EEO PUBLIC FILE REPORT

FOR

KSBW

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2018
## I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>CC ABC Account Executive</td>
<td>1, 3-8, 10-30</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 3/30/2017, Hire Date: 9/5/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assignment Manager</td>
<td>1, 3-6, 8-11, 13-17, 19-24, 26, 28-30</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 7/14/2017, Hire Date: 9/25/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Photographer</td>
<td>1, 3-6, 8-10, 13-15, 17, 19-24, 26-30</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 7/18/2017, Hire Date: 11/9/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1, 3-6, 8-11, 13-17, 19-24, 26, 28-30</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 8/15/2017, Hire Date: 10/30/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weekend Weather Forecaster</td>
<td>1, 3-6, 8-10, 12-15, 17, 19-24, 26, 28-30</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 8/31/2017, Hire Date: 11/27/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>1, 3, 5, 8-11, 13-24, 26, 28-30</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 9/8/2017, Hire Date: 10/12/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Newscast Director</td>
<td>3-5, 8-11, 13-15, 17, 19-24, 26, 28-30</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 9/12/2017, Hire Date: 11/20/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-6, 8-11, 13-15, 17, 19-24, 26, 28-30</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 9/21/2017, Hire Date: 11/1/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>National Sales Assistant</td>
<td>1, 3-6, 8-15, 17, 19-24, 26, 28-30</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 10/3/2017, Hire Date: 10/23/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Producer</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 10/6/2017, Hire Date: 10/6/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1, 3-6, 8-11, 13-17, 19-21, 23-24, 26, 28-30</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 10/19/2017, Hire Date: 1/2/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1, 3-6, 8-11, 13-15, 17, 19-24, 26, 28-30</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 11/13/2017, Hire Date: 12/18/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Producer</td>
<td>1, 3-6, 8-10, 13-15, 17-24, 26, 28-31</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 11/29/2017, Hire Date: 7/17/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Photographer Editor</td>
<td>1, 3-6, 8-11, 13-15, 17, 19-24, 26, 28-31</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 12/1/2017, Hire Date: 12/21/2017</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant News Director</td>
<td>1-6, 8-17, 19-24, 26, 28-31</td>
<td>2</td>
</tr>
<tr>
<td>Open Date: 12/4/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/30/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Producer</td>
<td>1, 3, 5-6, 8-10, 13-15, 17, 19-26, 28-31</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 12/20/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 1/22/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Newscast Director</td>
<td>1, 3-6, 8-11, 13-15, 17, 19-24, 26, 28-31</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 12/26/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/20/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Writer Producer</td>
<td>1, 3, 5-6, 8-10, 13-21, 23-24, 26, 28-31</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 3/12/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/16/2018</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
II. MASTER RECRUITMENT SOURCE LIST ("MRSQ")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | AAJA  
5th 3rd street Suite 1108  
San Francisco, California 94103  
Corp Recruiter  
Manual Posting | N                                                 | 0                                                     |
| 2         | Agency Referral                                                                | N                                                 | 5                                                     |
| 3         | Army Community Service  
General Stilwell Community center Bldg 4260 on OMC  
Seaside, California 93955  
Phone 831-242-7660  
Email: pomerpassistant@gmail.com  
Fax 1-831-242-7660  
Vanessa Garcia | Y                                                 | 0                                                     |
| 4         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone 253-680-7761  
Email: rrobinson@bates.ctc.edu  
Roland Robinson | N                                                 | 0                                                     |
| 5         | Cal Jobs EDD  
PO Box 826880 MIC 50  
Sacramento, California 94280  
Phone 831-796-3341  
Url: http://www.caljobs.ca.gov  
Laura Kershner  
Manual Posting | Y                                                 | 0                                                     |
| 6         | California Broadcasters Assoc.  
915 "L" Street Suite #1150  
Sacramento, California 95814  
Phone 916-444-2237  
Url: http://www.yourcba.com  
Joe Berry  
Manual Posting | N                                                 | 0                                                     |
| 7         | Careerbuilder.com LLC  
200 N. LaSalle, Suite 1100  
Chicago, Illinois 60601  
Phone 877-698-6622  
Url: www.careerbuilder.com  
Career Services  
Manual Posting | N                                                 | 1                                                     |
## II. MASTER RECRUITMENT SOURCE LIST ("MRS L")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 8         | Careers.HearstTelevision.com  
214 N. Tryon St  
Charlotte, North Carolina 28202  
Phone : 1  
Url : http://careers.hearsttelevision.com/  
HTV Careers  
Manual Posting | N | 41 |
| 9         | 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 : http://www.ccnama.org  
Silvia Wells  
Manual Posting | N | 0 |
| 10        | Collective Talent  
26150 Hersheyvale  
Franklin, Michigan 48025  
Phone : 813-254-9695  
Email : bille@michaelsmedia.com  
Michael Bille | N | 0 |
| 11        | Current Employee | N | 16 |
| 12        | Employee Referral | N | 7 |
| 13        | Employment Development Dept  
730 La Guardia Street  
Salinas, California 93905  
Phone : 831-796-3619  
Url : www.communityjobfair.org  
Email : alan.burrafato@edc.ca.gov  
Alan Burrafato | N | 0 |
| 14        | EqualityMagazines.com  
13351 Riverside Dr. #514  
Sherman Oaks, California 91423  
Phone : 818.654.0870  
Jeff Palmatier  
Manual Posting | N | 0 |
# II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 15        | Ft. Ord Environmental Justice Network  
P.O. Box 361  
Marina, California 93933  
Phone : 831-582-0803  
Url : foejn.org  
Email : ejustice@mbay.net  
Levonne Stone | Y | 0 |
| 16        | 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 | 14 |
| 17        | Lighthouse Services  
574 Watson Street  
Monterey, California 93940  
Phone : 831-224-7722  
Email : LIGHTHOUSE.SRV@GMAIL.COM  
Shira Diallo | Y | 0 |
| 18        | LinkedIn.com  
2029 Stierlin Court  
Mountain View, California 94043  
Phone : 650-687-3600  
LinkedIn Recruiter  
Manual Posting | N | 6 |
| 19        | LULAC Council #2055  
P.O. Box 1396  
Salinas, California 93902  
Phone : 831-224-3260  
Url : http://www.lulac.com  
Carlos Ramos  
Manual Posting | Y | 0 |
| 20        | 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 |
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<thead>
<tr>
<th>RS Number</th>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
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</table>
| 21        | Mission Trails ROP  
867 East Laurel Drive  
Salinas, California 93905  
Phone: 831-753-4209  
Url: missiontrailsrop.org  
Email: allan.schooley@salinasuhsd.org  
Randy Bangs | N                          | 0                                        |
| 22        | Monterey Peninsula College  
980 Fremont St  
Monterey, California 93940  
Phone: 831-646-4196  
Url: http://www.mpc.edu  
Fax: 1-831-646-4838  
Lien Nguyen | N                          | 0                                        |
| 23        | NAACP  
1104 Broadway Avenue  
Seaside, California 93955  
Phone: 831-394-3727  
Url: http://www.naACP.com  
Email: mcBnaACP1049@ATT.net  
Barbara Johnson | Y                          | 0                                        |
| 24        | NAHJ-National Association of Hispanic Journalists  
1050 Connecticut Ave. NW 10th Floor  
Washington, District of Columbia 20036  
Phone: 202-662-7145  
Url: http://www.nahj.org  
Virginia Galindo  
Manual Posting | N                          | 0                                        |
| 25        | Non-Employee Referral  
Manual Posting | N                          | 2                                        |
| 26        | One Stop Career Center  
Monterey County 730 La Guardia St  
Salinas, California 93905  
Phone: 8317963369  
Url: www.edd.ca.gov  
Sylvia Gonzalez  
Manual Posting | Y                          | 0                                        |
| 27        | Previous Applicant | N                          | 3                                        |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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<thead>
<tr>
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<th>RS Information</th>
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</tr>
</thead>
</table>
| 28        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone : 5136835020  
Robert Walker  
Manual Posting | 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 | 1 |
| 30        | TVB  
120 Wall Street, 15th Floor  
New York, New York 10005  
Phone : 212-935-5631  
Career Services  
Manual Posting | N | 0 |
| 31        | www.mediagignow.com  
717 Green Valley Road Suite 200  
Greensboro, North Carolina 27408  
Phone : 336-553-0620  
Url : http://www.mediagignow.com  
Email : customerservice@mediagignow.com  
MediaGignow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 96
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
</table>
| 10/18/2017 | Provision of training to management           | HTV EEO Report Description for Dave Kaylor’s Training Provided to KSBW-TV Hiring Managers Regarding the Recruitment and Hiring of US Armed Services Veterans  
On October 18, 2017, Hearst Television Director of Veteran Recruiting, Dave Kaylor visited KSBW-TV to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the “transferability” or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and “pipeline” for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment. | 6                           | President & General Manager  
General Sales Manager  
News Director  
Director of Engineering |
| 3/15/2018  | Participation in events or programs sponsored by educational institutions | GEAR UP Program at California State University Bay  
Program to share the career journey of our reporters to students. | 1                           | Reporter                                  |
| 3/21/2018  | Participation in Job Fairs                    | Participated in the USC Annenberg School of Communication and Journalism Job Fair held on March 21, 2018.                                                                                                                     | 1                           | News Director                              |
| 4/12/2018  | Participation in events or programs sponsored by educational institutions | Teaching a Marketing Class at Cabrillo College                                                                                                                                | 1                           | National Sales Manager, KSBW               |
| 4/18/2018  | Participation in Job Fairs                    | Job & Career Fair 2018 at MPC - Monterey Peninsula College                                                                                                                      | 2                           | Operations Manager  
Business Manager |
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th></th>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>4/25/2018</td>
<td>Participation in Job Fairs</td>
<td>Spring Career Fair at Hartnell College - provide job fair participants with job descriptions of open positions at KSBW and provide information on how to apply for those positions and look for other open positions with Hearst and future open positions at KSBW.</td>
<td>2</td>
<td>Operations Manager Business Manager</td>
</tr>
<tr>
<td>7</td>
<td>7/12/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Station offers an internship program for local college students. The program is in our News Department for journalism majors We had two (2) interns during the reporting period</td>
<td>2</td>
<td>News Director Assistant News Director</td>
</tr>
<tr>
<td>8</td>
<td>7/30/2018</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>During the reporting period, KSBW listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAJA, CCNMA, NAHJ, and others.</td>
<td>2</td>
<td>News Director President &amp; General Manger</td>
</tr>
</tbody>
</table>
