

KSBW-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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
CC ABC Account Executive Open Date: 3/30/2017 Hire Date: 9/5/2017	1, 3-8, 10-30	8
Assignment Manager Open Date: 7/14/2017 Hire Date: 9/25/2017	1, 3-6, 8-11, 13-17, 19-24, 26, 28-30	11
Photographer Open Date: 7/18/2017 Hire Date: 11/9/2017	1, 3-6, 8-10, 13-15, 17, 19-24, 26-30	8
Master Control Operator Open Date: 8/15/2017 Hire Date: 10/30/2017	1, 3-6, 8-11, 13-17, 19-24, 26, 28-30	8
Weekend Weather Forecaster Open Date: 8/31/2017 Hire Date: 11/27/2017	1, 3-6, 8-10, 12-15, 17, 19-24, 26, 28-30	12
Creative Services Producer Open Date: 9/8/2017 Hire Date: 10/12/2017	1, 3, 5, 8-11, 13-24, 26, 28-30	11
Newscast Director Open Date: 9/12/2017 Hire Date: 11/20/2017	3-5, 8-11, 13-15, 17, 19-24, 26, 28-30	11
News Producer Open Date: 9/21/2017 Hire Date: 11/1/2017	1, 3-6, 8-11, 13-15, 17, 19-24, 26, 28-30	11
National Sales Assistant Open Date: 10/3/2017 Hire Date: 10/23/2017	1, 3-6, 8-15, 17, 19-24, 26, 28-30	12
Associate Producer Open Date: 10/6/2017 Hire Date: 10/6/2017	11	11
Master Control Operator Open Date: 10/19/2017 Hire Date: 1/2/2018	1, 3-6, 8-11, 13-17, 19-21, 23-24, 26, 28-30	11
Producer Open Date: 11/13/2017 Hire Date: 12/18/2017	1, 3-6, 8-11, 13-15, 17, 19-24, 26, 28-30	11
Associate Producer Open Date: 11/29/2017 Hire Date: 7/17/2018	1, 3-6, 8-10, 13-15, 17-24, 26, 28-31	8
Photographer Editor Open Date: 12/1/2017 Hire Date: 12/21/2017	1, 3-6, 8-11, 13-15, 17, 19-24, 26, 28-31	11

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Assistant News Director Open Date: 12/4/2017 Hire Date: 4/30/2018	1-6, 8-17, 19-24, 26, 28-31	2
Associate Producer Open Date: 12/20/2017 Hire Date: 1/22/2018	1, 3, 5-6, 8-10, 13-15, 17, 19-26, 28-31	8
Newscast Director Open Date: 12/26/2017 Hire Date: 4/20/2018	1, 3-6, 8-11, 13-15, 17, 19-24, 26, 28-31	11
Writer Producer Open Date: 3/12/2018 Hire Date: 7/16/2018	1, 3, 5-6, 8-10, 13-21, 23-24, 26, 28-31	8

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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	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 Url : http://www.monteery.army.mil/acs/index.html 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.youreba.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

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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.ccnma.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@edd.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

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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	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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21	Mission Trails ROP 867 East Laurel Drive Salinas, California 93905 Phone : 831-753-4209 Url : missiontrailsrop.org Email : allan.schooley@salinasuhd.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	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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

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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	10/18/2017	Provision of training to management	<p>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</p> <p>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.</p>	6	President & General Manager General Sales Manager News Director Director of Engineering
2	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	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	4/12/2018	Participation in events or programs sponsored by educational institutions	Teaching a Marketing Class at Cabrillo College	1	National Sales Manager, KSBW
5	4/18/2018	Participation in Job Fairs	Job & Career Fair 2018 at MPC - Monterey Peninsula College	2	Operations Manager Business Manager

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6	4/25/2018	Participation in Job Fairs	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.	2	Operations Manager Business Manager
7	7/12/2018	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 our News Department for journalism majors We had two (2) interns during the reporting period	2	News Director Assistant News Director
8	7/30/2018	Listing of each upper-level category opening in a job bank or newsletter	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.	2	News Director President & General Manger