

KTNC-TV, KUNO-TV
EEO PUBLIC FILE REPORT
August 1, 2009 - August 1, 2011

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 |
|-------------------------------|---|-----------------------|
| Account Manager | 1-12, 14-20, 22-38, 40, 43-55, 57 | 23 |
| Account Manager | 1-12, 14-20, 22-38, 40, 43-55, 57 | 23 |
| Account Manager | 1-12, 14-20, 22-38, 40, 43-55, 57 | 23 |
| Account Manager | 4-5, 7, 9, 12-13, 15, 18, 20, 23, 26, 34, 36, 39-44, 46-47, 49, 53-54, 56 | 23 |
| Account Manager | 4-5, 7, 9, 12-13, 15, 18, 20, 23, 26, 34, 36, 39-44, 46-47, 49, 53-54, 56 | 23 |
| Traffic Assistant - Full Time | 4-5, 7, 9, 12-13, 15, 18, 20, 23, 25-26, 34, 36, 39-44, 46-47, 49, 53-54, 56 | 23 |
| Chief Engineer | 14, 23 | 14 |
| Assistant Engineer | 14, 23 | 23 |
| Account Manager | 21, 23, 45 | 45 |
| Account Manager | 21, 23, 45 | 45 |

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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 | Academy of Art University California Phone : Email : Fax : Manual posting Career Services | N | 0 |
| 2 | Arriba Juntos 1850 Mission Street San Francisco, California 94103 Phone : (415) 487-3240 Email : Fax : 1-415-863-9314 Career Services | Y | 0 |
| 3 | BAVC California Phone : Email : Fax : Manual posting Career Services | N | 0 |
| 4 | Berkeley Adult School 1701 San Pablo Ave Berkeley, California 94702 Phone : 510-644-8968 Email : Fax : 1-510-644-6784 Ken Brook | Y | 0 |
| 5 | Berkeley City College 2050 Center Street Berkeley, California 94704 Phone : 510-981-2994 Email : Fax : 1-510-981-2994 Career Inf. Center | Y | 0 |
| 6 | California Broadcasters (CBA) California Phone : (916) 444-2237 Email : Fax : Manual posting Career Services | N | 0 |

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|-----------|--|---|--|
| 7 | California Chamber of Commerce California Phone : Email : Fax : 1-916-325-1272 Career Services | Y | 0 |
| 8 | California State University, EastBay 25800 Carlos Bee Blvd. WA 509 Hayward, California 94542 Phone : (510) 885-7545 Email : Fax : Manual posting Soskita Green | N | 0 |
| 9 | Campbell EDD-One stop 2450 S. Bascom Ave. Campbell, California 95008 Phone : 408-369-3606 Email : Fax : 1-408-369-3680 Kelly Nemiroo | Y | 0 |
| 10 | Canada College 4200 Farm Hill Blvd Redwood City, California 94061 Phone : Email : Fax : Manual posting Aja Butler | Y | 0 |
| 11 | City College of San Fco 50 Phelan Avenue Science Building 127 San Francisco, California 94112 Phone : Email : Fax : Manual posting Elaine Seymore | Y | 0 |
| 12 | City of South San Francisco California Phone : Email : Fax : 1-650-829-6698 Career Services | Y | 0 |

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|--------------|---|--|---|
| 13 | Contra Costa College 2600 Mission Bell Drive San Pablo, California 94806 Phone : 510-2357800ext.4344 Email : Fax : 1-510-231-0327 John Christenson | Y | 0 |
| 14 | Craig's List California Phone : Email : Fax : Manual posting Career Services | N | 8 |
| 15 | Daly City Peninsula Works 271 92nd Street Daly City, California 94014 Phone : 650-802-5000 Email : Fax : 1-650-413-1811 Career Services | Y | 0 |
| 16 | De Anza College 21250 Stevens Creek Blvd Cupertino, California 95014 Phone : Email : Fax : Manual posting Career Services | Y | 0 |
| 17 | Diablo Valley College 3210 Golf Club Road Pleasant Hill, California 94523 Phone : Email : Fax : Manual posting Career Services | Y | 0 |
| 18 | Employment Devpt. Dept. State of CA. 801 Turk Street San Francisco, California 94102 Phone : 415-749-7500 Email : Fax : 1-415-749-7477 Job Service Office | Y | 0 |

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|--------------|--|--|---|
| 19 | Evergreen Valley College 3095 Yerba Buena Road San Jose, California 95135 Phone : Email : Fax : Manual posting Career Services | Y | 0 |
| 20 | Fair Oaks Community Center 2600 Middlefield Road Redwood City, California 94063 Phone : 650-780-7500 Email : Fax : 1-650-298-8184 Front Desk | Y | 0 |
| 21 | Friend Unknown | N | 1 |
| 22 | Heald College California Phone : Email : Fax : Manual posting Career Services | Y | 0 |
| 23 | Industry Referral | N | 16 |
| 24 | Inter/Networks 2041 N Commonwealth #205 Los Angeles, California 90027 Phone : 323-669-1893 Email : Fax : Manual posting Career Services | Y | 0 |
| 25 | Internal Posting California Phone : Email : Fax : Manual posting Career Services | N | 2 |

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|-----------|---|---|--|
| 26 | Jewish Vocational Service 225 Bush Street Suite 400 San Francisco, California 94104 Phone : (415) 782-6225 Email : Fax : 1-415-391-3617 Career Services | Y | 0 |
| 27 | Joblink Employer Resource Center 606 Healdsburg Avenue Santa Rosa, California 95401 Phone : Email : Fax : Manual posting Career Services | Y | 0 |
| 28 | jobs.uloop.com California Phone : Email : Fax : Manual posting Career Services | Y | 0 |
| 29 | KTNC Website California Phone : Email : Fax : Manual posting Career Services | N | 0 |
| 30 | Los Medanos College 2700 East Leland Road Pittsburg, California Phone : Email : Fax : Manual posting Career Services | Y | 0 |
| 31 | media-match California Phone : 323-284-5589 Email : Fax : Manual posting Career Services | N | 0 |

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|-----------|---|---|--|
| 32 | Merced College 3600 M Street Merced, California 95348 Phone : Email : Fax : Manual posting Deborah Suton-Coxey | Y | 0 |
| 33 | Merritt College 12500 Campus Drive Oakland, California 94619 Phone : Email : Fax : Manual posting Lashawn Brumfield | Y | 0 |
| 34 | Mission Private Industry Council SF 3120 Mission Street San Francisco, California 94110 Phone : 415-401-4803 Email : Fax : 1-415-401-4809 Harold Walker | Y | 0 |
| 35 | Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : Email : Fax : Manual posting Claudia Ramirez | Y | 0 |
| 36 | Monterrey Peninsula College 980 Fremont Street Monterey, California 93940 Phone : 831-646-4195 Email : Fax : 1-831-646-3079 Lien Nguyen | Y | 0 |
| 37 | National Association of Broadcasters California Phone : (202) 429-5498 Email : Fax : Manual posting Karen Hunter | N | 0 |

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|-----------|---|---|--|
| 38 | Nebraska's Job Bank California Phone : Email : Fax : Manual posting Career Services | N | 0 |
| 39 | Richmond EDD Center 334 11th Street Richmond, California 94801 Phone : 510-970-7379 Email : Fax : 1-510-970-7375 Joann Vargas | Y | 0 |
| 40 | San Francisco Chamber of Commerce 235 Montgomery Street 12th Floor San Francisco, California 94104 Phone : 415-392-4520 Email : Fax : 1-415-392-0485 Janet Beach | Y | 0 |
| 41 | San Francisco Job Services 801 Turk Street San Francisco, California 94102 Phone : (415) 749-7500 Email : Fax : 1-415-749-7477 Career Services | Y | 0 |
| 42 | San Francisco School Of Digital Film Making 2331 Third Street San Francisco, California 94107 Phone : (415) 522-1200 Email : Fax : 1-415-522-1207 Christopher Smith | Y | 0 |
| 43 | San Francisco State University California Phone : Email : Fax : 1-415-338-2979 Career Services | Y | 0 |

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|-----------|---|---|--|
| 44 | San Jose City College 2100 Moorpark Ave San Jose San Jose, California 95128 Phone : 408-298-2181 Email : Fax : 1-408-286-0412 Pat Greene | Y | 0 |
| 45 | San Jose Hispanic Chamber of commerce | N | 6 |
| 46 | San Rafael-North Bay Job Services 120 North Redwood Drive San Rafael, California 94903 Phone : 415-473-3330 Email : Fax : 1-415-473-3411 Norma Barnes | Y | 0 |
| 47 | Santa Rosa Junior College 1501 Mendocino Avenue Santa Rosa, California 95401 Phone : 707-524-1702 Email : Fax : 1-707-524-1712 Shirley Turnbull | Y | 0 |
| 48 | ShowbizCrew California Phone : Email : Fax : Manual posting Career Services | N | 0 |
| 49 | Skyline College 3300 College Drive San Bruno, California 94066 Phone : 650-738-4100 Email : Fax : 1-650-738-4260 Nadia Tariq | Y | 0 |
| 50 | Student Employment (Laney College) 900 Fallon Street Oakland, California 94607 Phone : Email : Fax : Manual posting Career Services | Y | 0 |

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|--|--|---|--|
| 51 | TV and Radio jobs California Phone : Email : Fax : Manual posting Career Services | N | 0 |
| 52 | TVJOBS California Phone : Email : Fax : Manual posting Career Services | N | 0 |
| 53 | UC Berkley California Phone : Email : Fax : 1-510-643-1200 Career Services | Y | 0 |
| 54 | UC Hayward California Phone : Email : Fax : 1-510-885-2398 Career Services | Y | 0 |
| 55 | UC Santa Cruz 1156 High Street Santa Cruz, California 95064 Phone : 831-459-3283 Email : Fax : Manual posting Jeremy Karafin | Y | 0 |
| 56 | Vallejo North Bay Job Service 1440 Marin Street Vallejo, California 94590 Phone : 707-648-4024 Email : Fax : 1-707-645-9856 Career Inf. Center | Y | 0 |
| 57 | Walk In | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 34 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|--|-------------|--|--|-------------------------------------|--|---------------|
| 1 | 2/26/2011 | Participation in scholarship programs | The station created the "Tu Futuro Scholarship Fund" with the Art Institute of California in Sunnyvale, CA. | 7 | President & GM VP of Sales Production Manager Promotion Specialist | 1.00 |
| 2 | 3/14/2011 | Provision of training to management | a Managers Training Session was conducted on site at the station with all department heads present. | 6 | Traffic Manger Promotion Specialist Production Manager Chief Engineer | 1.00 |
| 3 | 7/24/2011 | Sponsorship of events in the community designed to increase public awareness | Developed literature describing the skills and background needed to qualify for a position in a television station. Departments or positions highlighted are General Manager, VP of Sales, Production, Traffic, Accounting/Administration, Promotions and Engineering. | 7 | President & GM VP of Sales Business Manager Traffic Manager | 0.50 |
| 4 | 7/28/2011 | Provision of training to management | California Broadcasters training seminar | 1 | Business Manager | 1.00 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 3.50 |