

KFMB-AM, KFMB-FM, KFMB-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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
Traffic Reporter	2, 4-5, 7-10, 15, 17-18, 20, 23, 25, 27-28, 34-35, 47, 52, 55, 58, 60-62, 65-66, 73-77, 80-81, 83-84, 86-87, 90-91, 93, 97, 100, 105	86
Meteorologist	4, 7-9, 15, 17-18, 20, 25, 27-28, 34-35, 37, 47, 52, 55, 58, 60-62, 65-66, 74-77, 81, 84, 86-87, 90-91, 93, 97, 100, 103, 105	86
Multi-Skilled Journalist (MSJ)/Reporter	4, 7-9, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-63, 65-66, 74-77, 81, 84, 86-87, 90-91, 93, 97, 100, 102, 105	102
Manager of Technology and Operations	4, 7-9, 15, 17-18, 20, 24-25, 28, 34-35, 47, 52, 55, 58, 60-62, 65-66, 74-77, 80, 84, 87, 90-91, 93, 97, 100, 105	24
Producer	4, 7-9, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65-66, 74-77, 84, 86-87, 91, 93, 97, 100, 105	86
Radio On-Air Talent	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65-66, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Radio On-Air Talent	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65-66, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Radio Morning Show Producer	2, 4-5, 7-9, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65-66, 74-77, 83-84, 86-87, 91, 93, 100, 105	86
Account Executive	1, 3-4, 6-9, 11-22, 25-26, 28-36, 38-41, 43-62, 64-65, 67-72, 74-80, 82-89, 91-101, 104-109	86
Account Executive	1, 3-4, 6-9, 11-22, 25-26, 28-36, 38-41, 43-62, 64-65, 67-72, 74-80, 82-89, 91-101, 104-109	86
Anchor (Weekday Mornings)	4, 7-9, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65-66, 74-77, 84, 87, 91, 97, 100, 105	35
Promotions Manager	2, 4-5, 7-9, 15, 17-18, 20, 25, 28, 34-35, 42, 47, 52, 55, 58, 60-62, 65, 74-77, 83-84, 86-87, 91, 97, 100, 105	86
Broadcast Engineer/Transmitter Engineer	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Broadcast Engineer/Transmitter Engineer	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86

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Broadcast Engineer/Transmitter Engineer	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Multi-Platform Producer	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Multi-Platform Producer	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Sales Associate (6997)	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Assignment Editor	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-62, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Account Executive - Radio Sales -7269	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-61, 65, 74-76, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Sales Assistant - 7270	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-61, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86
Assignment Editor	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 42, 47, 52, 55, 58, 60-61, 65, 74-77, 80, 83-84, 87, 91, 93, 97, 100, 105	42
Inventory Specialist	2, 4-5, 7-10, 15, 17-18, 20, 25, 28, 34-35, 47, 52, 55, 58, 60-61, 65, 74-77, 80, 83-84, 86-87, 91, 93, 97, 100, 105	86

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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	ABC10 Website California Url : www.abc10.com Career Service Manual Posting	N	0
2	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Job Board Manual Posting	N	0
3	American River College-Journalism Dept. 4700 College Oak Drive Sacramento, California Phone : 916-484-8535 or 916-484-8 Url : www.losrios.edu Carol Hartman Manual Posting	N	0
4	American Sportscasters Association 225 Broadway Suite 2030 New York, New York 10007 Phone : 212-227-8080 Email : LSchwa8918@aol.com Lou Schwartz	N	0
5	AMFMJobs.com P.O. Box 4116 Oceanside, California 92053 Phone : 760-754-8177 x112 Url : http://www.amfmjobs.com Mark Holloway Manual Posting	N	0
6	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : www.bavc.org Email : dov@bavc.org Fax : 1-866-378-0494 Dov Golodner	N	0

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7	Black Business Association 3550 Wilshire Blvd 5th Floor Los Angeles, California 90032 Phone : 323-291-9334 Url : http://www.bbala.org Email : mail@bbala.org Earl Cooper	N	0
8	CA. Chicano News Media Association 725 Arizona Ave Suite 404 Santa Monica, California 90401 Phone : 424-229-9482 Url : http://www.cnma.org Email : cnmainfo@cnma.org Julio Moran	N	0
9	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
10	California Broadcasters Association 915 "L" Street Suite 1150 Sacramento, California 5814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
11	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, California Phone : 916-444-2237 Url : www.cabroadcasters.org/jobbank.htm Fax : 1-916-444-2043 Stan Statham	N	0
12	California Chicano News Media Association California Phone : 000-000-0000 Url : www.kevin@cnma.org Email : cchmainfo@cnma.org Fax : 1-424-238-0271 Career Service	N	0

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13	California Job Journal California Url : www.jobjournal.com Career Service Manual Posting	N	0
14	CalWorks - Placer County Business Services 175 Fulweiler Avenue Auburn, California Phone : 530-889-4090 Email : kkenoyer@placer.ca.gov Fax : 1-530-886-4509 Katie Kenoyer	N	0
15	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Online Job Listings Manual Posting	N	0
16	Career Resource Center University of the Pacific 3601 Pacific Avenue Stockton, California Phone : 209-946-2017 Email : charuta@pacific.edu Fax : 1-209-946-2760 Christine Haruta	N	0
17	Center for Employment Training 3295 Market Street San Diego, California 92102 Phone : 619-233-6829 Url : http://www.cetweb.org Email : danm@cet2000.org Daniel Morales	N	0
18	Chinese Service Center of San Diego 5075 Ruffin Road Suite A San Diego, California 92123 Phone : 858-505-9906 Url : http://www.cscsandiego.org Email : chineseschoolsd@yahoo.com Sally Wong Avery	N	0

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19	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
20	Collective Talent.com California Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Bille Michael	N	0
21	Cosumnes River College Learning Resources & Communications 8401 Center Parkway Sacramento, California Phone : 916-691-7301 Url : www.losrios.edu Email : marting@crc.losrios.edu Fax : 1-916-691-7181 Gary Martin	N	0
22	Craig's List Website California Url : www.craigs-list-classifieds.com/ Career Service Manual Posting	N	0
23	CSUSM (Cal State University, San Marcos) 333 S. Twin Oaks Valley Road San Marcos, California 92096 Phone : 760-750-4000 Email : bdumas@csusm.edu Brenda Dumas	N	0
24	Current Employee - Transfer/Promotion	N	1
25	Cuyamaca College 900 Rancho San Diego Parkway El Cajon, California 92019 Phone : 619-660-4436 Email : fleure_fraser@gcccd.edu Fleure Fraser	N	0

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26	Don Fitzpatrick & Associates Shoptalk California Url : www.jobbank.com Career Service Manual Posting	N	0
27	East County Career Center 924 E. Main Street El Cajon, California 92021 Phone : 619-590-3973 Url : http://eccc.guhsd.net Email : eolmos@guhsd.net Erica Olmos	N	0
28	Employment Development Department 4389 Imperial Avenue San Diego, California 92113 Phone : 619-266-4220 Url : http://www.caljobs.ca.gov Email : andrew.weatherspoon@edd.ca.gov Andrew Weatherspoon	N	0
29	Employment Development Department and California jobs Resource Center 2901 50th Street Sacramento, California Phone : 916-227-0109 Url : www.caljobs.ca.gov Email : rhernan0@edd.ca.gov Fax : 1-916-227-0208 Ramona Hernandez	N	0
30	Entertainment Employment Journal P.O. Box 6863 Corpus Christi, Texas Gregorio Carbajal Manual Posting	N	0
31	Glassdoor P.O.Box 900 Sausalito, California 94966 Phone : N A Url : http://www.glassdoor.com/index.htm Career Service Manual Posting	N	0

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32	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
33	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, California Phone : 916-286-8600 Email : gocegeda@gsul.org Fax : 1-916-915-1829 Grucelda Ocegueda	N	0
34	Grossmont College 8800 Grossmont College Drive El Cajon, California 92020 Phone : 619-644-7611 Email : nancy.davis@gcccd.edu Pamela Abuka	N	0
35	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 650-282-8066 Url : http://www.indeed.com Sunday Bejide Manual Posting	N	1
36	Internal Candidate ., California Career Service Manual Posting	N	0
37	Internal Candidate	N	1
38	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Email : ads@journalismjobs.com Dan Rohn	N	0

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39	JournalismNext.com PO BOX 30846 BethesdaUS, Maryland 20824-0846 Phone : 626 792 3846 Url : http://www.journalismnext.com/ April Kamaldinova Manual Posting	N	0
40	Juju juju.com New York, New York Phone : 000-000-0000 Url : www.juju.com Online Online Manual Posting	N	0
41	JustBroadcastJobs 520 Hanks Hollow Trail DeForest, Wisconsin 53532 Career Service Manual Posting	N	0
42	Linked In	N	2
43	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3555 Url : www.linkedin.com Career Service Manual Posting	N	0
44	Mashable 114 5th Ave (at E 17th St) New York, New York 10011 Phone : 888888 Url : http://jobs.mashable.com/jobs/search/results N/A N/A Manual Posting	N	0
45	Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0

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46	Mediabistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 8888888 Url : http://www.mediabistro.com/aboutus/contactus.asp?n N/A N/A Manual Posting	N	0
47	Miramar College 10440 Black Mountain Road San Diego, California 92126 Phone : 619-338-7379 Email : jhankins@sdccd.edu Joseph Hankinson	N	0
48	ML Search Partners 430 Park Avenue, Ste. 803 New York, New York 10022 Michael Levine Manual Posting	N	0
49	Mutual Asst. Network of Del Paso Hghts 810 Grand Avenue Sacramento, California Phone : 916-927-7694 x217 Email : cwells@mutualassistance.org Fax : 1-916-564-8443 Charles Wells	N	0
50	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : dmelegrito@gmail.com Fax : 1-202-361-0296 Mr. Jon Melegrito	N	0
51	National Academy of Television, Arts and Sciences (NATAS) - San Francisco 4317 Camden Avenue San Mateo, California Phone : 650-341-7786 Url : www.emmyonline.org Email : Darrylrcompton@gmail.com Darryl Compton	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	National Association for the Advancement of Colored People P.O. Box 152086 San Diego, California 92195 Phone : 619-263-7823 Email : dodenesq@ogtlaw.com Doug Oden	N	0
53	National Association Hispanic Journalists 801 West Adams Street Suite # 600 Chicago, Illinois 60607 Phone : 202-662-7145 Url : http://nahj.org/ Career Services Manual Posting	N	0
54	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 3014050248 Url : http://www.nabj.org/ Career Service Manual Posting	N	0
55	National Association of Black Journalists 1100 Knight Hall, College Park, Maryland 20742 Suite 3100 College Park, Maryland 20742 Phone : 301- 405-0248 Url : http://www.nabj.org Email : taylor.nabj@gmail.com Taylor Osborn-Smith	N	0
56	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5498 Career Services Manual Posting	N	0
57	National Black MBA Association Inc. 400 West Peach Street NW Ste 2013 Atlanta, Georgia 30308 Career Service Manual Posting	N	0

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58	National Lesbian & Gay Journalists Association 1420 K Street, NW Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 x10 Email : lcorona@nlgja.org Lorena Corona	N	0
59	National Press Photographers Association NPPA 120 Hooper Street Athens, Georgia 30602-3018 Url : https://nppa.org/ Career Service Manual Posting	N	0
60	National University 9393 Lightwave Ave Spectrum Library, #233A San Diego, California 92123 Phone : 800-628-8648 Email : careerservices@nu.edu Nancy Faulkner	N	0
61	North County Career Centers 1949 Avenida del Oro Ste. 106 Oceanside, California 92056 Phone : 760-414-3536 Email : HollyChilds@workforce.org Holly Childs	N	0
62	North County Inland Career Centers 1935 East Valley Parkway Escondido, California 92027 Phone : 760-738-0274 Email : careercenters@workforce.org Career Center	N	0
63	Other Source	N	1
64	Outside Referrals (Vendors & Advertisers) California Career Service Manual Posting	N	0
65	Palomar College / Career Center 1140 W. Mission Road San Marcos, California 92069 Phone : 760-744-1150 x2194 Email : ppierce@palomar.edu Pippa Pierce	N	0

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66	Point Loma Nazarene University / Student Employment 3900 Lomaland Dr San Diego, California 92106 Phone : 619-849-2633 Email : debralively@pointloma.edu Debra Lively	N	0
67	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 7278219494 Url : http://www.poynter.org/ Career Service Manual Posting	N	0
68	Radio Television Digital News Association The National Press Building 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Url : http://www.rtdna.org/ Career Center Manual Posting	N	0
69	Rick Gevers & Associates 355 E. Ohio Street 303 Indianapolis, Indiana 46204 Rick Gevers Manual Posting	N	0
70	Sacramento City College Communications Studies Dept 3835 Freeport Blvd Sacramento, California Phone : 916-558-2325 Url : www.losrios.edu Email : garciaaj@scc.losrios.edu Fax : 1-916-650-2715 Albert Garcia	N	0
71	Sacramento Hispanic Chamber of Commerce 1451 River Park Drive, Suite 220 Sacramento, California 95815 Phone : 916-486-7700 Url : www.sachcc.org Email : info@sachcc.org Fax : 1-916-486-7728 Office Coordinator	N	0

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72	Sacramento State University 6000 J Street Sacramento, California 95819 Mary Kober Manual Posting	N	0
73	San Diego Chinese Center 429 Third Avenue San Diego, California 92101 Phone : 619-540-8501 Email : linhpdu@gmail.com Linh Du	N	0
74	San Diego City College - Radio & TV Program 1313 Park Blvd A-122A San Diego, California 92101 Phone : 619-388-3043 Email : lcastane@sdccd.edu Laura Castaneda	N	0
75	San Diego State University (SDSU) - Career Services 5500 Campanile Drive San Diego, California 92182 Phone : 619-594-4379 Email : pnieves@mail.sdsu.edu Preston Chipps	N	0
76	San Diego State University (SDSU) - Department of Journalism 5500 Campanile Drive Dept of Journalism San Diego, California 92182 Phone : 619-594-5450 Email : jmsdesk@mail.sdsu.edu Diane Borden	N	0
77	SDX 3579 5th Ave #100 San Diego, California 92103 Phone : 619-255-2281 Url : http://www.sandiegox.org Email : Laurie@sandiegox.org Laurie Ganz	N	0

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78	Sierra College Career Connections 5000 Rocklin Road Rocklin, California Phone : 916-660-7481 Url : www.sierracollege.edu Fax : 1-916-630-7481 Summer Grace Manual Posting	N	0
79	SimplyHired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : SimplyHired.com Career Service Career Service Manual Posting	N	0
80	Society of Broadcast Engineers, Inc. [SBE] National 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : http://www.sbe.org Scott Jones Manual Posting	N	0
81	Society of Broadcast Engineers, Inc. [SBE] San Diego Chapter 36 11889-C Spruce Run Dr San Diego, California 92131 Phone : (858) 349-9191 Url : http://www.sbe36.org Email : editor@sbe36.org Gary Stigall	N	0
82	Solano Community College 4000 Suisun Valley Road, Building 600 Fairfield, California Phone : 707-864-7000 Url : www.solano.edu Email : jpstuden@solano.edu JP Studen	N	0
83	Southern California Broadcasters Association 5670 Wilshire Blvd Suite 300 Los Angeles, California 90036 Phone : (323) 930-5597 Url : http://www.scba.com Thom Callahan Manual Posting	N	0

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84	Southwestern Community College 900 Otay Lakes Rd Chula Vista, California 91910 Phone : 619- 482-6356 x5715 Url : http://www.swccd.edu Email : jswanson@swccd.edu Julie Swanson	N	0
85	Spots n' Dots - Job Ads California Url : www.spotsndots.com Career Service Manual Posting	N	0
86	Station Website	N	26
87	Student Television Network 2768 Loker Avenue West Carlsbad, California 92010 Phone : 760-692-2299 Url : http://studenttelevision.com Email : nancy@studenttelevision.com Nancy Loucas	N	0
88	TEGNA Jobs Website 7950 Jones Branch Dr McLean, Virginia 22107 Phone : (703) 873-6231 Url : www.TEGNA.com Janae Barker Manual Posting	N	0
89	Television Week California Phone : 323-370-2412 Career Service Manual Posting	N	0
90	The Chicano Federation of San Diego County 3180 University Ave Suite 317 San Diego, California 92104 Phone : 619-285-5600 Email : eturner@chicanofederation.org Raymond Uzeta	N	0

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91	The National Academy of Television Arts & Sciences P.O. Box 80255 San Diego, California 92138 Phone : 602-888-3669 Url : http://www.nataspw.org Email : admin@nataspw.org Amy Bosler	N	0
92	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317 846-9000 Career Service Career Service Manual Posting	N	0
93	Traffic Directors Guild of America 26000 Avenida Aeropuerto San Juan Capistrano, California 92675 Phone : (949) 429-7063 Url : http://www.tdga.org Email : tdga@cox.net Larry Keene	N	0
94	TV News Storytellers 118 6th Avenue N #602 Seattle, Washington 98109 Phone : 000-000-0000 Matt Mronzinski Manual Posting	N	0
95	TV Technology 1111 Bayhill Drive, Ste 125 San Bruno, California Career Service Manual Posting	N	0
96	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0

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97	TVJobs.com P.O. Box 4116 Oceanside, California 92053 Phone : 760-754-8177 x112 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
98	Twitter 1355 Market Street San Francisco, California Customer Services Manual Posting	N	0
99	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : ldolsen@ucdavis.edu Job Coordinator	N	0
100	University of Southern California-Annenberg School for Communication & Journalism 3502 Watt Way Los Angeles, California 90089 Phone : 213-740-6180 Url : http://annenberg.usc.edu Email : suzannea@usc.edu Suzanne Alcantara	N	0
101	Veteran Job Listings 62 Grene Street New York, New York 10012 Career Service Manual Posting	N	0
102	Walk In	N	2
103	Word of Mouth Referral	N	1
104	Work in Sports, LLC 7010 E. Chauncey Lane, Ste. 115 Phoenix, Arizona 85054 John Mellor Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
105	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
106	Yolo County Dept of Employment & Social Svcs 500-A Jefferson Blvd. West Sacramento, California Phone : 916-375-6248 Url : www.yoloworks.org Email : marc.marquez@yolocounty.org Fax : 1-916-375-6310 Marc Marquez	N	0
107	Yolo County Dept of Employment & Social Svcs. II 25 N. Cottonwood Woodland, California Phone : 530-661-2638 Email : valarie.stapleton@yolocounty.org Fax : 1-530-661-2728 Valarie Stapleton	N	0
108	YOU TUBE 901 Cherry Avenue San Bruno, California 94066 Phone : 650-253-0000 Susan Wojcicki Manual Posting	N	0
109	Ziprecruiter 1453 3rd Street Santa Monica, California 90401 Phone : (877) 252-1062 Ian Siegel Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2018	Establishment of a mentoring program	Veteran Anchors/Reporters at KFMB created a mentor program for newly hired Multi-Skilled Journalists/Anchors. The veteran journalists would work one on one time with the new Multi-Skilled Journalists on pitching story ideas, writing and editing copy, networking within the community, building a contact list and their on-camera presence.	7	Reporters Producer (Special Projects) Anchor/Reporter Sports Anchor
2	8/3/2018	Participation in events or programs sponsored by educational institutions	Provided a job shadow opportunity for an aspiring journalist, who is currently a student at Scripps Ranch High School. Conducted a station tour and discussion regarding various broadcast careers in a multi-media company and internship programs at KFMB. Also provided Q&A opportunity to learn more about the various career opportunities in media content.	1	Editor
3	8/8/2018	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners can then share this information with their Leadership teams and Management personnel.	1	Human Resources Director
4	8/13/2018	Establishment of training programs for station personnel	Employees attended 3-day Vizrt Graphics training to learn and/or improve Vizrt Artist skills. Training provides an overview of core functions and how to utilize advanced Viz Artist plugins, objects and settings.	5	Design Director Broadcast Engineer Broadcast Directors
5	8/14/2018	Establishment of training programs for station personnel	Attendance at the TEGNA Innovation Summit, in McLean, VA, where selected participants were picked for a 3-day employee listening and ideation session to focus on transforming content.	2	Reporter Producer

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6	8/20/2018	Establishment of training programs for station personnel	Ethical Journalism & Social Media Training - speaking on the cardinal principle of journalism - getting the facts right striving for accuracy, give all the relevant facts and ensuring the facts have been checked.	1	Director, Community Relations
7	9/13/2018	Establishment of training programs for station personnel	Attended the ONA (Online News Association) conference, which brings together some of the most innovative minds in the digital media- Including journalists, media executives, product teams, entrepreneurs, students, and educators to learn more about social engagement, digital video, Reditt, Facebook, YouTube, data, best digital practices, push alerts, newsletters, etc.	1	Digital Director
8	9/17/2018	Establishment of training programs for station personnel	GM/Sales Summit - Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	President & General Manager
9	9/20/2018	Establishment of an intern program designed to assist members of the community	KFMB Stations hosted a Fall, 2018 internship program to help college students acquire the skills necessary to pursue employment in the broadcasting industry. These internships were unpaid; however, interns were required to be enrolled in a college or university internship program that provided school credit in exchange for their participation. KFMB mentored three (3) interns from various colleges/universities in San Diego county.	2	Promotions Manager Digital Content Manager

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10	11/12/2018	Establishment of training programs for station personnel	Edius Training for Photographers, Anchors/Reporters, Producers and Editors. Edius is the software used for news programming and video editing. Edius is a video editing software package for PC computers running Windows. Edius is a non-linear editor that works with most modern video formats. The software is capable of 3D editing. The software comes bundled with a large collection of tools, including NEWBlue Video Filters, proDAD video effects along with image stabilization for unsteady shots and for audio mastering needs iZotope VST audio plug-ins such as Audio Effects Suite, AudioRestore, AGC & Mastering Effects Suite	56	Chief Photographer Photographer Photographer Photographer
11	11/26/2018	Establishment of training programs for station personnel	Edius Training (GrassValley edit system) for various departments including News, Digital, Engineering, etc. Edius is a video editing software package for PC computers running Windows. Edius is a non-linear editor that works with most modern video formats. The software is capable of 3D editing. The software comes bundled with a large collection of tools, including NEWBlue Video Filters, proDAD video effects along with image stabilization for unsteady shots and for audio mastering needs iZotope VST audio plug-ins such as Audio Effects Suite, AudioRestore, AGC & Mastering Effects Suite	70	Managing Editor EP EP Digital Director
12	11/27/2018	Establishment of training programs for station personnel	Employee Relations Training w/TEGNA Legal Counsel training involves union avoidance. Learn comprehensive of the signs to look for in establishment or union and the what the NLRA guarantees employees rights to. Facts about how does a union get to represent a group of employees, the election process, what happens if the union wins the election.	23	GM RFD VP, News Programming Director

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13	11/27/2018	Provision of training to management	TEGNA Labor Relations conducted mandatory management training. To stay informed of current and changing employment laws. Best Practices, Incorporate employee relations competencies and techniques; Identify and learn how to address employee concerns to strengthen the employer-employee relationship through identifying and resolving workplace issues, measuring employee satisfaction and morale, and providing support.	25	GM RFD VP of News Digital Director
14	12/3/2018	Establishment of training programs for station personnel	Attendance at GM Summit in MacLean, VA Focus on content and people transformation, digital products.	1	GM
15	12/11/2018	Establishment of training programs for station personnel	Attendance at the TEGNA Innovation Summit, in McLean, VA, where selected participants were picked for an employee listening and ideation session to focus on transforming content.	3	Digital Director Managing Editor Anchor
16	12/18/2018	Establishment of training programs for station personnel	Management Training with Sergeant Josh Dafoe - how to react to Active Shooter Workplace Violence	15	GM RFD DOT MOT
17	1/7/2019	Establishment of training programs for station personnel	ENPS training for newsroom personnel, as well as Engineering, Digital, etc. the Super User training class - to provide super user coverage for all day parts and the weekends.	31	Business Manager Director, Digital Digital Content Manager Director, Creative Services
18	1/23/2019	Establishment of training programs for station personnel	Tagboard training for newsroom and digital personnel. In the simplest terms, a tagboard is a collection of social media posts sharing a common theme, topic, or interest (indicated with a hashtag) for the purposes of interacting, showing, and sharing. Tagboards are like rooms or channels, providing a common place for the gathering, organization, and interaction of people of shared interests	42	Business Manager News Director EP Digital Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	2/25/2019	Establishment of training programs for station personnel	Director of Sales/GM Summit - summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	President & General Manager Director, Sales
20	4/10/2019	Participation in events sponsored by community groups	NEWS 8 anchor visited Poway Unified School District, discussed his career and the industry. Discussed his career and the industry.	1	News Anchor
21	4/28/2019	Participation in events sponsored by community groups	News and weather presentation for Santa Fe Christian school students and discussed her career and career opportunities in the broadcast news and media industry.	1	News Anchor
22	5/1/2019	Participation in events sponsored by community groups	Weather anchor hosted a news and weather presentation for students at Creekside Elementary and discussed her career in broadcast news and the broadcast media industry.	1	News Anchor
23	5/3/2019	Participation in events sponsored by community groups	News 8 meteorologist and News 8 Chief Photograph hosted a career presentation at Joyner Elementary for 4th and 5th graders, discussing broadcast meteorology, news gathering and careers in the broadcast media industry.	2	Meteorologist Chief Photographer
24	5/8/2019	Participation in events sponsored by community groups	NEWS 8 meteorologist and community relations director presented Innovate 8 Science Education Day at Petco Park with the San Diego Padres. Over 1900 students, teachers and parents attended. They discussed broadcast meteorology, STEAM learning presented science experiments and discussed his career. Created the curriculum and produced a video presentation, behind-the-scenes of a News 8 Meteorologist and environmental reporter.	2	Meteorologist Director, Community Relations
25	5/9/2019	Participation in events or programs sponsored by educational institutions	KFMB community relations director hosted a station tour for journalism/communication students from Grossmont College and discussed operations and career opportunities in a multi-media broadcast station.	1	Director, Community Relations

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26	5/14/2019	Participation in events sponsored by community groups	NEWS 8 anchor hosted a news and weather presentation for students at Highland Ranch Elementary and discussed her career and the broadcast media industry.	1	News Anchor
27	5/16/2019	Participation in events or programs sponsored by educational institutions	NEWS 8 anchor emceed the Top Tech Executive awards and discussed her career.	1	News Anchor
28	6/12/2019	Establishment of training programs for station personnel	Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management related workshops	1	News Producer (Sr. Producer/Special Project)
29	6/24/2019	Establishment of a mentoring program	Leadership Development Program - 27 participants across TEGNA participated in this program. 3 of the 27 were from KFMB, because of their demonstration of exceptional leadership ability in their current positions, their potential to take on larger leadership roles in TEGNA, and their willingness to relocate. This program will be focused on growing the competencies and capabilities necessary to be successful in a Department Head role or broader role in the organization. This program will provide development focused on leading in a fast-paced, innovative and creative work environment that is focused on people, continuous change and results. During the program, you will participate in executive assessments, attend a leadership workshop facilitated by the Center Creative Leadership and be exposed to all aspects of TEGNA's business.	3	Manager, Digital Content Manager, Local Sales Director, Sales

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30	6/24/2019	Establishment of an intern program designed to assist members of the community	KFMB actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, KFMB hired and trained 7 intern(s) for 10 week assignments.	4	Executice Producer Director, Community Relations Promotions Manager Managing Editor
31	6/24/2019	Establishment of training programs for station personnel	TEGNA Content Summit - Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit. Key focus was on creating a One Content Team where all departments work together to serve the audience where they are and how to build an Audience First environment. Key focus was on creating a One Content Team where all departments work together to serve the audience where they are and how to build an Audience First environment.	6	President & General Manager Managing Editor Director, Digital Content Director, Marketing
32	7/11/2019	Establishment of training programs for station personnel	Manager Labor Relations Training - training involves union avoidance. Learn comprehensive of the signs to look for in establishment or union and the what the NLRA guarantees employees rights to. Facts about how does a union get to represent a group of employees, the election process, what happens if the union wins the election.	2	Strategic HR Business Partner Manager of Technology & Operations

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33	7/16/2019	Establishment of training programs for station personnel	Product & Sales process training - weekly training. Focus on product or sales process training that should allow the individuals to acquire new skills.	7	Account Executive Account Executive Account Executive Account Executive