

Equal Employment Opportunity Public File Report for Crossings TV, KBTV-CA, Channel 8

This Report covers full-time vacancy recruitment data for the period August 1, 2007
through August 1, 2009

EEO Contact Information:

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I. FULL-TIME POSITIONS FILLED DURING THE REPORTING PERIOD

Job Title	Sources Used to Fill Position <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	Source Referring Hiree
Traffic and Accounting Director 10/20/2007	4	Career Placement Agency
Account Executive 11/15/2007	1	Craigslis
President 1/16/2008	1	Prior knowledge of applicant
Account Executive 2/20/2008	4	Career Placement Agency
VP of Sales 3/18/2008	1	Previous colleague
Account Executive 4/28/2008	1	Prior knowledge of applicant
Marketing Coordinator 4/30/2008	3	Craigslis

Account Executive 5/27/2008	1	Prior knowledge of applicant
Account Executive 10/15/2008	1	Referral from client
Master Control Operator 11/26/2008	2	Asian Resources

II. RECRUITMENT SOURCE LIST

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (N/Y)	No. Interviewees Referred During Reporting Period by Source
1	Personal referral/previous colleague	N	6
2	Asian Resources, 5709 Stockton Blvd, Sacramento, CA 95824 (916) 454-1892	Y	1
3	Craigslist.org	N	4
4	Silicon Valley Staffing 1375 Exposition Boulevard, Suite 205 Sacramento, CA 95815 (916) 923-9898	N	2
5	Career Center and Cooperative Education Sacramento State University 6000 J Street Sacramento, CA 95819-6064 Phone 916-278-6231	Y	3
6	CareerBuilder.com/Sacramento Bee.com	N	3
7	Employment Development Department (EDD) P.O. BOX 826880, MIC 83 Sacramento, CA 94280-0001	Y	0

8	Sacramento State Career Center Lassen Hall 1013 Sacramento, CA 95819-6064 Ph: 916.278.6231	Y	0
9	Consumnes River College –Career Center 8401 Center Parkway Sacramento, CA 95823 916-691-7456	Y	0
10	American River College-Career Center 4700 College Oak Drive Sacramento, CA 95841 (916) 484-8492 CareerInfo@arc.losrios.edu	Y	0
11	Sacramento City College-Career Center Rodda North-Room 147 3835 Freeport Blvd Sacramento, CA 95822	Y	0
12	UC Davis – Career Center 1 Shields Avenue Davis, CA 95616 530-752-2855	Y	0
13	Greater Sacramento Urban League 3725 Marysville Blvd. Sacramento, CA 95838 916-286-8667	Y	0
14	Hmong Women's Heritage Association 2245 Florin Road Sacramento, CA 95822 Phone : (916) 394-1405	Y	0
15	Sacramento Lao Family Community Inc. 5840 Franklin Blvd Sacramento, CA 95824	Y	0
TOTAL INTERVIEWEES DURING 24-MONTH PERIOD			20

III. EMPLOYMENT INITIATIVES

- 1) Host one job fair each year:
 - a. On September 13, 2008, the station hosted a job fair called the “Multicultural Career Development Expo” at the Sacramento Municipal Utility District (SMUD) where the station gathered over 40 private, state and federal organizations to give information regarding career openings, career advancement and the application process. The station also organized over 15 workshops where attendees had the chance to learn about various topics in greater detail. Station personnel also accepted resumes and met face-to-face with prospective clients.
 - b. On October 10, 2009, the station will host another “Multicultural Career Development Expo” with SMUD.

- 2) Participation in Job Banks to promote outreach generally:
 - a. The station has joined the California State University: Sacramento career center job bank website and continually posts any open vacancy.

- 3) Establish Internship program:
 - a. The station has opened an internship program in August 2007 within the marketing department as a way to encourage students to learn more about the various job functions in the broadcast marketing field.
 - i. A college student joined the station as a Marketing Intern and fulfilled the internship from August 2007 to January 2008
 - ii. A high school student Eugene Pislar joined the station as a Marketing Intern and fulfilled the internship from July 2008 to August 2008
 - iii. A college student joined the station as a Marketing Intern from July 2009

Ethnicity:	White (non-Hispanic)	Hispanic	Asian	Other
Interns from 07-09	2		1	

- 4) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:
 - a. On November 12, 2007, the general manager, Brian Holton, conducted a training presentation regarding discrimination and sexual harassment in the workplace.