



For the period commencing August 1, 2007 to July 31, 2008 (Report Term).

Prepared by KVIE, Inc.

This report covers the following employment unit:

Call Sign	Facility ID No.	Type of Station	Community of Service
KVIE	35855	TV	Sacramento, CA
KVIE-DT	35855	DT (digital television)	Sacramento, CA

A. The following is a list of the job titles of all full-time positions filled during the Report Term, followed by all recruitment sources contacted for the position. The recruitment sources used by interviewees, if provided, and the person hired are indicated.

1. Associate Producer

of persons interviewed: 3

*indicates recruitment source used by interviewees (3 interviewees indicated recruitment source)

¹indicates recruitment source used by person hired (1 of 1 person(s) hired indicated recruitment source)

Asian American Journalists	MTI College of Business & Technology
Craigslist.org	Non-Profit Resource Center
Crossroads Employment Services	PBS Connect
Greater Sacramento Urban League	Sacramento Asian Pacific Chamber of Commerce
Hotjobs.com	Sacramento Bee
Inter-Tribal Council of California	Sacramento Black Chamber of Commerce
ITT Technical Institute	Sacramento Hispanic Chamber of Commerce
KVIE Web* ¹	

2. On-air Fundraising Assistant

of persons interviewed: 2

*indicates recruitment source used by interviewees (2 interviewee indicated recruitment source)

¹indicates recruitment source used by person hired (1 of 1 person(s) hired indicated recruitment source)

Filled by internal candidate.

Asian American Journalists	KVIE Web* ¹
California Department of Veterans Affairs	MTI College of Business & Technology
Craigslist.org	Non-Profit Resource Center
Crossroads Employment Services	Sacramento Asian Pacific Chamber of Commerce
Greater Sacramento Urban League	Sacramento Bee
Inter-Tribal Council of California	Sacramento Black Chamber of Commerce
ITT Technical Institute	Sacramento Hispanic Chamber of Commerce

3. Graphic Designer

of persons interviewed: 3

*indicates recruitment source used by interviewees (3 interviewees indicated recruitment source)

¹indicates recruitment source used by person hired (1 of 1 person(s) hired indicated recruitment source)

Filled by internal candidate.

Asian American Journalists	KVIE Web* ¹
Association of Fundraising Professionals	MTI College of Business & Technology
California Department of Veterans Affairs	Non-Profit Resource Center
Craigslist.org*	Opportunity NOCS
Crossroads Employment Services	PBS Connect
Greater Sacramento Urban League	Sacramento Asian Pacific Chamber of Commerce
Inter-Tribal Council of California	Sacramento Black Chamber of Commerce
ITT Technical Institute	

B. A total of 81 applicants applied for the three regular, full-time vacancies during the Report Term. One position remained open at the end of the report term and interviews had not taken place yet. The following lists each recruitment source that referred interviewees to KVIE and the number referred with contact information for sources used. All applicants are asked to designate the recruiting source.



Source	Sent Via	Contact	Source used by hired person(s)	Source used by interviewees
Asian American Journalists 1182 Market Street Ste 320 San Francisco CA 94102	Web	Phone (415) 346-2051 Fax (415) 346-6343 Email: post@aja.org	0	0
Association of Fundraising Professionals 1101 King Street #700 Alexandria VA 22314	Web	Phone (703) 519-8462 Fax (703) 683-0517 Email: jobs@afpnet.org Web: www.afpnet.org	0	0
California Department of Veterans Affairs Personnel Office 1227 O Street Sacramento CA 95814	Mail	Phone (916) 653-2535	0	0
Craigslist.org	Web	on line posting only www.craigslist.org	1	2
Crossroads Employment Services 3823 V Street #1 Sacramento CA 95817	Email	Danny Marquez Phone (916) 457-1900 Fax (916) 457-4439 Web: www.crossroadsdiversified.com	0	0
California State University, Sacramento 6000 J Street Sacramento, CA 95819	Web	Phone: (916) 278-6011 Web: www.csus.edu	0	0
Employee Referral	Web	www.kvie.org	0	0
Greater Sacramento Urban League 3725 Marysville BLVD. Sacramento, CA 95838	Email	Phone (916) 286-8600 Email: info@gsul.org Web: www.gsul.org	0	0
Hotjobs.com	Web	Web: www.hotjobs.com	0	0
Inter-Tribal Council of California 2755 Cottage Way Ste. #14 Sacramento, CA 95825	Mail	Phone (916) 973-9581 Fax (916) 973-0117 Web: www.itccinc.org	0	0
ITT Technical Institute Placement Office 10868 Gold Center Drive Rancho Cordova CA 95670	Email	Phone (916) 851-5658 Email: prydell@itt-tech.edu	0	0
KVIE Public Television Website	Email	David Lowe www.kvie.org	2	6
MTI College of Business & Technology 5221 Madison Avenue Sacramento CA 95841	Web	Phone: (916) 339-1500 Web: www.mticollege.edu	0	0



EEO PUBLIC FILE REPORT FOR LICENSEE, KVIE, INC.

Non-Profit Resource Center Sacramento Library 828 I Street Sacramento CA 95814	Web	Phone: (916) 264-2772 Web: nrc@nonprofitresourcectr.org	0	0
Opportunitynocs.com 870 Market Street #800 San Francisco CA 94102	Web	Phone: (800) 344-6627 Fax: (415) 362-4603 Email: nocs@tmcenter.org Web: www.opportunitynocs.org	0	0
PBS Connect	Web	Web: connect.pbs.org	0	0
Sacramento Asian Pacific Chamber of Commerce 1331 T Street #3 Sacramento CA 95814	Mail		0	0
Sacramento Bee 2100 "Q" Street Sacramento CA 95816	Fax	Rae Libman Phone: (916) 321-1313 Fax: (916) 326-5570 Web: www.sacbee.com	0	0
Sacramento Black Chamber of Commerce 2251 Florin Road #132 Sacramento CA 95822	Mail		0	0
Sacramento Hispanic Chamber of Commerce 2848 Arden Way #230 Sacramento CA 95825	Mail	Phone: (916) 544-7420 Fax: (916) 554-7429	0	0
Sacramento Women in Radio and Television	Web	Web: www.sacramentoawrt.org	0	0

C. During the Report Term, KVIE, Inc. engaged in the following long-term recruitment initiatives:

1. **Internship Program:** KVIE continues to work toward a more comprehensive internship program and has established more productive relationships with local colleges/universities. KVIE's volunteer and internship coordinator attends job fairs. KVIE employs 2 long-term paid internships in the On Air Fundraising and Public Relations, and Education Outreach departments. In the past, interns have been bilingual furthering KVIE's goal to reach out to non-English speaking communities. Additionally, KVIE offers unpaid internships within the Production, Leadership Giving, and Special Events departments. Most interns are students attending University of California, Davis, California State University, Sacramento, and Los Rios Community Colleges.
2. **Scholarship Programs:** KVIE is a member of the American Women In Radio and Television Scholarship Selection Committee who selects local college and high school students to receive scholarships in the fields of journalism.
3. **Training Programs:** KVIE requires all employees to attend at least two training seminars each year within their specific job duties to improve their skills and help them qualify for a higher level position and keep current with industry and job standards. Additionally KVIE provides at least 2 mandatory ALL Staff training sessions each year. All employees are technically trained in various aspects of pledge production outside of their typical job functions such as: audio board, camera, on-air talent, technical direction, and teleprompter.
4. **Recruitment/Interview:** All hiring managers are trained by Human Resources to ensure equal employment opportunities are practiced during recruitment. Human Resources and the General Manager must approve candidate pool for diversity before interviewing process begins. Upon interview process Human Resources meets with hiring manager to discuss standardized questions.



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KVIE EEO Program Narrative

As employment vacancies arise, KVIE Inc.'s senior management first decides if it is necessary to fill the position. If so, the job description is reviewed and updated as necessary. KVIE then posts the position internally. If a candidate is not found internally, KVIE posts the position externally. (Please see attached KVIE recruiting sources, as detailed in the EEO public file reports in Exhibit 2.) Of those sources KVIE notifies the following sources of openings; California Department of Veteran Affairs, ITT Technical Institute, MTI College of Business and Technology, Crossroads Employment Services, Greater Sacramento Urban League, Inter-Tribal Council of California, Non-Profit Resource Center, Sacramento Asian Pacific Chamber of Commerce, Sacramento Black Chamber of Commerce, Sacramento Hispanic Chamber of Commerce, Asian American Journalists, kvie.org, PBS Connect, and craigslist.org. If Human Resources and the General Manager do not deem the candidate pool diverse additional sources are contacted.

All candidates are asked to refer to kvie.org for further information regarding job openings. At kvie.org candidates can review KVIE's EEO Policy which states: It is KVIE's policy to provide equal employment opportunity to all qualified individuals without regard to race, color, ethnicity, religion, national origin, gender, sexual orientation, marital status, disability, or age, in all personnel actions including recruitment, selection, placement, compensation, and the opportunity for advancement. KVIE is required to publish our EEO Filing with the FCC.

In addition to achieving a widespread dissemination of information concerning full-time job openings through its use of a lengthy list of diverse recruitment sources, KVIE also participates in a variety of non-vacancy specific outreach efforts. In particular, KVIE conducts an internship program with local college students, and KVIE management is involved in a broadcast scholarship program for area college and high school students. With regard to current employees, KVIE provides comprehensive annual training to develop job skills, and trains management personnel on EEO matters and hiring practices.