

KTAS(TV)
EEO PUBLIC FILE REPORT
August 1, 2016 – July 31, 2017

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Traffic Manager	1,3,4	3
Master Control Operator	4,5,6	4
Master Control Operator	4,5,6	4

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	State of California Employment Development Department 1410 S. Broadway Santa Maria, CA 93458 800/300-5616	N	0
2	Select Remedy – Temporary Services 2011 S. Broadway, Suite "N" Santa Maria, CA 93458 MaryLu Bell 805/928-9667	N	0
3	Abba Employer Services, Inc. 110 S. Pine Street Santa Maria, CA 93458 Gina Avalos 805/ 928-0034	N	1
4	Walk-in Applicant	N	2
5	Allan Hancock College 800 S. College Dr. Santa Maria, CA 93454	N	0
6	SER Jobs for Progress – California	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative	Brief Description Of Activity
1	Establish a Training Program designed to enable station personnel to acquire skills that could qualify them for a higher level position.	Two (2) production assistants were trained for producer positions.
2	Establish a Training Program designed to enable station personnel to acquire skills that could qualify them for a higher level position.	All sales assistants are provided ongoing training in methods to increase sales. Additionally, our bookkeeper asked to be cross-trained in sales.
3	Established Mentoring program for station personnel	Two (2) master control operators were trained for production assistant positions.