



**EEO PUBLIC FILE REPORT FOR LICENSEE, KVIE, INC.**

**For the period commencing August 1, 2015 to July 31, 2016 (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-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 and the person(s) hired, if provided, are indicated.

**1. Marketing Assistant**

# of persons interviewed: 3; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (*3 of 3 interviewees indicated recruitment source*)

\*indicates recruitment source used by person hired (*1 person hired indicated recruitment source*)

American Marketing Association of Sacramento Valley	International Academy of Design & Technology
Art Institute of California – Sacramento	Inter-Tribal Council of California
Asian American Journalists	KVIE Facebook
Asian Resources	KVIE Twitter
Association of Fundraising Professionals	KVIE Volunteers Database Email
Bay Area Video Coalition	<b>KVIE Web (1)</b>
California Black Chamber of Commerce	LinkedIn
California Broadcasters Association	Los Rios Community Colleges (all campuses)
California Hispanic Resource Council	Sacramento Asian Pacific Chamber of Commerce
California Indian Manpower Consortium	Sacramento Black Chamber of Commerce
<b>Craigslist.org* (1)</b>	Sacramento Chinese Community Service Center
<b>Employee Referral (1)</b>	Sacramento Hispanic Chamber of Commerce
Greater Sacramento Urban League	University of California, Davis
Greater Sacramento Vietnamese American Chamber	University of the Pacific
Heald College School of Technology	

**2. Graphic Designer**

# of persons interviewed: 2; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (*2 of 2 interviewees indicated recruitment source*)

\*indicates recruitment source used by person hired (*1 person hired indicated recruitment source*)

American Marketing Association of Sacramento Valley	Inter-Tribal Council of California
Art Institute of California – Sacramento	KVIE Facebook
Asian American Journalists	KVIE Twitter
Asian Resources	KVIE Volunteers Database Email
Association of Fundraising Professionals	KVIE Web
Bay Area Video Coalition	LinkedIn
California Black Chamber of Commerce	Los Rios Community Colleges (all campuses)
California Broadcasters Association	<b>Other (1)</b>
California Hispanic Resource Council	Sacramento Asian Pacific Chamber of Commerce
California Indian Manpower Consortium	Sacramento Black Chamber of Commerce
<b>Craigslist.org* (1)</b>	Sacramento Chinese Community Service Center
Greater Sacramento Urban League	Sacramento Hispanic Chamber of Commerce
Greater Sacramento Vietnamese American Chamber	University of California, Davis
Heald College School of Technology	University of the Pacific
International Academy of Design & Technology	



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**3. Staff Accountant – Payroll**

# of persons interviewed: 5; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (5 of 5 interviewees indicated recruitment source)

\*indicates recruitment source used by person hired (1 person hired indicated recruitment source)

American Marketing Association – Sacramento Valley	International Academy of Design & Technology
Art Institute of California – Sacramento	Inter-Tribal Council of California
Asian American Journalists	KVIE Facebook
Asian Resources	<b>KVIE Volunteers Database Email* (1)</b>
Association of Fundraising Professionals	<b>KVIE Web (1)</b>
Bay Area Video Coalition	LinkedIn
California Black Chamber of Commerce	Los Rios Community Colleges (all campuses)
California Broadcasters Association	<b>Other (1)</b>
California Hispanic Resource Council	Sacramento Asian Pacific Chamber of Commerce
California Indian Manpower Consortium	Sacramento Black Chamber of Commerce
California State University, Sacramento	Sacramento Chinese Community Service Center
<b>Career Fair (1)</b>	Sacramento Hispanic Chamber of Commerce
<b>Craigslist.org (1)</b>	Sierra College
Greater Sacramento Urban League	University of California, Davis
Greater Sacramento Vietnamese American Chamber	University of the Pacific
Heald College School of Technology	

**4. Producer**

# of persons interviewed: 5; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (5 of 5 interviewees indicated recruitment source)

\*indicates recruitment source used by person hired (1 person hired indicated recruitment source)

American Marketing Association – Sacramento Valley	International Academy of Design & Technology
Art Institute of California – Sacramento	Inter-Tribal Council of California
Asian American Journalists	KVIE Facebook
Asian Resources	KVIE Twitter
Association of Fundraising Professionals	<b>KVIE Web* (4)</b>
Bay Area Video Coalition	<b>LinkedIn (1)</b>
California Black Chamber of Commerce	Los Rios Community Colleges (all campuses)
California Broadcasters Association	Sacramento Asian Pacific Chamber of Commerce
California Hispanic Resource Council	Sacramento Black Chamber of Commerce
California Indian Manpower Consortium	Sacramento Chinese Community Service Center
Craigslist.org	Sacramento Hispanic Chamber of Commerce
Current	TV NewsCheck
Greater Sacramento Urban League	University of California, Davis
Greater Sacramento Vietnamese American Chamber	University of Pacific
Heald College School of Technology	

**5. Leadership Giving Administrator**

# of persons interviewed: 2; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (2 of 2 interviewees indicated recruitment source)

\*indicates recruitment source used by person hired (1 person hired indicated recruitment source)

American Marketing Association of Sacramento Valley	International Academy of Design & Technology
Art Institute of California – Sacramento	Inter-Tribal Council of California
Asian American Journalists	KVIE Facebook
Asian Resources	KVIE Twitter
Association of Fundraising Professionals	KVIE Volunteers Database Email
Bay Area Video Coalition	KVIE Web
California Black Chamber of Commerce	LinkedIn
California Broadcasters Association	Los Rios Community Colleges (all campuses)
California Hispanic Resource Council	Sacramento Asian Pacific Chamber of Commerce
California Indian Manpower Consortium	Sacramento Black Chamber of Commerce
<b>Craigslist.org* (2)</b>	Sacramento Chinese Community Service Center
Greater Sacramento Urban League	Sacramento Hispanic Chamber of Commerce
Greater Sacramento Vietnamese American Chamber	University of California, Davis
Heald College School of Technology	University of the Pacific



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**6. Donor Services Representative**

# of persons interviewed: 5; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (5 of 5 interviewees indicated recruitment source)

\*indicates recruitment source used by person hired (1 person hired indicated recruitment source)

American Marketing Association of Sacramento Valley	Inter-Tribal Council of California
Art Institute of California – Sacramento	KVIE Facebook
Asian American Journalists	KVIE Twitter
Asian Resources	<b>KVIE Volunteers Database Email (1)</b>
Association of Fundraising Professionals	<b>KVIE Web* (3)</b>
Bay Area Video Coalition	<b>Other (1)</b>
California Black Chamber of Commerce	LinkedIn
California Broadcasters Association	Los Rios Community Colleges (all campuses)
California Hispanic Resource Council	Sacramento Asian Pacific Chamber of Commerce
California Indian Manpower Consortium	Sacramento Black Chamber of Commerce
Craigslist.org	Sacramento Chinese Community Service Center
Greater Sacramento Urban League	Sacramento Hispanic Chamber of Commerce
Greater Sacramento Vietnamese American Chamber	University of California, Davis
Heald College School of Technology	University of the Pacific
International Academy of Design & Technology	

**7. Staff Accountant – Accounts Payable**

# of persons interviewed: 2; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (2 of 2 interviewees indicated recruitment source)

\*indicates recruitment source used by person hired (1 person hired indicated recruitment source)

Accounting Women’s Alliance Center	<b>Indeed.com (1)</b>
American Marketing Association – Sacramento Valley	International Academy of Design & Technology
Art Institute of California – Sacramento	Inter-Tribal Council of California
Asian American Journalists	KVIE Volunteers Database Email
Asian Resources	KVIE Facebook
Association of Fundraising Professionals	KVIE Twitter
Bay Area Video Coalition	KVIE Web
California Black Chamber of Commerce	LinkedIn
California Broadcasters Association	Los Rios Community Colleges (all campuses)
California Hispanic Resource Council	Sacramento Asian Pacific Chamber of Commerce
California Indian Manpower Consortium	Sacramento Black Chamber of Commerce
California State University, Sacramento	Sacramento Chinese Community Service Center
<b>Craigslist.org* (1)</b>	Sacramento Hispanic Chamber of Commerce
Greater Sacramento Urban League	University of California, Davis
Greater Sacramento Vietnamese American Chamber	University of California, Davis
Heald College School of Technology	

**8. Leadership Giving Officer**

# of persons interviewed: 3; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (3 interviewees indicated recruitment source)

\*indicates recruitment source used by person hired (1 person hired indicated recruitment source)

American Marketing Association – Sacramento Valley	Inter-Tribal Council of California
Art Institute of California – Sacramento	KVIE Volunteers Database Email
Asian American Journalists	KVIE Facebook
Asian Resources	KVIE Twitter
Association of Fundraising Professionals	KVIE Web
Bay Area Video Coalition	LinkedIn
California Black Chamber of Commerce	Los Rios Community Colleges (all campuses)
California Broadcasters Association	<b>Other* (3)</b>
California Hispanic Resource Council	Sacramento Asian Pacific Chamber of Commerce
California Indian Manpower Consortium	Sacramento Black Chamber of Commerce
Craigslist.org	Sacramento Chinese Community Service Center
Greater Sacramento Urban League	Sacramento Hispanic Chamber of Commerce
Greater Sacramento Vietnamese American Chamber	University of California, Davis
Heald College School of Technology	University of the Pacific
International Academy of Design & Technology	



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**9. Chief Financial Officer/Associate General Manager**

# of persons interviewed: 2; 1 hired for 1 position

(#) indicates recruitment source used by that many interviewees (2 interviewees indicated recruitment source)

\*indicates recruitment source used by person hired (1 person hired indicated recruitment source)

Accounting Women's Alliance Center	Inter-Tribal Council of California
American Marketing Association – Sacramento Valley	International Academy of Design & Technology
Art Institute of California – Sacramento	KVIE Volunteers Database Email
Asian American Journalists	KVIE Facebook
Asian Resources	KVIE Twitter
Association of Fundraising Professionals	KVIE Web
Bay Area Video Coalition	<b>Ledgent Staffing* (1)</b>
California Black Chamber of Commerce	LinkedIn
California Broadcasters Association	Los Rios Community Colleges (all campuses)
California Hispanic Resource Council	<b>Other (1)</b>
California Indian Manpower Consortium	Sacramento Asian Pacific Chamber of Commerce
Current	Sacramento Black Chamber of Commerce
Greater Sacramento Urban League	Sacramento Chinese Community Service Center
Greater Sacramento Vietnamese American Chamber	Sacramento Hispanic Chamber of Commerce
Heald College School of Technology	University of California, Davis
	University of the Pacific

B. There were 9 regular, full-time vacancies during the Report Term. 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
<b>Accounting Women's Alliance Center</b> ASWA Chapter #31 PO Box 15544 Sacramento, CA 95852	Email	Katie McConnell Email: <a href="mailto:recruiting@gallina.com">recruiting@gallina.com</a> Phone: (916) 784- 7800 Web: <a href="http://www.sacramento-afwa.org">http://www.sacramento-afwa.org</a>		
<b>American Marketing Association – Sacramento Valley</b>	Email	Phone: (800) 467-9867 Email: <a href="mailto:jobs@amasv.org">jobs@amasv.org</a> Web: <a href="http://www.amasv.org/">http://www.amasv.org/</a>		
<b>Art Institute of California – Sacramento</b> 2850 Gateway Oaks Drive #100 Sacramento, CA 95833	Email	Email: <a href="mailto:adowsing@aii.edu">adowsing@aii.edu</a>		
<b>Asian American Journalists</b> 5 Third St., Suite 1108 San Francisco, Calif. 94103	Email	Phone: (415) 346-2051 Fax: (415) 346-6343 Email: <a href="mailto:MarciaS@aaja.org">MarciaS@aaja.org</a> Web: <a href="http://www.aaja.org/">http://www.aaja.org/</a>		
<b>Asian Resources</b> 5709 Stockton Boulevard Sacramento, CA 95824-1613	Email	Email: <a href="mailto:chong@asianresources.org">chong@asianresources.org</a>		
<b>Association of Fundraising Professionals</b> 4300 Wilson Blvd, Suite 300 Arlington, VA 22203	Web	Phone: (703) 684-0410 Fax: (703) 684-0540 Email: <a href="mailto:jobs@afpnet.org">jobs@afpnet.org</a> Web: <a href="http://www.afpnet.org">www.afpnet.org</a>		
<b>Bay Area Video Coalition</b> 2727 Mariposa St #200 San Francisco, CA 94110	Web	Phone: (415) 861-3282 Fax: (415) 861-4316 Web: <a href="https://bavc.org/forums/paid-jobs">https://bavc.org/forums/paid-jobs</a>		
<b>California Black Chamber of Commerce</b> 2951 Sunrise Blvd Suite 175 Rancho Cordova, CA 95742	Email	Phone: (916) 463-0177 Fax: (916) 463-0190 Email: <a href="mailto:Asferrell@calbcc.org">Asferrell@calbcc.org</a> Web: <a href="http://www.calbcc.org/">http://www.calbcc.org/</a>		



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<b>California Broadcasters Association</b> 915 "L" Street, Suite 1150 Sacramento, CA 95814	Email	Phone: (916) 444-2237 Email: <a href="mailto:cbaberry@aol.com">cbaberry@aol.com</a> Web: <a href="http://www.yourcba.com/">http://www.yourcba.com/</a>		
<b>California Hispanic Resource Council</b> 1006 4th Street, Suite 708 Sacramento, CA 95814	Email	Phone: (916) 451-7151 Email: <a href="mailto:salvadorchrc@yahoo.com">salvadorchrc@yahoo.com</a>		
<b>California Indian Manpower Consortium</b> 738 N. Market Blvd. Sacramento, CA 95834	Email	Phone: (916) 920-0285 Fax: (916) 641-6338 Email: <a href="mailto:hainanus@cimcinc.com">hainanus@cimcinc.com</a> Web: <a href="http://www.cimcinc.org/">http://www.cimcinc.org/</a>		
<b>Career Fair</b> CSUS – October 2015 6000 J Street Sacramento, CA 95819	Person	In person at CSUS		1
<b>Craigslist.org</b>	Web	on line posting only <a href="http://www.craigslist.org">www.craigslist.org</a>	4	6
<b>California State University, Sacramento</b> 6000 J Street Sacramento, CA 95819	Web	Online posting <a href="http://www.csus.edu/careercenter/index.stm">http://www.csus.edu/careercenter/index.stm</a>		
<b>Current</b> 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Web	Phone: (301) 270-7240 Web: <a href="http://www.current.org/">http://www.current.org/</a>		
<b>Employee Referral</b>	N/A	Rose Froling Email: <a href="mailto:careers@kvie.org">careers@kvie.org</a> Web: <a href="http://www.kvie.org">www.kvie.org</a>		1
<b>Greater Sacramento Urban League</b> 3725 Marysville Blvd. Sacramento, CA 95838	Email	Phone: (916) 286-8600 Email: <a href="mailto:info@gsul.org">info@gsul.org</a> Web: <a href="http://www.gsul.org">www.gsul.org</a>		
<b>Greater Sacramento Vietnamese American Chamber</b> <a href="http://www.gsvacc.org/">http://www.gsvacc.org/</a>	Email	Email: <a href="mailto:info@GSVACC.org">info@GSVACC.org</a> Web: <a href="http://www.gsvacc.org/">http://www.gsvacc.org/</a>		
<b>Heald College – School of Technology</b> 7 Sierra Gate Plaza Roseville, CA 95678-6602	Email	Phone: (916) 789-8600 Email: <a href="mailto:Courtney_Bettencourt@heald.edu">Courtney_Bettencourt@heald.edu</a> Web: <a href="http://www.heald.edu/">http://www.heald.edu/</a>		
<b>Indeed.com</b>	Web	Web: <a href="http://www.indeed.com/">http://www.indeed.com/</a>		1
<b>International Academy of Design &amp; Technology (Sacramento)</b> 2450 Del Paso Road Sacramento, CA 95834	Email	Phone: (916) 285-9468 Email: <a href="mailto:bvargas@IADTSacramento.com">bvargas@IADTSacramento.com</a>		
<b>Inter-Tribal Council of California</b> 3425 Arden Way Sacramento, CA 95825	Email	Phone: (916) 973-9581 Fax: (916) 973-0117 Email: <a href="mailto:larryb@itccinc.org">larryb@itccinc.org</a> Web: <a href="http://www.itccinc.org">www.itccinc.org</a>		



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<b>KVIE Facebook</b>	Web	Rose Froling Web: <a href="http://www.facebook.com/KVIEPBS?v=photos#!/KVIEPBS">http://www.facebook.com/KVIEPBS?v=photos#!/KVIEPBS</a>		
<b>KVIE Twitter</b>	Web	Rose Froling Web: <a href="http://twitter.com/KVIEPBS">http://twitter.com/KVIEPBS</a>		
<b>KVIE Volunteers Database Email</b>	Email	KVIE Fundraising Events Department Volunteer Email Distribution List	1	2
<b>KVIE Website</b>	Email	Rose Froling Web: <a href="http://www.kvie.org">www.kvie.org</a>	2	9
<b>Ledgent Staffing</b> 1435 River Park Drive #402 Sacramento, CA 95815	Email	Phone: (916) 643-1570 Web: <a href="http://www.ledgent.com/">http://www.ledgent.com/</a>	1	1
<b>LinkedIn</b> <a href="http://www.linkedin.com">http://www.linkedin.com</a>	Web	Web: <a href="http://www.linkedin.com">http://www.linkedin.com</a>		1
<b>Los Rios Community Colleges (All Campuses)</b> 1919 Spanos Court Sacramento, CA 95825	Email	Phone: (916) 568-3112 Email: <a href="mailto:delgadn@crc.losrios.edu">delgadn@crc.losrios.edu</a> Web: <a href="http://www.losrios.edu/">http://www.losrios.edu/</a>		
<b>Other</b>	N/A	N/A	1	7
<b>Sacramento Asian Pacific Chamber of Commerce</b> 2012 H St # 202 Sacramento, CA 95811	Email	Phone: (916) 446-7883 Email: <a href="mailto:info@sacasiancc.org">info@sacasiancc.org</a> Web: <a href="http://www.sacasiancc.org/">http://www.sacasiancc.org/</a>		
<b>Sacramento Black Chamber of Commerce</b> 5770 Freeport Blvd, Suite 44 Sacramento, CA 95822	Email	Phone: (916) 231-0416 Fax: (916) 706-0477 Email: <a href="mailto:lbuchanan@sacblackchamber.org">lbuchanan@sacblackchamber.org</a> Web: <a href="http://www.sacblackchamber.org/">http://www.sacblackchamber.org/</a>		
<b>Sacramento Chinese Community Service Center</b> 420 I Street, Suite 5 Sacramento, CA 95814	Email	Phone: (916) 442-4228 Fax: (916) 442-4281 Email: <a href="mailto:nai@sccsc.org">nai@sccsc.org</a> Web: <a href="http://www.sccsc.org/">http://www.sccsc.org/</a>		
<b>Sacramento Hispanic Chamber of Commerce</b> 1491 River Park Drive Sacramento, CA 95815-4512	Email	Phone: (916) 486-7700 Email: <a href="mailto:ruby@sachcc.org">ruby@sachcc.org</a> Web: <a href="http://www.sachcc.org/">http://www.sachcc.org/</a>		
<b>TV NewsCheck</b> 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003	Web	Web: <a href="http://www.tvnewscheck.com/">http://www.tvnewscheck.com/</a>		
<b>University of California, Davis</b> 1 Shields Avenue Davis, CA 95616	Web	Web: <a href="https://iccweb.ucdavis.edu/students/ajl.htm">https://iccweb.ucdavis.edu/students/ajl.htm</a>		



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<b>University of the Pacific</b> 3601 Pacific Avenue Stockton, California 95211	Web	Phone: (209) 946-2285 Web: <a href="http://www.pacific.edu/Campus-Life/Student-Services/Career-Resource-Center.html">http://www.pacific.edu/Campus-Life/Student-Services/Career-Resource-Center.html</a>		
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## EEO PUBLIC FILE REPORT FOR LICENSEE, KVIE, INC.

For the period commencing August 1, 2015 to July 31, 2016 (Report Term).

Prepared by KVIE, Inc.

### Exhibit 3

This report covers the following employment unit:

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

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

- Job Fairs:** During the reporting period, KVIE's recruitment representatives attended three job fairs at: California State University, Sacramento; University of California, Davis; and University of Pacific in Stockton, CA.
- Diverse Recruitment Posting:** For every fulltime vacancy that KVIE recruits for, job postings are sent to various community groups and job banks that represent a diverse population.
- Internship Program:** KVIE continues to develop a comprehensive internship program and has established more productive relationships with local colleges/universities. During the reporting period, KVIE employed 3 long-term paid internships in the Education Outreach, Fundraising Events, and Information Technology. Past internships have also been available in the Marketing, Production, and Accounting Departments. In the past, interns have been bilingual furthering KVIE's goal to reach out to non-English speaking communities. Most interns are students attending University of California, Davis; California State University, Sacramento; and Los Rios Community Colleges.
- Volunteer Program:** KVIE offers diverse opportunities to the community for volunteer work in a broadcast and general office setting. As a result, volunteers receive training in many aspects of broadcast television and general administrative and outreach tasks they might not easily access otherwise.
- Training Programs:** KVIE encourages 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 1 mandatory all staff training session each year. During the reporting period all employees received safety training. 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. KVIE encourages staff to job shadow other KVIE colleagues.
- Dissemination of EEO Policy:** The public, including all applicants and employees have access to the station's EEO policy on its website. In addition, all job postings include the EEO policy when distributed during recruitment.
- Listing of Upper-Level Positions in Diverse Job Bank:** KVIE posts positions, including upper-level positions, with diverse organizations that have substantial participation by women or minorities.
- Recruitment/Interview:** All hiring managers are trained by Human Resources to ensure equal employment opportunities are practiced during recruitment. Upon interview process Human Resources meets with hiring manager to discuss standardized questions. The Director of Human Resources ensures EEO requirements and standards are met.