

**KSBY -TV
PUBLIC FILE REPORT
08/01/2018 - 07/31/2019**

Full-Time Vacancies Filled During Past Year				Total Number	Number
#	Position Title	Date Filled:	Source of Hiree	Interviewed	Hired
1	Executive Producer	8/14/2018	KSBY.com	3	1
2	Production Technician II	8/21/2018	Employee Referral	4	1
3	Multimedia Journalist	9/6/2018	Employee Referral	7	1
4	Producer	10/1/2018	KSBY.com	5	1
5	Creative Services Producer	11/5/2018	Employee Referral	5	1
6	Account Exec, Integrated	12/13/2018	Indeed.com	5	1
7	Producer	02/13/2019 & 02/21/2019	Ksby.com & Indeed.com	13	2
8	Reporter	3/4/2019	Indeed.com	6	1
9	Account Exec, Integrated	3/18/2019	Indeed.com	3	1
10	Production Technician II	4/5/2019	KSBY.com	4	1
11	Account Exec, Integrated	4/8/2019	KSBY.com	5	1
12	Producer	5/13/2019	Employee Referral	6	1
13	Multimedia Journalist	5/28/2019	KSBY.com	7	1
14	Multimedia Journalist	6/17/2019	TVJobs.com	7	1
15	Multimedia Journalist	7/29/2019	Scripps.com	3	1
16	Producer	7/29/2019	Internship	7	1

Total	90	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	KSBY.com	Jill Graves	1772 Calle Joaquin San Luis Obispo, CA 93405	805-541-6666	N	35
2	KSBY Internal Posting	Joey Azar	1772 Calle Joaquin San Luis Obispo, CA 93405	805-541-6666	N	
3	Cordillera Interactive (Indeed)	Jay Small	600 E. Superior Duluth, Minnesota 55802	218-625-3045	N	17
4	Employee referral	N/A	N/A	N/A	N	17
5	Broadcast Employment Services TV Jobs.com	Mark Holloway	PO Box 4116 Oceanside, California 92052	760-754-8177	N	16
6	Scripps.com	Joey Azar	1772 Calle Joaquin San Luis Obispo, CA 93405	805-541-6666	N	1
7	Calif. State Univeristy Hayward, Dept of Mass Communications	Dana Sawka dsawka@csueastbay.edu	25800 Carlos Bee Blvd., Hayward, CA 94542	510-885-3292	N	
8	California Chicano News Media Assoc.	Human Resources	300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071	213-437-4408	N	
9	California Indian Manpower Consortium	Taralyn I	4153 Northgate Blvd., Sacramento. CA 95832	916-920-0285	N	
10	Central Coast Help Wanted	Jacqueline Urban	9100 E. Panorama Dr. Suite 250 Englewood, CO 80112	800-365-8630	N	
11	Cordillera - KATC	Cathy Schenxnayder	PO Box 63333 Lafayette, LA 70506	337-236-6362	N	
12	Cordillera - KOAA	Evie Hudson	PO Box 195 Pueblo, CO 81003	719-295-6641	N	
13	Cordillera - KPAX	Tammy Engle	PO Box 4827 Missoula, MO 59801	406-542-4412	N	
14	Cordillera - KRIS	Rebecca Paxton	PO Box 840 Corpus Christi, TX 78403	361-886-6112	N	
15	Cordillera - KRTV	Connie Walter	PO Box 2989 Great Falls, MO 59414	406-791-5470	N	
16	Cordillera - KVOA	Linda Tremelling	209 W. Elm St. Tucson, AZ 85705	520-792-2270	N	
17	Craigslist	Career Services	PO Box 225159 San Francisco, CA 94122	N/A	N	
18	Cuesta College	Career Counselor	San Luis Obispo, CA 93401	805-546-3204	N	
19	EDD of San Luis Obispo	Placement Officer	4111 Broad St. San Luis Obispo, CA 93401	805-788-2697	N	
20	EDD of Santa Barbara	Placement Officer	130 E. Ortega St. Santa Barbara, CA 93101	805-568-1296	N	

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21	Fresno County Economic Opportunity Commission	Frank Franco frank.franco@fresnoeoc.org	1900 Mariposa Mall, #303, Fresno, CA 93727	559-263-1116	N	
22	GALA of the Central Coast	Clayton Marsh	PO Box 3558 San Luis Obispo, CA 93403	805-541-4252	N	
23	Japanese Cultural/Community Center	Marjorie Fletcher mfletcher@jccnc.org	1840 Sutter Street, San Francisco, CA 94115	415-567-5505	N	
24	Medialine	Mark Shilstone	PO Box 51909 Pacific Grove, CA 93950	805-237-8073	N	
25	Mexican America Opportunity Foundation	Mauro Laris	2001 28th Street Bakersfield, CA 93301	661-861-2800	N	
26	National Organization for Women	Career Counselor	PO Box 1306 San Luis Obispo, CA 93407	805-555-5555	N	
27	Santa Barbara City College	K. Frascella	310 W. Padre St. Santa Barbara, CA 93101	805-687-0812	N	
28	Santa Maria Job Alert	Eric Swanson	343 Church St. Santa Cruz, CA 95060	775-336-3366	N	
29	Santa Maria Times	Classified Manager	3200 Skyway Dr. Santa Maria, CA 93454	805-925-2691	N	
30	SLOJOBS.com	Eric Swanson	343 Church St. Santa Cruz, CA 95060	775-336-3366	N	2
31	University of Cal, Santa Barbara	Michael Kemp	Career Services Building Room 599 Santa Barbara, CA 93106	805-893-4412	N	
32	Alan Hancock College	Career Counselor	800 S. College St. Santa Maria, CA 93454	805-922-6966	N	
33	California Broadcasters Association	Joe Berry	915 "L" Street, Suite #1150, Sacramento, CA 95814	916-444-2237	N	
34	Community Action Commission	Fran Forman	1026 W. Boone St. Santa Maria, CA 93458	805-928-0044	N	
35	La Familia Counseling Center	Jennifer Peterson jrpeters@delpaso.seta.net	5523 34th Street, Sacramento, CA 95820	916-227-2584	N	
36	LinkedIn	Mike Gamson	2029 Stierlin Court Mountain View, CA 94043	N/A	N	
37	mediagignow.com	customerservice@mediagignow.com	717 Green Valley Road, Suite 200, Greensboro, NC 27408	336-553-0620	N	

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38	University of Pacific	Career/Internship Programmer	3601 Pacific Avenue, Stockton, CA 95211	209-946-2361	N	
39	Biola University - Via Handshake.com	Heather Martin	13800 Biola Ave, La Mirada, CA 90639	526-903-4875	N	
40	Boise State University - Via Handshake.com	Vickie Coale	Career Center, Room 111, 1910 W University Dr, Boise, ID 83725	208-426-1747	N	
41	California Polytechnic State University – San Luis Obispo - Via Handshake.com	Katie Ottoson	1 Grand Ave, San Luis Obispo, CA 93407	805-756-2501	N	
42	California State University, San Bernardino - Via Handshake.com	Sarai Maldonado	5500 University Pkwy, San Bernardino, CA 92407	909-537-5250	N	
43	Chapman University - Via Handshake.com	Aaron Perez	1 University Dr, Orange, CA 92866	N/A	N	
44	Claremont Graduate University - Via Handshake.com	Christine Kelly	150 E 10th St, Claremont, Ca 91711	909-607-2532	N	
45	Claremont McKenna College - Via Handshake.com	Beth Milev	888 Columbia Ave, Claremont, CA 91711	909-607-7038	N	
46	Claremont Consortium - Via Handshake.com	Charlene Kile	747 N Dartmouth Ave, Claremont, CA 91711	909-621-8000	N	
47	George Fox University - Via Handshake.com	Kaitlyn Ragan	414 N Meridian St, Newberg, OR 97132	503-554-2330	N	
48	Harvey Mudd College - Via Handshake.com	Paul Hardister	301 Platt Blvd, Claremont, CA 91711	909-621-8091	N	
49	Keck Graduate Institute - Via Handshake.com	Angela Cossey	1 N Indian Hill Blvd, Claremont, CA 91711	909-607-0102	N	
50	Northwest Christian University - Via Handshake.com	Angela Doty	828 E 11th Ave, Eugene, OR 97401	541-684-7211	N	
51	Oregon Tech - Via Handshake.com	Jennifer Kass	3201 Campus Dr, Klamath Falls, OR 97601	541-885-1020	N	
52	Pfizer College - Via Handshake.com	Teresa Roberts	1050 N Mills Ave, Claremont, CA 91711,	909-621-8519	N	

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53	Point Loma Nazarene University - Via Handshake.com	Nick Wolf	3900 Lomaland Dr, San Diego, CA 92106	N/A	N	
54	Pomona College - Via Handshake.com	Amanda Taylor	333 N College Way, Claremont, CA 91711	909-621-8144	N	
55	Scripps College - Via Handshake.com	Vicki Klopsch	1030 N Columbia Ave, Claremont, CA 91711	909-621-8180	N	
56	Stanford University - Via Handshake.com	Arne Baker	563 Salvatierra Walk, Stanford, CA 94305	N/A	N	
57	University of California Berkeley - Via Handshake.com	Trina Norris	2440 Bancroft Way Berkeley, CA 94720	510-642-1716	N	
58	University of San Diego - Via Handshake.com	Robin Darmon	5998 Alcalá Park, San Diego, CA 92110	619-260-4654	N	
59	Bakersfield College Job Placement	Rudy Gutierrez	1801 Panorama Drive, Bakersfield, CA 93305	661-395-4061	N	
60	Catholic Charities	Employment Officer	941 Chorro St. San Luis Obispo, CA 93401	805-541-9110	N	
61	In Alliance	Andrea Croom	6950 21st Ave. Sacramento, CA 95820	916-381-1300	N	
62	NAACP	Tony Anderson	PO Box 1128 Salinas, CA 93902	805-755-2553	N	
63	Center for Employment Training	Justo Gaitan	6853 65th Street, Sacramento, CA 95828	916-393-7401	N	
64	Department of Employment and Social Service - Yolo County	Employment Officer	25 N. Cottonwood , Woodland, CA 95695	530-661-2900	N	
65	EDD - State of California Employment Development Dept	Oscar Amador	24100 Amador Street, 3rd Floor, Hayward, CA 94544	510-670-5728	N	
66	San Francisco Chamber of Commerce	Janet Beach	235 Montgomery, 12th Floor , San Francisco, CA 94104	415-433-3565	N	
67	Women's Civic Improvement Club	Charles Coger	3555 3rd Avenue, Sacramento, CA 95817	916-457-8661	N	
68	California State University Fresno	Don Priest	2225 E. San Ramon Ave., Fresno, CA 93740	559-287-5078	N	

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69	EDD - State of California Employment Development Dept	Jim Eber	1205 W. 18th Street, Merced, CA 95340	209-726-5426	N	
70	EDD - State of California Employment Development Dept	Sandra Pickrell	4028 B West Noble, Visalia, CA 93277	559-713-5104	N	
71	Electronic Media Magazine	Eric Chasko	6500 Wilshire Blvd., Suite 2300, Los Angeles, CA 90048	323-370-2415	N	
72	Institute for Career Development	Gina Pichinino	1080 N.7th Street, San Jose, CA 95112-4425	408-998-5787 X218	N	
73	Marynard Institute of Journalism	Amanda Elliot	409 13th Street, 9th Floor, Oakland, CA 94612	510-891-9202	N	
74	San Francisco Vocational Services	Susan Pender	814 Mission Street, #600, San Francisco, CA 94103-3018	415-512-9500	N	
75	Veteran's employment and training services	Nelia	71 Stevenson, #705, San Francisco, CA 94105	415-975-4700	N	
76	The Women's Foundation	Debi Black	340 Pine Street, Suite 302, San Francisco, CA 94104	415-837-1113	N	
77	Women Escaping a Violent Environment	Nicolette Bautista	P.O. Box 161389, Sacramento, CA 95816	916-448-2321	N	
78	Chinese Community Services Center	Kevin Thai	915 T Street, Sacramento, CA 95831	916-442-1089	N	
79	Kern County Hispanic Chamber of Commerce	Lou Gomez	1401 19th Street, Suite 110, Bakersfield, CA 93301	661-633-5495	N	
80	Heald College	Erin Collins	255 W. Bullard, Fresno, CA 93704-1706	559-438-4222	N	
81	Micro Computer Education Center	Rick Trevino	2002 N. Gateway Blvd., Fresno, CA 93727	559-456-0623	N	
82	Mission Community Service Corp	Andrea Zeller	71 Zaca Lane Suite 130 San Luis Obispo, CA 93401	805-595-1358	N	
83	Reedly College Career Center	Case Bos	995 N. Reed Avenue, Reedly, CA 93654	559-638-0364	N	

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Total Interviewees Referred						88

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Outreach Activities

Date	Initiative	Description	Scope of Involvement	Personnel Involved
Ongoing	Expose station opportunities to interested parties	Tour for local organizations & college & HS journalism classes	Tour by Business Office	General Manager, Station managers, Sales Support
Ongoing	Participate in Job Banks and Programs to ensure broad outreach	Postings through various job banks, internet programs and other programs.	Participated in a broad range of job banks and internet programs to provide outreach	HR Director
May-June	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
Ongoing	Establish Internal Training Program	Evening Post sponsored a continuing education program. The program was designed to support employees who wish to continue their education to secure increased responsibility and growth within their professional careers.	Encourages skills necessary for personal and career advancement	All Staff
Ongoing	Establish Internal Training Program	Scripps sponsors a continuing education program for station personnel. The company believes that an employee's pursuit of higher education is of mutual benefit to the company and the employee. The purpose of this program is to provide financial support for eligible employees choosing to pursue such education.	Encourages skills necessary for personal and career advancement	All Staff
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, among others	General Manager News Anchors/Reporters Marketing Director
Ongoing	Internship Program	On-going internship program with students from local colleges, Cal Poly & Cuesta College, as well as any bonafide university internship program. Designed to expose college journalism, communications, and broadcasting majors to the TV environment.	Career exploration for college students and training on newsroom functions. Interns are given an opportunity to participate in daily operations and develop skills useful to future job placement.	News Director, Asst News Director, Executive Producer
2/7/2019	Participate in Job Fairs	Station Participated in the career fair at Cal Poly University.	This offered the opportunity to meet with interested students and discuss open opportunities for employment and internships	HR Director, Traffic Manager, Executive Producer
5/30/2019	Participate in activities with the goal of disseminating information to employment opportunities in broadcasting	Interview and career training organized by Lakeview Middle School	General manager met with students interested in opportunities within broadcast. She discussed the industry, future career opportunities, and general interviewing.	General Manager
6/6/2019		Keynote speaker with the Rotary Club of Cayucos	Met with the local civic organization. Discussed the role of local media, freedom of the press, fake news and more. In depth conversation regarding staffing and hiring.	General Manager
7/12/2019		Tour and meeting with Cal Poly Summer Journalism program	Hosted a tour for the Cal Poly Summer Journalism Program. This was made up of students pursuing or interested in careers in journalism. Along with the tour the general manager discussed the role of local media and the opportunities in journalism in general.	General Manager