

**EEO PUBLIC FILE REPORT**

**Reporting Period:** August 1, 2019 - July 31, 2020

**Station Included in Report:** KSBY-TV

**I. List of Recruitment Sources**

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

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				12
C2	Internal Candidate / WorkLife				8
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			23
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		33
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				2
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		17
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	6
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1964	America's Job Center of California - San Luis Obispo - Doris Ely - 880 Industrial Way (doris.ely@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1965	America's Job Center of California - San Luis Obispo - Jackie Yeager - 880 Industrial Way Goodwill Facility (jyeager@scgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1966	Cuesta College (Cuesta CSM) San Luis Obispo, CA - Hunter Perry - Cuesta College, P.O. Box 8106 (helen_perry@cuesta.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1967	PathPoint - North Santa Barbara County - - 2450 Professional Parkway Ste 220 (carol.graeser@pathpoint.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1968	PathPoint - San Luis Obispo County - - 265 South Street Ste H (barbara.furia@pathpoint.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1969	Workforce Resource Center - Santa Maria - - 1410 South Broadway (workforceresource.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1970	Workforce Resource Center - Santa Maria - Vet Rep - Frank Campo - 1410 South Broadway, Suite A (Frank.Campo@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
<b>Local Sources</b>					
L2	Bakersfield College Job Placement	1801 Panorama Drive Bakersfield, CA 93305	Rudy Gutierrez rgutier@bakersfieldcollege.edu		
L3	Broadcast Employment Services	PO Box 4116 Oceanside, CA 92052	Mark Holloway admin@tvjobs.com tvjobs.com	760-754-8177	
L4	CSU East Bay, Dept of Communications	25800 Carlos Bee Blvd Hayward, CA 94542	Trang Nguyen trang.nguyen23@csueastbay.edu	510-885-3292	
L5	California Chicano News Media Assoc. (CCNMA)	300 S. Grand Ave. Suite 3950 Los Angeles, CA 90071	Human Resources ccnmainfo@ccnma.org ccnma.org	213-437-4408	
L7	Fresno County Economic Opportunity Commission	1900 Mariposa Mall #303 Fresno, CA 93727	Frank Franco frank.franco@fresnoeoc.org fresnoeoc.org	559-263-1116	
L8	Japanese Cultural/Community Center	1840 Sutter Street San Francisco, CA 94115	Marjorie Fletcher mfletcher@jccnc.org jccnc.org	415-567-5505	
L9	Jobs @ KSBY	1772 Calle Joaquin San Luis Obispo, CA 93405	Kathleen Choal jobs@ksby.com ksby.com	805-541-6666	
L10	KSBY.com	1772 Calle Joaquin San Luis Obispo, CA 93405	Jill Graves jill.graves@ksby.com ksby.com	8055416666	
L11	La Familia Counseling Center	5523 34th Street Sacramento, CA 95820	Human Resources info@lafcc.org lafcc.org	916-227-2584	
L12	Medialine	PO Box 51909 Pacific Grove, CA 93950	Rick jobs@medialinetalent.com	805-237-8073	
L13	Mexican American Opportunity Foundation	2001 28th Street Bakersfield, CA 93301	Mauro Laris mlaris@co.kern.ca.us maof.org	661-861-2800	
L14	Mission Community Services Corp.	71 Zaca Lane Suite 130 San Luis Obispo, CA 93401	Andrea Zeller info@mcscorp.org mcscorp.org	805-595-1358	
L15	University of The Pacific	3601 Pacific Avenue Stockton, CA 95211	Career/Internship Programmer human_resources@pacific.edu pacific.edu	209-946-2361	
L16	Biola University	13800 Biola Ave La Mirada, CA 90639	Human Resources student.success@biola.edu biola.edu	562-903-4875	
L17	Boise State University	1464 W University Dr Boise, ID 83706	Human Resources career@boisestate.edu https://career.boisestate.edu	(208) 426-1747	

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L18	California Polytechnic State University-San Luis Obispo	1 Grand Ave San Luis Obispo, CA 93407	Human Resources careerservices@calpoly.edu <a href="https://careerservices.calpoly.edu">https://careerservices.calpoly.edu</a>	805-756-2501	
L19	California State University, San Bernadino	5500 University Pkwy San Bernardino, CA 92407	Human Resources careercenter@csusb.edu <a href="http://career.csusb.edu">http://career.csusb.edu</a>	909-537-5250	
L20	Chapman University	1 University Dr Orange, CA 92866	Human Resources career@chapman.edu <a href="http://www.chapman.edu/">http://www.chapman.edu/</a>	714-997-6942	
L21	Claremont Graduate University	150 E 10th St Claremont, CA 91711	Human Resources career.development@cgu.edu <a href="https://www.cgu.edu/careerdevelopment">https://www.cgu.edu/careerdevelopment</a>	(909) 607-2532	
L22	Claremont McKenna College	888 Columbia Ave Claremont, CA 91711	Human Resources careerservices@cmc.edu <a href="http://www.cmc.edu/">http://www.cmc.edu/</a>	(909) 607-7038	
L23	George Fox University	414 N Meridian St Newberg, OR 97132	Human Resources idea@georgefox.edu <a href="http://idea.georgefox.edu">http://idea.georgefox.edu</a>	(503) 554-2330	
L24	Harvey Mudd College	301 Platt Blvd Claremont, CA 91711	Human Resources career_services@hmc.edu <a href="https://www.hmc.edu/about-hmc/">https://www.hmc.edu/about-hmc/</a>	(909) 621-8091	
L25	Keck Graduate Institute	1 N Indian Hill Blvd Claremont, CA 91711	Human Resources angela_cossey@kgi.edu <a href="https://www.kgi.edu">https://www.kgi.edu</a>	909-607-0102	
L26	Northwest Christian University	828 E 11th Ave Eugene, OR 97401	Human Resources careercenter@nwc.edu <a href="http://www.nwc.edu/">http://www.nwc.edu/</a>	(541) 684-7211	
L27	Oregon Institute of Technology	3201 Campus Dr Klamath Falls, OR 97601	Human Resources career@oit.edu <a href="http://www.oit.edu/career">http://www.oit.edu/career</a>	541-885-1020	
L28	Pitzer College	1050 N Mills Ave Claremont, CA 91711	Human Resources careerservices@pitzer.edu <a href="https://www.pitzer.edu/career-services/">https://www.pitzer.edu/career-services/</a>	909-621-8519	
L29	Point Loma Nazarene University	3900 Lomaland Dr San Diego, CA 92106	Human Resources augalde@pointloma.edu pointloma.edu	619-849-2200	
L30	Pomona College	333 N College Way Claremont, CA 91711	Human Resources careerdevelopment@pomona.edu <a href="https://www.pomona.edu/cdo">https://www.pomona.edu/cdo</a>	(909) 621-8144	
L31	Scripps College	1030 Columbia Ave Claremont, CA 91711	Human Resources careers@scrippscollege.edu <a href="http://careerservices.scrippscollege.edu">http://careerservices.scrippscollege.edu</a>	909-621-8180	
L32	Stanford University	563 Salvatierra Walk Stanford, CA 94305	Human Resources nmatsuo@stanford.edu <a href="https://beam.stanford.edu/">https://beam.stanford.edu/</a>	650-725-1789	
L33	University of California Berkeley	2227 Piedmont Avenue Berkeley, CA 94720	Human Resources ontheweb@berkeley.edu <a href="https://career.berkeley.edu/">https://career.berkeley.edu/</a>	(510) 642-1716	
L34	University of San Diego	5998 Alcalá Park San Diego, CA 92110	Human Resources careers@sandiego.edu <a href="https://www.sandiego.edu/careers/">https://www.sandiego.edu/careers/</a>	(619) 260-4654	
L35	National Lesbian Gay Journalists Association	2120 L St NW Suite 850 Washington, DC, DC 20037	info@nlgja.org nlgja.org	202-588-9888	

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L36	Jobspeaker, Inc	126 West Portal Ave. San Francisco, CA 94116	Alma Miranda alma.miranda@hancockcollege.edu <a href="https://careerconnect.jobspeaker.com">https://careerconnect.jobspeaker.com</a>	805-922-6966 ext. 3012	
<b>Total Number of Interviewees Referred:</b>					<b>113</b>



**EEO PUBLIC FILE REPORT**

**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 [JR023039]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L8, L9, L10, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34	Code Number: C134 Start Date: 2020-03-09
Chief Sports Anchor [JR022599]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34	Code Number: C1 Start Date: 2020-02-17
Content Coord II [JR022251]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34	Code Number: C3 Start Date: 2019-12-02
General Manager, TV [JR021916]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34	Code Number: C2 Start Date: 2020-01-06
Multimedia Journalist [JR023381]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34	Code Number: C1 Start Date: 2020-05-26

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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]
Multimedia Journalist [JR023399]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34	Code Number: C235 Start Date: 2020-06-15
Producer [JR021958]	C1, C2, C3, C5, C16, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34	Code Number: C130 Start Date: 2019-10-29
Producer [JR022133]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34	Code Number: C97 Start Date: 2019-11-18
Producer [JR022428]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34	Code Number: C97 Start Date: 2019-12-16
Producer [JR023038]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L8, L9, L10, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34	Code Number: C1 Start Date: 2020-03-09

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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]
Producer [JR023258]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L8, L9, L10, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34	Code Number: C3 Start Date: 2020-05-26
Sales Support Asst II [JR022093]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34	Code Number: C134 Start Date: 2019-11-18
Sales Support Asst II [JR022349]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1964, C1965, C1966, C1967, C1968, C1969, C1970, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34	Code Number: C97 Start Date: 2020-02-10

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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>02/06/20 - HR and Finance Director participated in Cal Poly Career Fair.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>06/2019-07/2019 Summer Internship Program - The KSBY news internship program provides journalism students with a close-up view of the daily operation of a television newsroom. Interns have opportunities to shadow reporters, photographers and producers. They also spend time writing first drafts of TV and web scripts, shooting and logging video, researching stories and editing their own packages.</p>
	<p>08/2019-09/2019 - The KSBY news internship program provides journalism students with a close-up view of the daily operation of a television newsroom. Interns have opportunities to shadow reporters, photographers and producers. They also spend time writing first drafts of TV and web scripts, shooting and logging video, researching stories and editing their own packages</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Scripps has an education reimbursement program designed to reimburse employees who are still going to school and pursuing a degree within their field or would allow them to advance their careers with the company. An employee pursuing a career in Meteorology was reimbursed \$4,000 in the 2019/2020 year.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>05/01/20 HR attended O'Farrell Charter School virtual networking event with graduating seniors to educate them on possible careers in the industry, where to check for jobs in the broadcasting industry, and the various skills the industry is always looking for. Answered questions about how to get into broadcasting, and what majors would be good for it.</p>
	<p>05/07/20 Fresno State Radio Television Digital News Association hosted a career panel attended by GM to get a sense of what applicants they look for in TV news and digital media. It was an opportunity to make connections and relay what hiring managers are looking for to students wanting to enter the industry. The panel and discussion were posted on the association's Facebook page so that many students could benefit from the information and learn what skills they'd need to acquire in order to pursue their career path.</p>
	<p>05/20/20 Assistant News Director and HR attended an upper division journalism class at Cal Poly to present to students various jobs in broadcast industry, interview tips, reel tips, job posting sites specific to broadcast, news consumption tips, internship program, and importance of digital in broadcast.</p>

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>01/31/20 2-month long in-depth reporting project. KSBY journalists partnered with Morro Bay High School journalism students to educate them on unbiased reporting techniques, as well as how to research and build an on-air package regarding an issue of national importance. Focused on skill building, walked through entire process, trained on the various functions included to produce the package.  <a href="https://www.ksby.com/ksby-teams-up-with-student-journalists-at-morro-bay-hs-for-reporting-project">https://www.ksby.com/ksby-teams-up-with-student-journalists-at-morro-bay-hs-for-reporting-project</a></p>
<p>Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</p>	<p>9/20/19 Posted KSBY General Manager opening with several entities including ones that have substantial participation of women and minorities: AAJA, African American Jobs, Asian Workforce, Compliance_USDiversity, Disability Jobs, Gay Jobs, Hire a Hero, Hispanic Jobs, Local_Diversity, Native American Careers, US Diversity, USD Hispanic Workforce, USD Working Women, African American Careers, American Indian Jobs, Asian Jobs, Compliance_HireAHero, Disability Careers, Gay Careers, Hispanic Careers, Military1, TVJobs, USD Disabled Vets, USD Veterans, Veteran Careers, Womens Jobs</p>
	<p>12/16/19 Posted KSBY Local Sales Manager opening with several entities including ones that have substantial participation of women and minorities: African American Jobs, Asian Workforce, Compliance_USDiversity, Disability Jobs, Gay Jobs, Hire a Hero, Hispanic Jobs, Local_Diversity, Native American Careers, US Diversity, USD Hispanic Workforce, USD Working Women, African American Careers, American Indian Jobs, Asian Jobs, Compliance_HireAHero, Disability Careers, Gay Careers, Hispanic Careers, Military1, USD Disabled Vets, USD Veterans, Veteran Careers, Womens Jobs</p>
	<p>05/19/20 Posted KSBY Director of Sales opening with several entities including ones that have substantial participation of women and minorities: African American Jobs, Asian Workforce, Compliance_USDiversity, Disability Jobs, Gay Jobs, Hire a Hero, Hispanic Jobs, Local_Diversity, Native American Careers, US Diversity, USD Hispanic Workforce, USD Working Women, African American Careers, American Indian Jobs, Asian Jobs, Compliance_HireAHero, Disability Careers, Gay Careers, Hispanic Careers, Military1, USD Disabled Vets, USD Veterans, Veteran Careers, Womens Jobs</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>06/2020 Workplace Harassment Prevention for Managers - 2 (All other managers took this course May of 2019) This course is designed specifically to address the sexual harassment training requirements under California, Connecticut, and Maine law, but is applicable for supervisor and manager training in all states.</p>

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

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.

09/30/19 Cuesta College student studying Mass Communication conducted an interview with morning anchor and took a tour of the station. She learned about steps to take to get into this industry, and about job descriptions and current job openings.