

**KSBW-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 - July 31, 2021**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Creative Service Producer Open Date: 2/24/2020 Hire Date: 1/11/2021	1-13, 15-19, 22-23, 25-26, 28-29, 31-33	10
Account Executive Open Date: 2/27/2020 Hire Date: 5/10/2021	1-9, 11-23, 25-29, 31-33	7
President & General Manager Open Date: 6/16/2020 Hire Date: 9/8/2020	2, 4-5, 10, 13, 15-16, 23, 25, 29-30, 32-33	10
Newscast Director Open Date: 10/6/2020 Hire Date: 11/1/2020	2-5, 8, 10-11, 13, 15-19, 22-23, 25-26, 28-29, 31-33	10
Associate Producer Open Date: 11/10/2020 Hire Date: 1/4/2021	1-5, 8-9, 11, 13, 15-19, 22-26, 28-29, 31-33	24
Reporter Open Date: 12/18/2020 Hire Date: 3/29/2021	1-5, 7-9, 11, 13, 15-19, 22-23, 25-26, 28-29, 31-33	7
Photographer Open Date: 1/22/2021 Hire Date: 3/22/2021	2-5, 7-9, 11, 13, 15-19, 23, 25-26, 28-29, 31-33	7
Assistant News Director Open Date: 4/16/2021 Hire Date: 5/18/2021	1-5, 7-11, 13, 15-19, 22-23, 25-26, 28-29, 31-33	10
Newscast Director Open Date: 6/14/2021 Hire Date: 7/11/2021	1-5, 7-11, 13, 15-19, 22-23, 25-26, 28-29, 31-33	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5th 3rd street Suite 1108 San Francisco, California 94103 Corp Recruiter Manual Posting	N	0
2	Army Community Service General Stilwell Community center Bldg 4260 on OMC Seaside, California 93955 Phone : 831-242-7660 Url : <a href="http://www.monteery.army.mil/acs/index.html">http://www.monteery.army.mil/acs/index.html</a> Email : <a href="mailto:pomerpassistant@gmail.com">pomerpassistant@gmail.com</a> Fax : 1-831-242-7660 Vanessa Garcia	Y	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:rrobinson@batestech.edu">rrobinson@batestech.edu</a> Roland Robinson	N	0
4	Cal Jobs EDD PO Box 826880 MIC 50 Sacramento, California 94280 Phone : 831-796-3341 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Laura Kershner Manual Posting	Y	0
5	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
6	California State University, Monterey Bay 5108 Fourth Ave Marina, California 93933 Phone : 831-582-3845 Url : <a href="https://csumb.edu/career/post-job">https://csumb.edu/career/post-job</a> Yeng Yang Manual Posting	N	0

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7	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 1 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> HTV Careers	N	6
8	CCNMA-California Chicano News Media Association 727 W. 27th St., Rm 201 USC Annenberg School for Journalism Los Angeles, California 90007-3212 Phone : 213-821-0075 Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Silvia Wells Manual Posting	N	0
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Current Employee	N	6
11	Employment Development Dept 730 La Guardia Street Salinas, California 93905 Phone : 831-796-3619 Url : <a href="http://www.communityjobfair.org">www.communityjobfair.org</a> Email : <a href="mailto:alan.burrafato@edd.ca.gov">alan.burrafato@edd.ca.gov</a> Alan Burrafato	N	0
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	Ft. Ord Environmental Justice Network P.O. Box 361 Marina, California 93933 Phone : 831-582-0803 Url : <a href="http://foejn.org">foejn.org</a> Email : <a href="mailto:ejustice@mbay.net">ejustice@mbay.net</a> Levonne Stone	Y	0

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14	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas Phone : 704-348-8000 Url : www.indeed.com Career Services Manual Posting	N	1
15	Lighthouse Services 574 Watson Street Monterey, California 93940 Phone : 831-224-7722 Email : LIGHTHOUSE.SRV@GMAIL.COM Shira Diallo	Y	0
16	LULAC Council #2055 P.O. Box 1396 Salinas, California 93902 Phone : 831-206-9089 Url : https://lulacsalinas2055.org/ Email : barrerasr86@yahoo.com Lulac President	Y	0
17	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
18	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 ..	N	0
19	Mission Trails ROP 867 East Laurel Drive Salinas, California 93905 Phone : 831-753-4209 Url : missiontrailsrop.org Email : allan.schooley@salinasuhdsd.org Randy Bangs	N	0

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20	Monterey Bay Help Wanted 11 Abrams Road Central Valley, New York 10917 Phone : 800-365-8630 Ext 3332 Url : <a href="https://regionalhelpwanted.com/monterey-bay-jobs/">https://regionalhelpwanted.com/monterey-bay-jobs/</a> Ellen Moody Manual Posting	N	1
21	Monterey Bay Jobs . Monterey, California Phone : 800-761-2724 Url : <a href="http://www.montereybayjobs.com/">http://www.montereybayjobs.com/</a> Career Services Manual Posting	N	0
22	Monterey Peninsula College 980 Fremont St Monterey, California 93940 Phone : 831-646-4196 Url : <a href="http://www.mpc.edu">http://www.mpc.edu</a> Fax : 1-831-646-4838 Lien Nguyen	N	0
23	NAACP 1104 Broadway Avenue Seaside, California 93955 Phone : 831-394-3727 Url : <a href="http://www.naACP.com">http://www.naACP.com</a> Email : <a href="mailto:mcbnaACP1049@att.net">mcbnaACP1049@att.net</a> Yvonne Thomas	Y	0
24	Neuvoo 300 400 Avenue Atlantic Montreal, Canada Phone : . Url : <a href="https://neuvoo.com/">https://neuvoo.com/</a> Career Services	N	1
25	One Stop Career Center Monterey County 730 La Guardia St Salinas, California 93905 Phone : 8317963369 Url : <a href="http://mcdss.co.monterey.ca.us/contact/">http://mcdss.co.monterey.ca.us/contact/</a> Email : <a href="mailto:MCDSS.PIO@co.monterey.ca.us">MCDSS.PIO@co.monterey.ca.us</a> Fax : 1-831-755-8477 Sylvia Gonzalez	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
27	SantaCruzjobs.com 1961 Main St #236 Watson, California 95076 Phone : 800-761-2724 Url : www.santacruzjobs.com Jennifer Long Manual Posting	N	1
28	Travis AFB 351 Travis Ave, Bldg 660 sa, California 95814 Phone : 707-424-2486 Email : travisafbjobposts@gmail.com Maria McIntosh	N	0
29	TV Jobs P.O. Box 4116 Broadcast employment Services Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.Tvjobs.com Mark C. Holloway Manual Posting	N	0
30	TV News Check P.O. Box 565 Chatham, New Jersey 07928 Phone : 215-901-9495 Url : http://www.tvnewscheck.com Phil Kirk Manual Posting	N	0
31	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
32	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
33	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>16</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/29/2020	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAJA, NAHJ, California Chicano News Media Association, NAACP and others.	4	
2	2/25/2021	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	1	Business Manager
3	3/9/2021	Provision of training to management	CBA EEO Webinar EEO Regulations For Broadcasters A Primer on Current FCC Requirements  The webinar reviewed the FCC's current equal employment opportunity rules which emphasize broad outreach and recruitment. The webinar covered the Commission's present method which couples a ban on discrimination with specific outreach, record-keeping and reporting requirements.	1	H.R./Business Manager



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4	3/30/2021	Participation in Job Fairs	The Hearst TV group features 33 stations in California, New Mexico, Oklahoma, North Carolina, Florida and throughout the Midwest and Northeast. The recruiter interviewed May, August and December 2021 graduates and Cronkite Nation alumni for these positions: MMJ, news producer, digital content producer, production, videographer, sports and weather.	1	News Director
5	5/17/2021	Participation in events or programs sponsored by educational institutions	Participated in program with Diamond Technical Institute doing Mock Interviews with the students. Mock Interviews were to help 11th and 12th grade students for their career readiness.	1	Creative Service Director
6	6/30/2021	Provision of training to management	Station leaders participated in a 4 hour conscious inclusion training hosted by a third party partner. The training included information on how to cultivate a culture of awareness around the many dimensions of diversity. Leaders reviewed a model of inclusion, how to uncover unconscious bias and other topics related to diversity and inclusion to create an inclusive environment of diverse perspectives to make individuals work experiences better.	4	President / General Manager Business Manager Director of Engineering News Director