

KSBW-TV
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
Promotion Manager Open Date: 5/3/2019 Hire Date: 8/19/2019	1-5, 7-10, 12-13, 15, 17, 19-25, 27-28, 31-34	10
Regional TV Account Executive Open Date: 5/20/2019 Hire Date: 8/15/2019	1-5, 7-10, 12-13, 15, 17, 19-28, 31-34	26
Associate Producer Open Date: 5/21/2019 Hire Date: 8/12/2019	1-5, 7-9, 12-13, 15, 17, 19-25, 27-28, 31-34	7
National Sales Manager Open Date: 6/20/2019 Hire Date: 8/19/2019	1-5, 7-9, 12-13, 15-17, 19-28, 31-34	26
Business Manager Open Date: 6/28/2019 Hire Date: 8/26/2019	1-5, 7-9, 12-15, 17-25, 27-28, 31-34	14
Master Control Operator Open Date: 7/8/2019 Hire Date: 9/3/2019	1-5, 7-10, 12-13, 15-17, 19-25, 27-28, 31-34	10
Associate Producer Open Date: 7/19/2019 Hire Date: 9/26/2019	1-2, 4-5, 7-9, 12-13, 15, 17-25, 27-28, 31-34	18
Associate Producer Open Date: 7/19/2019 Hire Date: 9/29/2019	1-2, 4-5, 7-9, 12-13, 15, 17-25, 27-28, 31-34	7
Creative Services Producer Open Date: 8/5/2019 Hire Date: 12/9/2019	1-2, 4-5, 7-10, 12-13, 15, 17, 19-25, 27- 28, 31-34	10
Sales Assistant Open Date: 9/3/2019 Hire Date: 10/22/2019	1-5, 7-9, 12-13, 15, 17, 19-25, 27-28, 30-34	7
Sales Assistant Open Date: 9/17/2019 Hire Date: 12/2/2019	1-4, 7-9, 12-13, 15, 17-24, 27-28, 30-33	18
Producer Open Date: 11/9/2019 Hire Date: 6/1/2020	1-5, 7, 9-10, 12-13, 15, 17, 19-24, 27- 28, 30-34	10
Digital Sales Manager Open Date: 11/21/2019 Hire Date: 3/11/2020	1-5, 7-9, 12-13, 15, 17-24, 27-28, 31-34	18
Photographer Open Date: 12/4/2019 Hire Date: 2/12/2020	1-5, 7-9, 12-15, 17, 19-24, 27-28, 30-34	14

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IT Specialist Open Date: 1/8/2020 Hire Date: 3/23/2020	1-9, 11-13, 15, 17, 19-24, 27-34	11
Associate Producer Open Date: 1/24/2020 Hire Date: 4/20/2020	1-9, 12-13, 15, 17, 19-24, 27-28, 31-34	7
News Director Open Date: 2/5/2020 Hire Date: 4/27/2020	1-9, 12-15, 17, 19-24, 27-28, 31-34	14
Associate Producer Open Date: 6/4/2020 Hire Date: 7/28/2020	1-5, 7, 9, 11-13, 15, 17, 19-22, 24, 27- 28, 30-34	11

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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 : http://www.monteery.army.mil/acs/index.html Email : pomerpassistant@gmail.com 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 : rrobinson@batestech.edu Roland Robinson	N	0
4	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
5	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
6	California State University, Monterey Bay 5108 Fourth Ave Marina, California 93933 Phone : 831-582-3845 Url : https://csumb.edu/career/post-job 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 : http://careers.hearsttelevision.com/ HTV Careers Manual Posting	N	13
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 : http://www.ccnma.org Silvia Wells Manual Posting	N	0
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	7
11	Employee Referral	N	2
12	Employment Development Dept 730 La Guardia Street Salinas, California 93905 Phone : 831-796-3619 Url : www.communityjobfair.org Email : alan.burrafato@edd.ca.gov 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
14	Former Employee	N	3

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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	4
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	4
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	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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21	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
22	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
23	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
24	NAACP 1104 Broadway Avenue Seaside, California 93955 Phone : 831-394-3727 Url : http://www.naACP.com Email : mcbnaACP1049@att.net Yvonne Thomas	Y	0
25	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
26	Non-Employee Referral	N	2

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27	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
28	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
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	Travis AFB 351 Travis Ave, Bldg 660 sa, California 95814 Maria McIntosh Manual Posting	N	0
31	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
32	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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33	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
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/13/2019	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 Business Manager News Director Director of Engineering
2	10/16/2019	Participation in events or programs sponsored by educational institutions	Hosted the Inspire Charter School with a tour of the station news and operations center. Provide explanation of what it takes to put on a newscast and a description of the job and what each person duties are to get the newscast to air.	1	ccABC Promotion Manager
3	11/21/2019	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	

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4	7/17/2020	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.	2	Assistant News Director Managing Editor