12-13, 15, 17, 20-22, 24-29, 31-33, 36, 39-40, 43-44, 47, 51-52, 54-56, 58-59, 61-63, 65-67, 69, 71-72	61
Visual Journalist (photojournalist)/Storyteller	1, 3, 6, 8-10, 12-13, 15, 17, 20-22, 24-29, 31-33, 36, 39-40, 43-44, 47, 51-52, 54-56, 58-59, 61-63, 65-67, 69, 71-72	31

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Multi-Skilled Journalist	1-4, 6, 8-10, 12-13, 15, 17, 19-20, 22, 24, 26-29, 32-33, 36, 39-40, 43-44, 46-48, 50-51, 53-56, 58-59, 61-63, 65-67, 69, 71-73	22
Multi-Skilled Journalist	1-4, 6, 8-10, 12-13, 15, 17, 19-20, 22, 24, 26-29, 32-33, 36, 39-40, 43-44, 46-48, 50-51, 53-56, 58-59, 61-63, 65-67, 69, 71-73	62
Anchor/Multi-Skilled Journalist	1-4, 6, 8-10, 12-13, 15, 17, 19-29, 32-33, 36, 39-40, 43-44, 47-48, 50-51, 54-56, 58-59, 61-62, 65-67, 69, 71-72	19
Anchor/Multi-Skilled Journalist	1-4, 6, 8-10, 12-13, 15, 17, 19-29, 32-33, 36, 39-40, 43-44, 47-48, 50-51, 54-56, 58-59, 61-62, 65-67, 69, 71-72	19
Anchor/Multi-Skilled Journalist	1-4, 6, 8-10, 12-13, 15, 17, 19-29, 32-33, 36, 39-40, 43-44, 47-48, 50-51, 54-56, 58-59, 61-62, 65-67, 69, 71-72	4
Anchor/Multi-Skilled Journalist	1-4, 6, 8-10, 12-13, 15, 17, 19-29, 32-33, 36, 39-40, 43-44, 47-48, 50-51, 54-56, 58-59, 61-62, 65-67, 69, 71-72	25
Anchor/Multi-Skilled Journalist	1-4, 6, 8-10, 12-13, 15, 17, 19-29, 32-33, 36, 39-40, 43-44, 47-48, 50-51, 54-56, 58-59, 61-62, 65-67, 69, 71-72	23
Social Discovery Editor	1, 3, 6, 8-10, 12-13, 15, 17, 20-21, 24, 26-29, 31-33, 39-40, 43-44, 47, 51-52, 54-56, 58-59, 61-62, 65-67, 69, 71-72	52
Production Producer	1, 6, 8-10, 12-13, 15, 17, 20-21, 24-29, 32, 39-40, 43-44, 47, 51, 54-56, 58-59, 61, 65-67, 69, 71-72	25
Senior Content Producer	1, 3, 6, 8-10, 12-13, 15, 17, 20-21, 24, 26-29, 31-33, 36, 39-40, 43-44, 54-56, 58, 61-62, 65, 67, 69, 71-72	1
Media Sales Account Executive	1, 3, 6, 8-10, 12-13, 15, 17, 19-21, 24-29, 32-33, 39-40, 43-44, 54-56, 58, 61-62, 65, 67, 69, 71-72	25
Visual Journalist (photojournalist)/Storyteller	1, 5-18, 20-21, 26-34, 36-37, 39-45, 52, 54-56, 58, 60-63, 65, 67-72	52
Field Producer	1, 5-18, 20-21, 26-30, 32, 34, 36-37, 39-40, 42-45, 54-56, 58, 60-61, 65, 67-72	61

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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	11
2	Agency Referral	N	7
3	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Url : allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
4	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	4
5	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
6	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
7	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka	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	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
9	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
10	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
11	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0
12	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
13	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	6

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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	Career Planning & Placement 9001 Stockdale Highway Bakersfield, California 93311 Phone : 661-664-3033 Email : career@csub.edu Bill Perry	N	0
15	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
16	Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Fax : 1-916-393-7347 Justo Gaitan	N	0
17	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
18	Community Resource Council 133 Church Street Roseville, California 95678-2294 Phone : 916-783-0481 Email : pancrcfb@foothill.net Fax : 1-916-783-4013 Job Coordinator	N	0
19	Corporate Recruiter	N	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Fax : 1-916-457-4439 Donna Mckee	N	0
22	Current Employee	N	9
23	E-mail Inquiry	N	1
24	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
25	Employee Referral	N	13
26	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
27	Glassdoor P.O.Box 900 Sausalito, California 94966 Phone : N A Url : http://www.glassdoor.com/index.htm Career Service Manual Posting	N	3

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28	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
29	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
30	In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : www.inallianceinc.com Email : info@inalliance.com Fax : 1-916-381-9026 Job Developer	N	0
31	Indeed.com - Not Directly Contacted by SEU	N	13
32	ITT Technical Institute 1140 Galaxie Way #400 Concord, California Phone : 952-674-8200 Email : klopez@itt-tech.edu Fax : 1-925-674-8250 Kristina Lopez	N	0
33	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
34	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccenc.org Marjorie Fletcher	N	0

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35	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Email : ads@journalismjobs.com Dan Rohn	N	2
36	Juju juju.com New York, New York Phone : 000-000-0000 Url : www.juju.com Online Online Manual Posting	N	0
37	La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson	N	0
38	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting	N	1
39	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : Rich@medialine.com Mark Shilstone	N	0
40	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
42	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
43	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
44	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
45	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
46	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
48	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	4
49	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5498 Career Services Manual Posting	N	0
50	National Black MBA Association Inc. 400 West Peach Street NW Ste 2013 Atlanta, Georgia 30308 Career Service Manual Posting	N	0
51	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlgja.org Career Service	N	0
52	Non-Employee Referral	N	7
53	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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54	Sacramento Asian-Pacific Chamber of Commerce 2012 H Street, Suite 202 Sacramento, California Phone : 916-446-7883 Url : www.sacasiancc.org Email : msumida@sacasiancc.org Fax : 1-916-446-7098 Matt Bodourian	N	0
55	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
56	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
57	SimplyHired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : SimplyHired.com Career Service Career Service Manual Posting	N	0
58	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
60	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton	N	0
61	TEGNA Jobs Website 7950 Jones Branch Driver McLean, Virginia 22107 Phone : (703) 873-6231 Url : www.TEGNA.com Janae Barker Manual Posting	N	24
62	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Fax : 760-754-2115 Mark Holloway	N	8
63	TV News Storytellers 118 6th Avenue N #602 Seattle, Washington 98109 Phone : 000-000-0000 Matt Mronzinski Manual Posting	N	0
64	Twitter 1355 Market Street San Francisco, California Customer Services Manual Posting	N	0

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65	United Cerebral Palsy 4265 Spyres Way #2 Modesto, California Phone : 209-577-2122 Url : www.ucpstan.org Email : smorse@ucpstan.org Fax : 1-209-577-2392 Shawna Morse	N	0
66	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
67	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator	N	0
68	University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : jcarvana@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer	N	0
69	University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : dcrane@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer	N	0
70	Women's Civic Improvement Club 3555 3rd Avenue Sacramento, California 95817 Phone : 916-457-8661 Email : wcicinc@sbcglobal.net Fax : 1-916-457-0109 Charles Cogger	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
71	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
72	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
73	YOU TUBE 901 Cherry Avenue San Bruno, California 94066 Phone : 650-253-0000 Susan Wojcicki Manual Posting	N	1
74	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			124

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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	7/22/2016	Establishment of an intern program designed to assist members of the community	KXTV offers an Internship Program to help college students acquire skills necessary to obtain employment in the broadcasting industry. The program is available to qualified students who are interested and meet the requirements. They are selected based on their education and an interview. Notice of the availability of the internship is distributed via our website and through college and university guidance offices and/or their websites. The students earn academic credit for their participation. We offer internships in News, Marketing, Sales and Sacramento & Co. We had one student from George Washington University.	1	Managers & Supervisors
2	7/22/2016	Establishment of training programs for station personnel	KXTV offers a tuition assistance program designed to encourage self development through undergraduate or graduate coursework. Three employees participated in this program during the reporting period.	3	Producer Broadcast Engineer Meteorologist
3	7/22/2016	Participation in other activities designed by the station employment unit	The station hosted 22 tours during the reporting period beginning July 22, 2016, for schools, scouting groups and other community groups to educate them on the inner workings of a television station and job opportunities in broadcasting. They are exposed to the following areas: Sales, control/audio booth, Engineering, IT, Creative Services/Marketing, Newsroom and the studio/weather center.	1	Administrative Guide
4	8/17/2016	Participation in events or programs sponsored by educational institutions	Spoke to a broadcasting class from Inderkum High School about all aspects of broadcasting, television news, and social media.	1	Anchor/MSJ
5	8/19/2016	Participation in events or programs sponsored by educational institutions	Spoke at the Folsom High School "Meet the Bulldogs" about football coverage and spoke to the football team about covering high school football games.	1	Anchor/MSJ

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6	9/15/2016	Participation in events sponsored by community groups	Attended the Online News Association Conference. Attended high quality sessions with expert speakers, plus innovative, interactive exhibits and hands on demonstrations. Led a small break out session talking about the current state of broadcasting and changing job opportunities.	1	Director of Content
7	10/11/2016	Participation in events sponsored by community groups	Spoke at the Asian American Journalist Association to provide encouragement, information, and assistance to Asian Americans who aspire to have journalism careers.	1	President and General Manager
8	11/15/2016	Participation in events sponsored by community groups	Spoke at the Arden Arcade Rotary Club discussing meteorology, the winter outlook and getting into the broadcast industry and meteorology.	1	Meteorologist
9	2/2/2017	Participation in events or programs sponsored by educational institutions	Spoke to Oak Ridge High School students about the challenges and rewards of being a journalist, provided insights about the field, and spoke about the importance of self determination.	1	Multi-Skilled Journalist
10	2/14/2017	Provision of training to management	Training session on Respect in the Workplace provided to station management by TEGNA's Labor Relations Attorney. Training included defining harassment and discrimination, reviewing company policy and discussing scenarios.	16	All Station Management
11	2/14/2017	Provision of training to management	Training session on Performance Management provided to station management by TEGNA's Labor Relations Attorney. Reviewed best practices for performance and behavior management.	17	All Station Management
12	3/1/2017	Participation in events sponsored by community groups	Spoke at the Carole Kneeland Project for Responsible Journalism which assures ethics and excellence in local journalism. We discussed news ethics, writing, decision making, management and leadership.	1	Director of Content
13	4/1/2017	Participation in events sponsored by community groups	Acted as a judge for student submissions to the Journalism Association of Community Colleges (JACC) in a contest for best video story.	1	News Producer

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14	4/2/2017	Provision of training to management	Attended the Poynter Institute which is a journalism education center for new manager training.	1	Managing Editor, Digital
15	4/30/2017	Participation in events or programs sponsored by educational institutions	Spoke to journalism students at American River College about photojournalism, journalism, and sharing personal stories and experiences.	1	Content Coordinator
16	5/1/2017	Participation in events sponsored by community groups	Participated in 5-day Leadership Development Program at the Center for Creative Leadership. This course is designed for mid-to-senior level managers to strengthen and refine their leadership fundamentals.	1	President & General Manager
17	6/19/2017	Participation in events sponsored by community groups	2017 PromaxBDA Station Summit--a four-day critical gathering where networks, station groups, syndicators and local broadcasters discuss, dialogue and debate the issues, trends and emerging business opportunities driving success in local television. Attended seminars covering topics such as Marketing leadership, budget optimization and emerging technologies.	1	Director of Marketing
18	6/21/2017	Participation in events sponsored by community groups	IRE Conference - Investigative Reporters and Editors, Inc. is a grassroots nonprofit organization dedicated to improving the quality of investigative reporting. This is an annual national conference that includes five days of classes on investigative reporting techniques. The event is aimed at training journalists in the latest data digging techniques, new perspectives on effective story telling among other things. Topics focused on quality investigations, investigating the tech industry, sourcing a diverse population and investigating non-profits. One participant was involved in a Q & A about her experiences, stories and style.	4	Executive Producer Multi Skilled Journalist (3)

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	6/27/2017	Participation in events sponsored by community groups	Over the course of 5 days, attended multiple presentations from stations located all over the country at TEGNA's annual content summit. Presentations focused on content and newsroom transformation, creating better content and examining and learning from the mistakes/success of multiple stations' transformation journey.	2	Director of Marketing Director of Content
20	7/12/2017	Establishment of training programs for station personnel	Onsite management training provided to station management by University of California, Davis Continuing and Professional Education. The focus of the training was on Communications Skills at Work. Identified personal communication styles and its impact when working with others. Examined guidelines for effective communication, as well as nonverbal cues and tone. Assessed ability to provide constructive feedback and become a more active listener.	17	All Station Management