

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2015 - July 31, 2016

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				50
C2	Internal Candidate / WorkLife				24
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			75
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C7	TweetMyJOBS.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C25	NABEF-Broadcast Career Link	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C40	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C41	National Press Photographers Association (NPPA.org)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C47	California Chicano News Media Association	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	11
C56	NewsMVP.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C79	EngineeringClassifieds.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C89	EntertainmentCareers.net	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		3
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		15
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		1
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C110	Storytellers				1
C111	External/Candidate Referral				
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				4
C131	Agency/Search Firm				9
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		6
Local Sources					
L1	Able-Disabled Advocacy	4283 El Cajon Boulevard San Diego, CA 92105	Lynda Crawford lynda@able2work.org	619.231.5990	

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L2	Adecco	9095 Rio San Diego San Diego, CA 92108	Scott Gayes scott.gayes@adeconna.com	619.849.2891	
L3	Albrecht Training*	5480 Baltimore Drive La Mesa, CA 91942	Carly albrecht calbrecht93@yahoo.com	619.992.2017	
L4	Allied Barton	9370 Sky Park Court San Diego, CA 92123	Virginia Richardson virginia.richardson@alliedbarton.com	858.966.3339	
L5	Apple One	1450 Frazee Road San Diego, CA 92108	LaToya Jones ljones@appleone.com	619.849.5818	
L6	Arizona State University	555 North Central Avenue Phoenix, AZ 85004	Mike Wong mike.wong@asu.edu Walter Cronkite School of Journalism and Mass Communicaiton	602.527.0820	
L7	Asian American Journalists Association*	350 Camino De La Reina San Diego, CA 92119	Robert Santos robert.santos@10news.com	619.299.3131	
L8	Broadcast Employment Services - TV jobs	PO Box 4116 Oceanside, CA 92058	Mark Holloway	760.754.8177	
L9	California Chicano News Media Association	725 Arizona Avenue Santa Monica, CA 90401	Nuren Altier ccnmainfo@ccnma.org	424.229.9482	
L10	California State University, San Marcos	333 South Twin Oaks Valley Road San Marcos, CA 92096	careers@csusm.edu	760.750.4000	
L11	Center for Employent Training	4153 Market Street San Diego, CA 92102	Janelle Watchman jwatchman@cet2000.org	619.527.4895	
L12	Goodwill Industries	1105 Broadway Street Chula Vista, CA 91911	Nancy Kennaly nkennaly@sdgoodwill.org	619.420.1522	

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Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
L13	Manpower Staffing*	1855 First Avenue San Diego, CA 92101	Derek Harrison dharrison@manpower-sd.com	619.699.1240	
L14	MAAC Project	1365 Third Avenue Chula Vista, CA 91911	Maruja Webb mwebb@maacproject.org	619.426.3595 X1296	
L15	Military Officers Association of America	PO Box 84629 San Diego, CA 92138	Bud Lichtenstern henry.lichtenstern.ctr@score.com	619.275.1143	
L16	National Association of Broadcasters Education Foundation	1771 N Street NW Washington, DC 20036	Garrett Culver gculver@yourmembership.com	866.376.0949 X7081	
L17	KRA	3910 University Avenue San Diego, CA 92105	Hamed Seyedi hseyedi@kra.com	619.516.2278	
L18	Navy Operations Support Center - ESGR	9955 Pomerado Road San Diego, CA 92131	Jeremiah Irvin jeremiah.irvin.ctr@navy.mil	858.537.8078	
L19	North County Coastal Career Center	1949 Avenida del Oro Oceanside, CA 92056	Antonio Escomiendo, Jr. antonio.escomiendo@edd.ca.gov	760.414.3576	
L20	Ohio State University Alumni Association	2200 Olentangy River Road Columbus, OH 43210	Jonathon Wray wray75@osu.edu	614.392.3314	
L21	PATH	1250 6th Avenue San Diego, CA 92101	Jayli Jackson jaylij@epath.org	619.810.8610	
L22	Point Loma University	3900 Lomaland Drive San Diego, CA 92106	Debra Lively debralively@pointloma.edu	619.849.2633	
L23	Randstad Technologies	4660 La Jolla Village Drive San Diego, CA 92122	Kirin Quackenbush kirin.quackensbush@randstadusa.com	925.487.3506	
L24	Rick Gevers and Associates	PO Box 577 Zionsville, IN 46077	Rick Gevers	317.769.7900	

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L25	San Diego Regional Office - Veterans Affairs	8810 Rio San Diego Drive San Diego, CA 92108	Maribel Gallo maribel.gallo@va.gov	619.400.5647	
L26	San Diego State University	5500 Campanile Drive San Diego, CA 92182	Preston Chipps pnieves@mail.sdsu.edu	619.594.5200	
L27	San Diego Veterans Affairs	2121 San Diego Avenue San Diego, CA 92110	Laurie Arnold laurie.arnold@va.gov	619.497.8442	
L28	San Diego Workforce Services - Veterans Employment	1111 Bay Boulevard San Diego, CA 91911	Enemias Rocha enemias.rocha@edd.ca.gov	619.628.0341	
L29	Second Chance*	6145 Imperial Avenue San Diego, CA 92114	Paul Aceves paceves@secondchanceprogram.org	619.839.0931	
L30	Society of Broadcast Engineers	9102 North Meridian Street Indianapolis, IN 46260	Keely Jones kjones@sbe.org	370.846.9000	
L31	South County Career Center	1111 Bay Boulevard Chula Vista, CA 91911	Diane Rose dinaer@workforce.org	619.628.0322	
L32	South Metro Career Center	4389 Imperial Avenue San Diego, CA 92113	Andrew Weatherspoon andrew.weatherspoon@edd.ca.gov	619.266.4220	
L33	Talent Dynamics	600 Las Colinas Boulevard Irving, TX 75039	Sandra Cannell connell@talentdynamics.com	214.266.6263	
L34	The Urban League of San Diego*	720 Gateway Center Drive San Diego, CA 92102	Jackie Reed jackie.reed@sdul.org	619.266.6263	
L35	University of California, San Diego	9600 Gilman Drive San Diego, CA 92093	Andy Ceperley	858.534.2230	
L36	University of San Diego	5998 Alcalá Park HC 110 San Diego, CA 92110	Connie Wilson conniew@sandiego.edu	619.260.4654	

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L37	VetWORKS	1111 Bay Boulevard San Diego, CA 91911	John Engstrom john@able2work.org	619.424.6890	
L38	Workforce Services - Disabled Veterans Outreach Program	1949 Avenida del Oro Oceanside, CA 92056	Cirilo Urmeneta cirilo.urmeneta@edd.ca.gov	760.414.3518	
L39	Work for Warriors	8450 Okinawa Street Sacramento, CA 95828	Sgt. Jason Cameron jason.m.cameron.ctr@mail.mil	916.854.1365	
L40	Wounded Warriors Support Network*	11118 Raju Street San Diego, CA 92129	Beverly Trout beverly@iheartmilitary.com	858.204.4899	
L41	Business Referral				4
L44	Storytellers	118 6th Avenue #602 Seattle, WA 98109	Matt Mrozinski tvnstorytellers@gmail.com tvnewsstorytellers.com	724-316-2059	4
L45	602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	Sandy Lizik slizi@602communications.com	919-217-44338	1

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C116, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39	C3
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C116, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39	C3
Assignment Editor	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C96, C97, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L23, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40	C3
Assignment Editor	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C96, C97, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L23, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40	C49
Assoc Account Executive	C1, C2, C3, C13, L1, L5, L6, L7, L8, L11, L13, L18, L19, L22, L25, L27, L29, L31, L37, L38	C1
Assoc Account Executive	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, C116, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40	C1
Assoc News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L20, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40	C1
Associate Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L1, L5, L6, L7, L8, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38	C3
Asst Chief Engineer	C1, C2, C3, L1, L5, L6, L7, L8, L11, L13, L18, L19, L22, L25, L28, L29, L30, L31, L34, L37, L38	C3
Chief Photographer (CA only)	C1, C2, C3, C100, L1, L5, L6, L7, L8, L10, L11, L13, L18, L19, L20, L22, L25, L27, L28, L29, L31, L34, L36, L37, L38, L44	C1
Dir, Market Research	C1, C2, C3, L1, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L43	C1
Director III	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L42, L43	C2
Director III	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L42, L43	C2

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Editor II	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C47, L1, L5, L6, L7, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38	C1
Editor II	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L1, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L45	C1
Editor II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C15, C47, C49, C97, C98, C130, C131, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L41, L42, L43	C97
Evening Anchor, MMJ	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C131, L1, L5, L6, L7, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L43	C1
Evening Anchor, MMJ	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C131, L1, L5, L6, L7, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L43	C2
Exec Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L1, L5, L6, L7, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38	C1
Maintenance Engineer III	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C25, C49, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L16, L17, L18, L19, L21, L22, L23, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40	C2
Multimedia Journalist	C1, C2, C3, C131, L1, L5, L6, L7, L8, L10, L11, L13, L18, L22, L25, L27, L28, L31, L34, L36, L37, L38	C131
Multimedia Journalist	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, L1, L5, L6, L7, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38	C1
Multimedia Journalist	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, L1, L5, L6, L7, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38	C97
News Producer	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C40, C44, C56, L1, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L41, L42, L43	C1
Photographer II	C1, C2, C3, C110, C111, L1, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L34, L37, L38, L41, L44	C3
Photographer II	C1, C2, C3, C110, C111, L1, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L34, L37, L38, L41, L44	C1

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II	C1, C2, C3, C110, C111, L1, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L34, L37, L38, L41, L44	C1
Photographer II	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C26, C40, C41, C47, C95, C97, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L16, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L41, L44	C3
Photographer II	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C26, C40, C41, C47, C95, C97, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L16, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L41, L44	C1
Photographer II	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C26, C40, C41, C47, C95, C97, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L16, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L41, L44	C1
Photographer II	C1, C2, C3, C130, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L42, L43	C1
Producer, Creative Services	C1, C2, C3, C5, C95, C98, L1, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L44, L45	C5
Sales Support Assoc II - TV	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40	C130
Specialty MMJ	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C131, L1, L5, L6, L7, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L43	C131
Specialty MMJ	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C131, L1, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L44	C131
Sr Account Executive	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C116, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L41, L42, L43	C3
Sr Account Executive	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C116, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L41, L42, L43	C1
Sr Account Executive	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C116, L1, L3, L4, L5, L6, L7, L11, L12, L13, L14, L15, L17, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L41, L42, L43	L43

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sr Dir, Creative Services	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C27, C40, C49, C89, C97, C131	C2
Sr News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C44, C49, C95, C97, C100, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40	C2
Supv, Bureau Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C16, L1, L5, L6, L7, L11, L12, L13, L14, L15, L18, L19, L22, L25, L27, L29, L31, L32, L34, L37, L38, L41	C3
Weekend Anchor, MMJ	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C16, C26, C40, C44, C49, C89, C96, C97, C100, C131, L1, L3, L4, L5, L6, L7, L8, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40	C1

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>Honor a Hero-Hire a Vet Job Fair 9/10/15</p> <p>South County Veteran Career Pathways Event 5/21/15</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>KGTV established an internship program which is offered to college students who are interested in a broadcast career during their Junior and Senior years. The program is designed to introduce students to broadcasting careers, expose them to the different types of jobs in the newsroom, and assist them in acquiring the skills necessary to obtain broadcast employment. Students receive college credit for their participation in the program. From May - July 2016, two interns worked closely with mentors to obtain specific training and feedback to enhance their skills. During the reporting period we had two students participate in a job shadow where they interacted with news department employees and shadowed a reporter to learn about writing for a newscast and website, and the construction of a newscast.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>KGTV provides employees with continued training to enable them to acquire the skills necessary for advancement. Training initiatives during the period included: Online vocational training programs that offer required and voluntary courses. We have ongoing training on new equipment and cross-training in our Operations department to ensure our team members have the skills to operate new technology and learn other functions to offer them career advancement opportunities. In January we conducted two storytelling workshops to hone the skills of our reporters and producers. In April we conducted an investigative reporter workshop for newsroom employees and we sent two reporters to IRE for more in-depth training. Team members in supervisory roles were provided with intensive leadership training to improve their skills as leaders. Additionally, leadership training was provided to all KGTV employees during the reporting period. Several employees have received promotions as a result of this training.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Developed a relationship with Saint John's Catholic University. We created a full day seminar on broadcasting, the different opportunities available within broadcasting, and how to seek out broadcasting employment opportunities. KGTV partnered with the Dean of Broadcasting to ensure what is being taught is relevant to what current stations seek. As students graduate we have created a pipeline of future talent.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Group Tours provide students and adults an opportunity to see how a news station works, learn about career opportunities, and ask questions regarding the skills, schooling, and technology knowledge necessary to function in a modern day newsroom. Groups toured during this period included: VIP Tour for Family Health Centers of San Diego, The Charter School of San Diego, Casita Center, High Tech High School, Mesa Verde Science Center, Banyan Learning Center, Casita Elementary School STEM Program, John Muir Elementary, Murdock Elementary, Lincoln Acres, Rancho Minerva Middle School, The Children’s School of La Jolla, Diegueno Middle School, City College Tour - IT & Production, PROMISES2KIDS, Red Hatters, TCA Middle School Student Tour, Camarena Elementary School, St. Rose of Lima School, Clairemont High School, San Diegueno Middle School journalism class.</p>
	<p>Reporter Joe Little was a Guest Lecturer at Syracuse University and California State University at Long Beach. As a guest lecturer to journalism students Joe spoke about the concepts of storytelling and stand-ups so students would have the skills necessary to get a career in journalism. Faculty - NPPA News Video Workshop, Norman, Oklahoma. Joe Little teaches journalism professionals how to acquire the skills necessary to qualify for higher level positions. Keynote Speaker - Sage Creek High School Tech Event - Joe Little spoke to the class about pursuing a career in journalism. Guest Lecturer - Aviara Oaks Middle School Broadcast Journalism Workshop. Joe Little spoke to the class about pursuing a career in journalism and the skills necessary to work in this industry. Asian American Journalists Association - Guest Lecturer. Joe Little spoke to the class about pursuing a career in journalism and the skills necessary to work in this industry. Keynote Speaker - Sage Creek High School Tech Event Emcee - NPPA Best of Photojournalism Awards in Atlanta</p>
	<p>Reporter Ariel Wesler attended Berean Bible Baptist Academy Career Day. Ariel spoke about his career in broadcasting, how a television station works, and the types of jobs available in television.</p>
	<p>Meteorologist Megan Parry visited the schools listed below. During her visits she discusses her career as a meteorologist, educates the students about meteorology, and answers students questions about pursuing a career in meteorology. Schools visited: Valley Center Elementary School, Poinsettia Elementary School, San Diego High School, Morning Creek Elementary School, The Childs Primary School, and Painted Rock Elementary School.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Azteca Anchor Claudia LLausas spoke at the Career Day at Chula Vista Middle School. She talked to the students about what it takes to be a TV News Reporter, how she got started in her career, and the exciting work we do at our station to keep San Diego informed.</p>
	<p>Meteorologist Kristen Keogh did weather presentations at Jefferson Elementary School, Pacific Rim Elementary School, Magnolia Elementary School, and Halcrest Elementary School. During her presentations she talks about the topic of weather, how we report on weather, how she started her career as a meteorologist, and the type of education necessary for a career in the broadcast industry.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All KGTV management participated in training to ensure equal employment opportunity and preventing discrimination during May 2016. All newly hired or promoted managers are assigned EEO training within 12 weeks of hire/promotion.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>The station has created a public service announcement which is broadcast on a rotating basis several times per month. The announcement advises the viewing community that interested parties are encouraged to contact the station if they wish their organization to receive notices of job opportunities as they become available. This PSA is also present on our website.</p>