

EEO Public File Report
August 1, 2015-July 31, 2016
KVPT (TV), Fresno, California

List of Full Time Jobs Filled 8/1/15-7/31/16

Job Title	Date Filled	Recruitment Source	Sources Utilized	Interviewees
Director of Production	3/1/2016	ValleyPBS Website	1, 2, 4,13	8
Digital Services Manager	1/22/2016	Indeed.com	2, 8, 9, 11, 13, 14	4
Chief Engineer	11/30/2015	Society of Broadcast Eng	1, 2, 4, 11, 12, 13, 15	2
Executive Assistant	11/2/2015	Monster.com	1, 2, 13	5
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Recruitment Sources Utilized

1 Fresno Bee	Fresno Bee Classifieds 559-442-4442
2 ValleyPBS Website	Matt Drake mdrake@valleypbs.org
3 ValleyPBS On-Air spot	Steven Lee slee@valleypbs.org
4 Current Newspaper	classified@current.org
5 PBS Connect	https://secure.connect.pbs.org
6 Career Builder	David.Isaac@careerbuilder.com
7 Association of Fundraising Professionals	www.afp-vs.org
8 Craigslist - Fresno	fresno.craigslist.org
9 Craigslist - Visalia Tulare	visalia.craigslist.org
10 Ziprecruiter	https://www.ziprecruiter.com/
11 Monster	http://www.monster.com/
12 Broadcast Cable	http://broadcastingcable-jobs.careerwebsite.com/
13 United Way of Fresno/Madera	Robert DeLaRosa 559.244.5710
14 Indeed.com	http://www.indeed.com/l-Fresno,-CA-jobs.html
15 Society of Broadcast Eng.	http://careers.nspe.org/jobs

*Requested Notification of Job Openings

Yearly Total Number of Interviewees and Recruitment Sources

Source	Total Interviewees
Fresno Bee	2
ValleyPBS Website	4
Current Newspaper	4
Career Builder	3
Monster.com	1
Indeed.com	2
Society of Engineers	1
Personal Referral	2
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Summary Description of Outreach Initiatives

# 4	Participation in four events sponsored by community groups active in broadcast employment issues	Sept.-2015	Production Manager was a guest lecturer on September 22, 2015, in the video production class at Madera South High School. A lecture was given on ValleyPBS programming and careers in broadcasting. The students were introduced to ValleyPBS By-You website and signed up to use the site. It is hopeful they will contribute content.
		Dec.-2015	Production Manager spoke at Edison High School December 2, 2015, about ValleyPBS Public Service Announcements.
		April-2016	Production Manager spoke to animation students at Selma High School regarding careers in television, ValleyPBS and ValleyPBS By-You. Questions and answers about how to use what they are learning in class to facilitate their career goals. Invited to attend the teacher ROP Advisory meeting in Reedley.

		May-2016	ValleyPBS took part in the Central Valley Cal-SOAP College and Career Day at Kerman High on May 24, 2016. Students from Kerman, Mendota, Firebaugh and Tranquility High Schools attended. ValleyPBS represented the Broadcasting Industry as part of the Arts and Entertainment career path.	
		March-2016	ValleyPBS took part in Fresno State Recruit Up the 99 Career & Internship Expo on March 1, 2016.	
# 5	Internship Program:			
	Nicole T.	June 2016-present	2015/2016	Production Department
	Elisa N.	Aug 2015-May 2016	2015/2016	Production Department
	Ruby D.	Nov, Dec	2015/2016	Membership
	Chris	Ongoing	2014/2015	Mass Communications-CSUF
	Katy P.	Oct, Nov, Dec	2014	Mass Communications-CSUF
	Octavia O.	Oct, Nov	2014	Mass Communications-CSUF
	Amanda M.	Sept, Oct, Nov, Apr	2014/2015	Mass Communications-CSUF
#6	Participation in Programs Designed to Promote Outreach Generally	Oct.-2015	25 Students from Madera South High School studying video production and entrepreneurship visited ValleyPBS. They toured the station and watched a taping of pledge. Question and Answer session was held.	
		Oct.-2015	The Director of Leadership Giving, Business Development Manager and Production Manager took part in Fresno State's Taste Program. A Student was mentored by hands on teaching of what ValleyPBS does. Question and answer session with career advise.	
		2014-2015	25 Students from Madera South High School visited ValleyPBS for a station tour. They got to see and learn about careers in broadcast operations and production from several ValleyPBS staff members. They also had the opportunity to learn about other volunteer opportunities. During the two hour tour and presentation, students watched clips from <i>Valley's Gold</i> and got hands on training for some of the camera and sound equipment. ValleyPBS also gave station tours and talked about careers in broadcasting to students from Lincoln Elementary in Sanger, Holy Cross Center for Women's Summer Youth Program, and Fresno Unified High School Pathways Program.	
#8	Establishment of Training Programs:			
		April-2016	ValleyPBS Chief Engineer and Digital Services Manager attended PBS Techcon 2016 in Las Vegas, NV	
		May-2016	ValleyPBS EVP/CFO attended the PMBA conference in New Orleans, LA	
		May-2016	Several staff members including ValleyPBS CEO, VP of Operations, Chief Engineer, Development Director and Digital Services Manager all attended the annual PBS Conference in Chicago, IL.	
		April-2015	ValleyPBS Broadcast Operations Manager attended PBS Techcon 2015, in Las Vegas, NV.	
		May-2015	Several staff members including ValleyPBS CEO, VP of Operations, Development Director and Children Services Coordinator all attended annual PBS Conference in Austin, TX.	
		July-2015	ValleyPBS Membership Manager attended the Public Media Development and Marketing Conference in Denver, CO.	
# 12	Upper-Level Category Opening	August-2014	ValleyPBS President and CEO position listed on several media trade groups whose membership includes substantial participation by women and minorities.	
#14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Oct.-2015	Accounting Manager and staff participated in Harrassment & Discrimination Prevention Program by Sierra HR Partners, Inc.	
		Sept.-2015	Manager of Accounting participated in Seminar on FCC's EEO Requirements.	
		Sept.-2015	Accounting Manager attended EEOC Training Institute Seminar which focused on ADA and LGBT Discrimination	