

KTXL FOX40, Sacramento, CA
ANNUAL EEO PUBLIC FILE REPORT
Date: August 1, 2008

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station KTXL FOX40, Sacramento, CA.

KTXL, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at (916) 733-3128.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
Account Executive (Three hires made)	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(2) Employee Referral (1) KTXL FOX40	5
Administrative Coordinator	1-6, 10, 11, 12, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(4) Unsolicited/Unknown/Other Sources	6
AM Weather Anchor	1-6, 9, 10, 13, 16-18, 20, 21, 23, 26-28, 31, 33, 35, 37	(1) KTXL FOX40	11
Assignment Editor (Two hires made)	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(1) KTXL FOX40 (3) Intranet/Internal	6
Creative Services Editor (Two hires made)	1-6, 9, 10, 12, 13, 16, 17, 18, 20, 21, 23, 27, 28, 31, 33, 35, 37	(27) ProductionHUB.com (1) KTXL FOX40	4
Director (Two hires made)	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(3) Intranet/Internal (3) Intranet/Internal	7
Executive Producer	1-6, 9, 10, 13, 16-18, 20, 21, 23, 27, 28, 31, 33, 35, 37	(4) Unsolicited/Unknown/Other Sources	6
Graphic Artist	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(4) Unsolicited/Unknown/Other Sources	3
Local Sales Manager	1-7, 9, 10, 13, 16-18, 20, 21, 23, 27, 28, 31-33, 35, 37	(2) Employee Referral	4
Marketing Assistant	1-6, 10, 11, 12, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(12) Craigslist	4
News Director	2-5, 23, 34, 38, 39	(2) Employee Referral	1
News Operations Manager	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(3) Intranet/Internal	5
On-Air Operator	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(2) Employee Referral	4
Photographer	1-6, 8, 10-12, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(3) Intranet/Internal	7
Producer	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 34, 36, 37	(3) Intranet/Internal	3
Reporter 1	1-6, 9, 10, 13, 16-18, 20, 21, 23, 26-28, 31, 33, 35, 37	(4) Unsolicited/Unknown/Other Sources (2) Employee Referral (1) KTXL FOX40	13
Reporter 2	1-6, 10, 11, 14, 15, 19, 20, 22-24, 27, 29, 30, 33, 36, 37	(1) KTXL FOX40 (2) Employee Referral	5
Sales Assistant	1-6, 10-12, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(12) Craigslist	3
Web Producer	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(2) Employee Referral	3
Writer	1-6, 10, 11, 14, 15, 19, 20, 22-25, 27, 29, 30, 33, 36, 37	(3) Intranet/Internal	6

Total number of persons interviewed during applicable period:

106

Supplemental Recruitment Measures 8/1/07 - 7/31/08

Activity/Description	Date	Staff Participant	Sponsor
<p>ITT Technical Institute Career Fair: HR Manager attended career fair geared toward current students. Met informally with and advised students about current job openings, jobs at the station that could possibly match their education/degree, and collected resumes.</p>	4/10/2008	Human Resources Manager News Operations Manager	ITT Technical Institute, Rancho Cordova Campus
<p>Sacramento City College Career Day: HR Manager attended career day geared toward current students. Discussed current job openings with students, collected resumes, answered questions regarding the broadcasting industry and possible career paths.</p>	4/16/2008	Human Resources Manager Marketing Assistant	Sacramento City College Sacramento, CA
<p>Thomas Drayton Minority Scholarship Program: KTXL contributes \$3,000 per year to the Northern California Chapter of the National Academy of Television Arts & Sciences ("NATAS") to fund a minority broadcasting scholarship established in the name of the station's weeknight anchor and journalist, Thomas Drayton.</p>	May-08	Thomas Drayton	NATAS KTXL-TV
<p>Cal Bollwinkel Broadcasting Scholarship: KTXL offers local students financial support for their continued education through the Cal Bollwinkel Broadcasting Scholarship each year. The \$2,000 scholarship is open to high school seniors and undergraduate students interested in pursuing a career in broadcasting or journalism.</p>	May-08	Marketing/Community Coordinator Various Staff Members	KTXL-TV
<p>Asian American Journalist Association: KTXL's, Lonnie Wong, provides mentoring and training support to aspiring Asian American journalism students through the Asian American Journalist Association. Lonnie Wong serves as a Board and committee member of the AAJA Sacramento Chapter.</p>	Ongoing	Lonnie Wong	AAJA
<p>High School Shadowing Program: High school students spend one day with a station employee. Matching students to employee is based on the students' career goals. Student gets first hand real-world look at the job. 3-5 job shadows per year.</p>	Ongoing	Human Resources Manager Various Department Heads	KTXL-TV
<p>Internship Program: College students spend a semester in a position that gives them hands-on experience in their career field. This position is part-time, usually 10 hours per week. KTXL hosts 15 to 20 interns per year.</p>	Ongoing	Human Resources Manager Various Department Heads	KTXL-TV