

**Exhibit 1(B)**

2017-2018 EEO Public File Report

**KSBY -TV  
PUBLIC FILE REPORT  
08/01/2017 - 07/31/2018**

| Full-Time Vacancies Filled During Past Year |                         |            |              |                         | Total Number | Number |
|---|-------------------------|------------|--------------|-------------------------|--------------|--------|
| #   | Position Title          | Date Open: | Date Filled: | Source of Hiree         | Interviewed  | Hired  |
| 1   | Sports Reporter         | 7/23/2017  | 8/21/2017    | Tvjobs.com              | 4            | 1      |
| 2   | Content Producer        | 7/27/2017  | 8/23/2017    | ksby.com                | 14           | 1      |
| 3   | Creative Producer       | 5/26/2017  | 9/5/2017     | ksby.com                | 3            | 1      |
| 4   | Creative Producer       | 8/3/2017   | 9/26/2017    | ksby.com                | 2            | 1      |
| 5   | Content Producer        | 10/1/2017  | 10/30/2017   | ksby.com                | 6            | 1      |
| 6   | Production Technician 2 | 10/18/2017 | 12/4/2017    | ksby.com                | 3            | 1      |
| 7   | Multi Media Journalist  | 10/31/2017 | 12/11/2017   | ksby.com                | 7            | 1      |
| 8   | Multi Media Journalist  | 10/1/2017  | 1/2/2018     | ksby.com                | 5            | 1      |
| 9   | Content Producer        | 12/1/2017  | 1/8/2018     | Tvjobs.com and Referral | 4            | 2      |
| 10  | Account Executive       | 9/22/2017  | 2/12/2018    | ksby.com                | 3            | 1      |
| 11  | Account Executive       | 10/1/2017  | 2/15/2018    | ksby.com                | 2            | 1      |
| 12  | Account Executive       | 1/26/2018  | 2/22/2018    | Referral                | 2            | 1      |
| 13  | Content Producer        | 2/27/2018  | 4/16/2018    | Referral                | 4            | 1      |
| 14  | Photographer            | 12/16/2017 | 5/4/2018     | Referral                | 2            | 1      |
| 15  | Multi Media Journalist  | 5/9/2018   | 6/4/2018     | Internship              | 6            | 1      |
| 16  | Content Producer        | 4/1/2018   | 6/7/2018     | Referral                | 3            | 1      |

**Total**

**70**

**17**

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|    | Source                                    | Contact Person     | Address  | Tel#         | Source Entitled to Vacancy Notification | No. of Interviewees Referred by RS Over Reporting Period |
|----|---|--------------------|--|--------------|---|--|
| 1  | Alan Hancock College                      | Career Counselor   | 800 S. College St.<br>Santa Maria, CA 93454              | 805-922-6966 | N                                       |  |
| 2  | Asian American Journalist Association     | Albert Lee         | 5 Third Street, Ste. 1108 San Francisco California-94103 | 415-346-2051 | N                                       |  |
| 3  | Broadcast Employment Services TV Jobs.com | Mark Holloway      | PO Box 4116<br>Oceanside, California 92052               | 760-754-8177 | N                                       | 13   |
| 4  | California Chicano News Media Assoc.      | Human Resources    | 300 S. Grand Ave., Suite 3950<br>Los Angeles, CA 90071   | 213-437-4408 | N                                       |  |
| 5  | Catholic Charities                        | Employment Officer | 941 Chorro St.<br>San Luis Obispo, CA 93401              | 805-541-9110 | N                                       |  |
| 6  | Central Coast Help Wanted                 | Jacqueline Urban   | 9100 E. Panoramio Dr. Suite 250<br>Englewood, CO 80112   | 800-365-8630 | N                                       |  |
| 7  | Community Action Commission               | Fran Forman        | 1026 W. Boone St.<br>Santa Maria, CA 93458               | 805-928-0044 | N                                       |  |
| 8  | Cordillera - KATC                         | Cathy Schenxnayder | PO Box 63333 Lafayette, LA 70506                         | 337-236-6362 | N                                       |  |
| 9  | Cordillera - KOAA                         | Evie Hudson        | PO Box 195 Pueblo, CO 81003                              | 719-295-6641 | N                                       |  |
| 10 | Cordillera - KPAX                         | Tammy Engle        | PO Box 4827 Missoula, MO 59801                           | 406-542-4412 | N                                       |  |
| 11 | Cordillera - KRIS                         | Alice Galindo      | PO Box 840<br>Corpus Christi, TX 78403                   | 361-886-6112 | N                                       |  |
| 12 | Cordillera - KRTV                         | Connie Walter      | PO Box 2989<br>Great Falls, MO 59414                     | 406-791-5470 | N                                       |  |
| 13 | Cordillera - KTVQ/KXLF/KCTZ               | Tammy Green        | PO Box 3500 Butte, MO 59701                              | 406-869-2270 | N                                       |  |
| 14 | Cordillera - KVOA                         | Linda Tremelling   | 209 W. Elm St. Tucson, AZ 85705                          | 520-792-2270 | N                                       |  |
| 15 | Cordillera - WLEX                         | Sandy Byron        | PO Box 1457<br>Lexington, Kentucky 40558                 | 859-259-1818 | N                                       |  |
| 16 | Cordillera Interactive                    | Jay Small          | 600 E. Superior<br>Duluth, Minnesota 55802               | 218-625-3045 | N                                       | 1  |
| 17 | Craigslist                                | Career Services    | PO Box 225159<br>San Francisco, CA 94122                 | N/A          | N                                       |  |
| 18 | Cuesta College                            | Career Counselor   | San Luis Obispo, CA 93401                                | 805-546-3204 | N                                       |  |
| 19 | EDD of Santa Barbara                      | Placement Officer  | 130 E. Ortega St.<br>Santa Barbara, CA 93101             | 805-568-1296 | N                                       |  |

|    |  |                    |  |              |   |    |
|----|--|--------------------|--|--------------|---|----|
| 20 | EDD of San Luis Obispo                               | Placement Officer  | 4111 Broad St.<br>San Luis Obispo, CA 93401                  | 805-788-2697 | N |    |
| 21 | EDD of Santa Maria                                   | Placement Officer  | 1410 S. Broadway<br>Santa Maria, CA 93454                    | 805-614-1230 | N |    |
| 22 | GALA of the Central Coast                            | Clayton Marsh      | PO Box 3558<br>San Luis Obispo, CA 93403                     | 805-541-4252 | N |    |
| 23 | KSBY Internal Posting                                | Joey Azar          | 1772 Calle Joaquin<br>San Luis Obispo, CA 93405              | 805-541-6666 | N | 2  |
| 24 | KSBY.com   | Jill Graves        | 1772 Calle Joaquin<br>San Luis Obispo, CA 93405              | 805-541-6666 | N | 37 |
| 25 | LinkedIn   | Mike Gamson        | 2029 Stierlin Court<br>Mountain View, CA 94043               | N/A          | N |    |
| 26 | Medialine  | Mark Shilstone     | PO Box 51909<br>Pacific Grove, CA 93950                      | 805-237-8073 | N |    |
| 27 | Mexican America Opportunity Foundation               | Mauro Laris        | 2001 28th Street<br>Bakersfield, CA 93301                    | 661-861-2800 | N |    |
| 28 | Mission Community Service Corp                       | Andrea Zeller      | 71 Zaca Lane Suite 130<br>San Luis Obispo, CA 93401          | 805-595-1358 | N |    |
| 29 | NAACP  | Tony Anderson      | PO Box 1128 Salinas, CA 93902                                | 805-755-2553 | N |    |
| 30 | NABET-CWA Local 51                                   | Kevin Wilson       | Francisco California-94105                                   | 415-398-3160 | N |    |
| 31 | National Organization for Women                      | Career Counselor   | PO Box 1306<br>San Luis Obispo, CA 93407                     | 805-555-5555 | N |    |
| 32 | Santa Barbara City College                           | K. Frascella       | 310 W. Padre St.<br>Santa Barbara, CA 93101                  | 805-687-0812 | N |    |
| 33 | Santa Maria Job Alert                                | Eric Swanson       | 343 Church St.<br>Santa Cruz, CA 95060                       | 775-336-3366 | N |    |
| 34 | Santa Maria Times                                    | Classified Manager | 3200 Skyway Dr.<br>Santa Maria, CA 93454                     | 805-925-2691 | N |    |
| 35 | SLOJOBS.com  | Eric Swanson       | 343 Church St.<br>Santa Cruz, CA 95060                       | 775-336-3366 | N | 3  |
| 36 | University of Cal, Santa Barbara                     | Michael Kemp       | Career Services Building Room 599<br>Santa Barbara, CA 93106 | 805-893-4412 | N |    |
| 37 | Monster.com  | N/A                | monster.com  | N/A          | N |    |
| 38 | Cal Poly State University                            | Employment Officer | Hwy 1 San Luis Obispo, CA 93407                              | 805-756-2508 | N |    |
| 39 | Employee referral                                    | N/A                | N/A  | N/A          | N | 14 |
| 40 | Talent Dynamics                                      | Sandra Connell     | 322 Dawson Rd.<br>Waxahachie, Tx 75167                       | 972-351-9018 | N |    |
| 41 | Claremont Graduate University -<br>Via Handshake.com | Christine Kelly    | 150 E 10th St,<br>Claremont, Ca 91711                        | 909-607-2532 | N |    |

|    |   |                 |  |              |   |  |
|----|---|-----------------|--|--------------|---|--|
| 42 | Chapman University - Via Handshake.com  | Aaron Perez     | 1 University Dr, Orange, CA 92866                              | N/A          | N |  |
| 43 | Northwest Christian University - Via Handshake.com                            | Angela Doty     | 828 E 11th Ave, Eugene, OR 97401                               | 541-684-7211 | N |  |
| 44 | Scripps College - Via Handshake.com   | Vicki Klopsch   | 1030 N Columbia Ave, Claremont, CA 91711                       | 909-621-8180 | N |  |
| 45 | Harvey Mudd College - Via Handshake.com                                       | Paul Hardister  | 301 Platt Blvd, Claremont, CA 91711                            | 909-621-8091 | N |  |
| 46 | George Fox University - Via Handshake.com                                     | Kaitlyn Ragan   | 414 N Meridian St, Newberg, OR 97132                           | 503-554-2330 | N |  |
| 47 | Claremont McKenna College - Via Handshake.com                                 | Beth Milev      | 888 Columbia Ave, Claremont, CA 91711                          | 909-607-7038 | N |  |
| 48 | Pomona College - Via Handshake.com  | Amanda Taylor   | 333 N College Way, Claremont, CA 91711                         | 909-621-8144 | N |  |
| 49 | Pitzer College - Via Handshake.com  | Teresa Roberts  | 1050 N Mills Ave, Claremont, CA 91711,                         | 909-621-8519 | N |  |
| 50 | Stanford University - Via Handshake.com                                       | Arne Baker      | 563 Salvatierra Walk, Stanford, CA 94305                       | N/A          | N |  |
| 51 | Boise State University - Via Handshake.com                                    | Vickie Coale    | Career Center, Room 111, 1910 W University Dr, Boise, ID 83725 | 208-426-1747 | N |  |
| 52 | Biola University - Via Handshake.com  | Heather Martin  | 13800 Biola Ave, La Mirada, CA 90639                           | 526-903-4875 | N |  |
| 53 | California Polytechnic State University – San Luis Obispo - Via Handshake.com | Katie Ottoson   | 1 Grand Ave, San Luis Obispo, CA 93407                         | 805-756-2501 | N |  |
| 54 | Oregon Tech - Via Handshake.com   | Jennifer Kass   | 3201 Campus Dr, Klamath Falls, OR 97601                        | 541-885-1020 | N |  |
| 55 | Keck Graduate Institute - Via Handshake.com                                   | Angela Cossey   | 1 N Indian Hill Blvd, Claremont, CA 91711                      | 909-607-0102 | N |  |
| 56 | University of California Berkeley - Via Handshake.com                         | Trina Norris    | 2440 Bancroft Way Berkeley, CA 94720                           | 510-642-1716 | N |  |
| 57 | University of San Diego - Via Handshake.com                                   | Robin Darmon    | 5998 Alcalá Park, San Diego, CA 92110                          | 619-260-4654 | N |  |
| 58 | California State University, San Bernardino - Via Handshake.com               | Sarai Maldonado | 5500 University Pkwy, San Bernardino, CA 92407                 | 909-537-5250 | N |  |
| 59 | Point Loma Nazarene University - Via Handshake.com                            | Nick Wolf       | 3900 Lomaland Dr, San Diego, CA 92106                          | N/A          | N |  |

Total Interviews Referred

70

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**Outreach Activities**

| <b>Date</b> | <b>Initiative</b>  | <b>Description</b>   | <b>Scope of Involvement</b>  | <b>Personnel Involved</b>   |
|-------------|--|--|--|---|
| Ongoing     | Expose station opportunities to interested parties                                   | Tour for local organizations & college & HS journalism classes   | Tour by Business Office  | Veronica Gerardo<br>Kathleen Choal  |
| Ongoing     | Participate in Programs to ensure broad outreach                                     | Postings through job banks, internet programs and other programs.  | Recruited applicants for openings  | Joseph Azar, Business Manager   |
| Ongoing     | Establish Internal Training Program  | Provided training opportunities for members of the staff   | Encourages skills necessary for personnel advancement  | Sarah Johnson, Traffic Manager,<br>Brooke Martell, Morning Weather Anchor       |
| Ongoing     | Intern program designed to assist members of the community                           | On-going internship program locally with Cal Poly & Cuesta College as well as any bonafide university internship program to expose college journalism, communications and broadcasting majors to the TV environment. | Career exploration for college students to know what is available for them after graduation  | Kendra Martinez, News Director<br>Matt Van Slyke, Asst News Director            |
| Ongoing     | Participate in events for community organizations with interests in broadcast issues | Hosting speaking engagements with civic organizations upon request to discuss broadcast employment and current events within broadcast news.   | Groups included SLO Leadership, Cal Poly University Mustang Journalism, AG Widows group, Lompoc Middle School, among others                            | Kathleen Choal, General Manager<br>Fabiola Ramirez, MMJ<br>Kayla Cash, Producer |
| 7/16/2018   | Provision of training to management  | 2 hour harassment training for all new supervisors and managers  | Provided harassment training to all new supervisors and managers as they are hired in addition to requiring training every 2 years to current managers | All Management  |
| 1/25/2018   | Provision of training to management  | Employment law training  | Specialized training for HR law  | Joseph Azar, Business Manager<br>Sarah Johnson, Traffic Manager                 |