

**KSBW-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 - July 31, 2019**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photographer Open Date: 5/3/2018 Hire Date: 8/19/2018	1, 3, 5-10, 12-14, 16, 18, 20-25, 27, 30-33	10
Master Control Operator Open Date: 7/19/2018 Hire Date: 8/19/2018	1, 3-10, 12-16, 18-25, 27, 30-33	10
Associate Producer Open Date: 7/30/2018 Hire Date: 9/12/2018	1, 3-9, 12-16, 18-25, 27, 30-33	15
Associate Producer Open Date: 8/24/2018 Hire Date: 10/1/2018	1, 3-9, 12-14, 16, 18-25, 27, 30-33	7
Reporter Open Date: 9/6/2018 Hire Date: 1/21/2019	1, 3-9, 12-14, 16, 18-25, 27, 30-33	7
Master Control Operator Open Date: 9/10/2018 Hire Date: 11/5/2018	1, 3-9, 12-16, 18-25, 27, 30-33	7
Sales Account Associate- Entry Level Open Date: 10/1/2018 Hire Date: 1/22/2019	1, 3-9, 12-25, 27, 30-33	7
Weekend Morning Anchor/Reporter Open Date: 10/8/2018 Hire Date: 6/3/2019	1-9, 12-16, 18-25, 27, 30-33	7
Newscast Director Open Date: 10/8/2018 Hire Date: 11/12/2018	1, 3-10, 12-14, 16-25, 27, 30-33	10
Photographer Open Date: 10/15/2018 Hire Date: 11/17/2018	1, 3-10, 12-14, 16, 18-25, 27, 30-33	10
Business Manager - KSBW Open Date: 10/16/2018 Hire Date: 1/14/2019	1, 3-9, 12-14, 16, 18-25, 27-28, 30-33	28
Digital Media Manager Open Date: 10/31/2018 Hire Date: 3/11/2019	1, 3-9, 12-14, 16, 18-25, 27, 30-33	7
Assistant Chief Engineer Open Date: 11/19/2018 Hire Date: 1/7/2019	1, 3-10, 12-16, 18-21, 23-25, 27, 29-33	10
Production Assistant/Newscast Director Open Date: 11/27/2018 Hire Date: 1/28/2019	1, 3-9, 12-16, 18-21, 23-27, 30-33	26

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Sales Assistant Open Date: 12/6/2018 Hire Date: 2/20/2019	1, 3-9, 12-16, 18-25, 27, 30-33	7
Account Executive Open Date: 12/6/2018 Hire Date: 1/2/2019	1, 3-9, 12-14, 16, 18-25, 27, 30-33	7
Photographer Open Date: 1/17/2019 Hire Date: 3/21/2019	1, 3-10, 12-14, 16, 18-25, 27, 30-33	10
Maintenance Technician Open Date: 4/3/2019 Hire Date: 6/24/2019	1, 3-10, 12-14, 16, 18-25, 27, 30-33	10
Master Control Operator Open Date: 4/22/2019 Hire Date: 6/3/2019	1, 3-10, 12-16, 18-21, 23-25, 27, 30-33	10
Master Control Operator Open Date: 6/14/2019 Hire Date: 7/14/2019	1, 3-9, 11-16, 18-25, 27, 30-33	7

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

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	1
2	Adams Broadcasting Consulting . Napa, California Phone : 707-938-8362 Dana Adams Manual Posting	N	1
3	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
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> Roland Robinson	N	0
5	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
6	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

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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 Manual Posting	N	33
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	9
11	Employee Referral	N	1
12	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
13	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0

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14	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
15	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	17
16	Lighthouse Services 574 Watson Street Monterey, California 93940 Phone : 831-224-7722 Email : LIGHTHOUSE.SRV@GMAIL.COM Shira Diallo	Y	0
17	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 LinkedIn Recruiter Manual Posting	N	2
18	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
19	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0

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20	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 . .	N	0
21	Mission Trails ROP 867 East Laurel Drive Salinas, California 93905 Phone : 831-753-4209 Url : <a href="http://missiontrailsrop.org">missiontrailsrop.org</a> Email : <a href="mailto:allan.schooley@salinasuhdsd.org">allan.schooley@salinasuhdsd.org</a> Randy Bangs	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:linwood.eady@att.net">linwood.eady@att.net</a> Linwood Eady	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 : <a href="http://www.nahj.org">http://www.nahj.org</a> Virginia Galindo Manual Posting	N	0
25	One Stop Career Center Monterey County 730 La Guardia St Salinas, California 93905 Phone : 8317963369 Url : <a href="http://www.edd.ca.gov">www.edd.ca.gov</a> Sylvia Gonzalez Manual Posting	Y	0

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26	Previous Employee	N	1
27	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
28	Robert Half 2884 Sand Hill Road Menlo Park, California 94025 Staffing Coordinator Manual Posting	N	4
29	Society of Broadcast Engineers 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Fax : 1-317-846-9120 Scott Jones Manual Posting	N	0
30	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	3
31	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
32	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0

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33	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>72</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	10/9/2018	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station 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.	4	General Manager News Director Operations Manager General Sales Manager
2	10/16/2018	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.	1	
3	2/21/2019	Participation in events or programs sponsored by educational institutions	Sales Manager invited to speak to a Business class at a Cabrillo College with information about what his position entails and what opportunities there are in the field of broadcasting.	1	Digital Sales Manager
4	3/1/2019	Participation in events or programs sponsored by educational institutions	Los Padres School Career Day is a yearly event in which members of the community are invited to participate and speak to the students about the how's and why's of their career path. This gives the students an insight and information into multiple opportunities available to them.	1	Anchor

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5	4/17/2019	Participation in Job Fairs	Located at the Convention Center in downtown Monterey this well established Community Job Fair reaches out to local job seekers and community leaders with booths and speakers through out the fair. KSBW was able to reach out with both current openings and information the public could use to raise questions, concerns, and good will to the station. KSBW staffed a booth at the fair.	2	Operations Manager Business Manager
6	4/25/2019	Participation in Job Fairs	Santa Cruz County outreach and job fair which is widely attended each year by many long time employers and community service providers. It is held at Cabrillo Jr College in Aptos and attended not only by the students but other job seekers and community activists, as well as High school students who attend as a field trip. KSBW staffed a booth at the fair.	2	Promotions Manager Business Manager
7	5/3/2019	Participation in Job Fairs	Monterey Penninsula College Job Fair held 1x a year to reach out to the students and public in Monterey County looking for employment or searching for career options. KSBW staffed a booth at the fair.	2	Operations Manager Business Manager
8	5/31/2019	Participation in events sponsored by community groups	KSBW, Creative Services Director served on a Media and Recruitment panel on May 31st at Community Foundation of Monterey County. The event centered around the role local media plays in supporting volunteer recruitment for non-profits. This event provided KSBW with the opportunity to reach out to the community and let them know the type of opportunities that are available in local media.	1	Creative Services Director

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9	7/1/2019	Establishment of an intern program designed to assist members of the community	Station offers an internship program for local college students. The program is in KSBW's News department for students with a journalism major. KSBW hosted six (6) interns during the reporting period. Interns were from the following schools: Texas Christian University, University of Southern California, Cal State University, Monterey Bay, University of Missouri, Oklahoma City University, Arizona State University	2	News Director Assistant News Director
10	7/18/2019	Participation in events or programs sponsored by educational institutions	High School seniors, college freshman and sophomores, interested in journalism careers participate in a two-week intensive workshop; KSBW provides real-life exposure with newsroom and news production tour and Q&A session with President and GM	1	President & General Manager