

**EEO PUBLIC FILE REPORT**

**Reporting Period:** August 1, 2018 - July 31, 2019

**Station Included in Report:** KGTU-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				9
C2	Internal Candidate / WorkLife				25
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			38
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

**EEO PUBLIC FILE REPORT**

C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		65
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				2
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		32
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C168	Glassdoor	100 Shoreline Highway Building A Mill Valley, CA 94941	Glassdoor	8883559323	1
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	

**EEO PUBLIC FILE REPORT**

C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	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	
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	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C193	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	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	JOFDVA	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	
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	

**EEO PUBLIC FILE REPORT**

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	
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	

**EEO PUBLIC FILE REPORT**

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	Womans Careers	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	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	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	14
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	

**EEO PUBLIC FILE REPORT**

C490	Able-Disabled Advocacy - - 4283 El Cajon Blvd. Suite 110 (frank@able2work.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C491	Bonita Sunnyside Library One-Stop Career Center Branch - - 4375 Bonita Road (marjorie@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C492	Bonita Sunnyside Library One-Stop Career Center Branch - Diane Rose - 4375 Bonita Road (dianer@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C493	Catholic Charities Employment Case Management - - 349 Cedar Street (laguirre@ccdsd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C494	East County Career Center - Susan Roberts - 924 E. Main Street (susandr@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C495	Goodwill Industries - San Diego County - Hilda Mendoza - 3663 Rosecrans Street (hmendoza@sdgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C496	Goodwill Industries of San Diego County - Sylvia Blansett - 3663 Rosecrans Street (sblansett@sdgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C497	Goodwill Industries of San Diego County Workforce Development - Kathy Hebert (Employment Services Case Manager) - 8250 La Mesa Blvd., Ste.102 (Khebert@sdgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C498	Metro Career Center - James Sly - 3910 University Ave. (james@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C499	National Association for Women in Construction - Pat Brown - 3442 Southerland Street (patriciadevereaux@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C500	National Association Of Women In Construction (Nawic) San Diego Chapter #21 - Pat Brown - 3442 Southerland Street (pbrown1@san.rr.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C501	National University San Diego, CA - - 4141 Camino Del Rio South (careerservices@nu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C502	North City Veteran Employment Services -Homeless Veterans Reintegration Program - - 4079 A Oceanside Blvd (maureen.hanley@vvsd.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C503	North County Coastal Career Center - Connie Vasquez - 1949 Avenida Del Oro (conniev@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C504	North County Coastal Career Center - Escondido - Lauren H. - 463 N. Midway Drive Suite 100-B (laurenh@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C505	North County Coastal Career Center - Holly Childs - 1949 Avenida del Oro Suite 106 (holly@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C506	North County Coastal Career Center - Renee Huston (Business Services Coordinator) - 1949 Avenida Del Oro (renee.huston@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**EEO PUBLIC FILE REPORT**

C507	North County Inland Career Center - Escondido - - 463 North Midway Drive Suite 100 B (darrylburgess@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C508	North County Inland Career Center - Escondido - Connie Vasquez - 463 North Midway Drive, Suite 100B (conniev@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C509	North County Inland Career Center - Escondido - Holly Childs - 463 North Midway Drive Suite 100 B (hollychilds@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C510	Salvation Army - Lisa Robinson - 1335 Broadway (lisa.robertson@usw.salvationarmy.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C511	San Diego Braille Club - Jacqueline Jackson - 1805 Upas Street (jackson@fundraiser.yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C512	San Diego Job Corps - Ruby Brown - 1325 Iris Avenue Bldg. 60 (brown.ruby.j@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C513	San Diego Metro Career Center - - 3910 University Avenue (davidshea@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C514	San Diego Metro Career Center - Patricia Deveraux - 3910 University Avenue (patriciadeveraux@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C515	San Diego South Metro Career Center - - 4389 Imperial Avenue (erikag@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C516	San Diego State University - Cheryl Rietz - 5500 Campanile Dr (crietz@mail.sdsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C517	South County Career Center - - 1111 Bay Boulevard, Suite E (Emilia@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C518	South County Career Center - Diane Rose - 1111 Bay Boulevard Suite E (Dianerose@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C519	South County Career Center - Jose Gaspar - 1111 Bay Boulevard, Suite E (jose.gaspar@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C520	South County Career Center - Leonardo Alarcon - 1111 Bay Boulevard, Suite E (leonardo@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C521	South County Career Center - Ricardo Hernandez (Veterans Representative) - 1111 Bay Boulevard Suite E (ricardo.hernandez@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C522	South County Career Center - Vet Rep - Alfred Aguinaldo - 1111 Bay Boulevard Suite E (alfred.aguinaldo@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C523	South County Career Center - William Taylor (Veterans Representative) - 1111 Bay Boulevard, Suite E (william.taylor@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**EEO PUBLIC FILE REPORT**

C524	South Metro / Grant Hill Branch - Dora Mendivil - 4153 Market Street, Suite C (doram@cet2000.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C525	South Metro Career Center - Inna Lomack , Business Services Coordinator - 4839 Imperial Avenue (inna@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C526	Spring Valley Library Career Center Info - - 836 Kempton Street (rbutts@guhsd.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C527	Urban League Of San Diego County - Maurice D - 720 Gateway Center Drive (CEO Ray King ray.king@sdul.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**Local Sources**

L1	Able-Disabled Advocacy	4283 El Cajon Boulevard San Diego, CA 92105	Lynda Crawford lynda@able2work.org	619.231.5990	
L2	Adecco	9095 Rio San Diego San Diego, CA 92108	Scott Gayes scott.gayes@adecco.com	619.849.2891	
L3	Albrecht Training*	5480 Baltimore Drive La Mesa, CA 91942	Carly albrecht calbrecht93@yahoo.com	619.992.2017	
L4	Allied Barton	9370 Sky Park Court San Diego, CA 92123	Virginia Richardson virginia.richardson@alliedbarton.com	858.966.3339	
L5	Apple One	1450 Frazee Road San Diego, CA 92108	LaToya Jones ljones@appleone.com	619.849.5818	
L6	Arizona State University	555 North Central Avenue Phoenix, AZ 85004	Mike Wong mike.wong@asu.edu Walter Cronkite School of Journalism and Mass Communicaiton	602.527.0820	
L7	Asian American Journalists Association*	350 Camino De La Reina San Diego, CA 92119	Melissa Mecija melissa.mecija@10news.com	619.237.6215	
L8	Broadcast Employment Services - TV jobs	PO Box 4116 Oceanside, CA 92058	Mark Holloway	760.754.8177	
L9	California Chicano News Media Association	725 Arizona Avenue Santa Monica, CA 90401	Nuren Altier ccnmainfo@ccnma.org	424.229.9482	
L10	California State University, San Marcos	333 South Twin Oaks Valley Road San Marcos, CA 92096	careers@csusm.edu	760.750.4000	
L11	Center for Employment Training	4153 Market Street San Diego, CA 92102	Janelle Watchman jwatchman@cet2000.org	619.527.4895	
L12	Goodwill Industries	1105 Broadway Street Chula Vista, CA 91911	Nancy Kennaly nkennaly@sdgoodwill.org	619.420.1522	
L13	Manpower Staffing*	1855 First Avenue San Diego, CA 92101	Derek Harrison dharrison@manpower-sd.com	619.699.1240	
L14	MAAC Project	1365 Third Avenue Chula Vista, CA 91911	Maruja Webb mwebb@maacproject.org	619.426.3595 X1296	
L15	Military Officers Association of America	PO Box 84629 San Diego, CA 92138	Bud Lichtenstern henry.lichtenstern.ctr@score.com	619.275.1143	
L16	National Association of Broadcasters Education Foundation	1771 N Street NW Washington, DC 20036	Garrett Culver gculver@yourmembership.com	866.376.0949 X7081	
L17	KRA	3910 University Avenue San Diego, CA 92105	Deona Dorsey ddorsey@kra.com	619.516.2289	



**EEO PUBLIC FILE REPORT**

L18	Navy Operations Support Center - ESGR	9955 Pomerado Road San Diego, CA 92131	Jeremiah Irvin jeremiah.irvin.ctr@navy.mil	858.537.8078	
L19	North County Coastal Career Center	1949 Avenida del Oro Oceanside, CA 92056	Antonio Escomiendo, Jr. antonio.escomiendo@edd.ca.gov	760.414.3576	
L20	Ohio State University Alumni Association	2200 Olentangy River Road Columbus, OH 43210	Jonathon Wray wray75@osu.edu	614.392.3314	
L21	PATH	1250 6th Avenue San Diego, CA 92101	Meg Yanosick megy@epath.org	619.810.8610	
L22	Point Loma University	3900 Lomaland Drive San Diego, CA 92106	Debra Lively debralively@pointloma.edu	619.849.2633	
L23	Randstad Technologies	4660 La Jolla Village Drive San Diego, CA 92122	Kirin Quackenbush kirin.quackenbush@randstadusa.com	925.487.3506	
L24	Rick Gevers and Associates	PO Box 577 Zionsville, IN 46077	Rick Gevers	317.769.7900	
L25	San Diego Regional Office - Veterans Affairs	8810 Rio San Diego Drive San Diego, CA 92108	Maribel Gallo maribel.gallo@va.gov	619.400.5647	
L26	San Diego State University	5500 Campanile Drive San Diego, CA 92182	Preston Chipps pnieves@mail.sdsu.edu	619.594.5200	
L27	San Diego Veterans Affairs	2121 San Diego Avenue San Diego, CA 92110	Laurie Arnold laurie.arnold@va.gov	619.497.8442	
L28	San Diego Workforce Services - Veterans Employment	1111 Bay Boulevard San Diego, CA 91911	Enemias Rocha enemias.rocha@edd.ca.gov	619.628.0341	
L29	Second Chance*	6145 Imperial Avenue San Diego, CA 92114	Dave Benites dbenites@secondchanceprogram.org	619.839.0931	
L30	Society of Broadcast Engineers	9102 North Meridian Street Indianapolis, IN 46260	Keely Jones kjones@sbe.org	370.846.9000	
L31	South County Career Center	1111 Bay Boulevard Chula Vista, CA 91911	Paula Duarter dinaer@workforce.org	619.628.0342	
L32	South Metro Career Center	4389 Imperial Avenue San Diego, CA 92113	Andrew Weatherspoon andrew.weatherspoon@edd.ca.gov	619.266.4220	
L33	Talent Dynamics	600 Las Colinas Boulevard Irving, TX 75039	Sandra Cannell connell@talentdynamics.com	214.266.6263	
L34	The Urban League of San Diego*	720 Gateway Center Drive San Diego, CA 92102	Jackie Reed jackie.reed@sdul.org	619.266.6263	
L35	University of California, San Diego	9600 Gilman Drive San Diego, CA 92093	Andy Ceperley	858.534.2230	
L36	University of San Diego	5998 Alcalá Park HC 110 San Diego, CA 92110	Connie Wilson conniew@sandiego.edu	619.260.4654	
L37	VetWORKS	1111 Bay Boulevard San Diego, CA 91911	John Engstrom john@able2work.org	619.424.6890	
L38	Workforce Services - Disabled Veterans Outreach Program	1949 Avenida del Oro Oceanside, CA 92056	Cirilo Urmeneta cirilo.urmeneta@edd.ca.gov	760.414.3518	
L39	Work for Warriors	8450 Okinawa Street Sacramento, CA 95828	Sgt. Jason Cameron jason.m.cameron.ctr@mail.mil	916.854.1365	
L40	Wounded Warriors Support Network*	11118 Raju Street San Diego, CA 92129	Beverly Trout beverly@iheartmilitary.com	858.204.4899	
L41	Business Referral				

**EEO PUBLIC FILE REPORT**

L44	Storytellers	118 6th Avenue #602 Seattle, WA 98109	Matt Mrozinski tvnstorytellers@gmail.com tvnewsstorytellers.com	724-316-2059	
L45	602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	Sandy Lizik slizi@602communications.com	919-217-44338	
L46	New Gateway Solutions Corporation	49 Third Avenue Chula Vista, CA 91910	Michelle John mjohn@newgateway.org newgateway.com	619.623.4361	
<b>Total Number of Interviewees Referred:</b>					<b>198</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 [14861]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C2 Start Date: 2018-12-31
Account Exec, Integrated [JR020714]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C183, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L5, L6, L7, L13, L14, L17, L18, L22, L27, L28, L29, L34, L38, L40	Code Number: C97 Start Date: 2019-06-10
Account Exec, Integrated [JR020846]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C183, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L5, L6, L7, L13, L14, L17, L18, L22, L27, L28, L29, L34, L38, L40, L46	Code Number: C235 Start Date: 2019-07-22
Assignment Editor [14607]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C98, C100, C130, C131, C132, C134, C165, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C3 Start Date: 2018-10-01
Assoc Account Exec, TV [JR020059]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C182, C183, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C97 Start Date: 2019-02-04

**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]
Dir, HR Business Partner [14994]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C181, C193, C194, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C134 Start Date: 2019-03-11
General Manager, TV [14456]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C39, C44, C69, C97, C130, C131, C132, C134, C165, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C2 Start Date: 2018-11-19
Maintenance Engineer III [14813]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, C168, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C2 Start Date: 2018-12-17
Morning Anchor, MMJ [14593]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C2 Start Date: 2019-06-01
Multimedia Journalist [14420]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C69, C97, C100, C130, C131, C132, C134, C165, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C19 Start Date: 2018-08-31
Photographer II [JR020332]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C1 Start Date: 2019-03-04
Producer [14419]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C1 Start Date: 2018-09-24

**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]
Producer [14706]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C2 Start Date: 2018-09-17
Producer [14706]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C3 Start Date: 2018-09-17
Producer [JR020086]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L28, L31, L32, L34	Code Number: C131 Start Date: 2019-01-14
Sales Support Asst II [14686]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C131 Start Date: 2018-08-27
Spec, Ad Ops [14469]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C2 Start Date: 2018-08-27
Sr Analyst, Research [JR020030]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C180, C181, C182, C183, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C97 Start Date: 2019-03-04

**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]
Sr Analyst, Research [JR020031]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C182, C183, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C97 Start Date: 2019-04-15
Sr Analyst, Research [JR020032]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C97 Start Date: 2019-03-04
Sr Mgr, Research [JR020026]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C182, C183, 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, C490, C491, C492, C493, C494, C495, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, C527, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C97 Start Date: 2019-02-07
Studio Tech III [14898]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L1, L3, L4, L6, L7, L11, L12, L13, L14, L15, L17, L18, L19, L21, L22, L25, L27, L28, L29, L31, L32, L34, L37, L38, L39, L40, L46	Code Number: C2 Start Date: 2018-10-22

**EEO PUBLIC FILE REPORT**

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

<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>10/27/2018 - Anchor acted as a panelist during San Diego State University's Career Day. She discussed her broadcasting career path, educational achievements, and answered questions from the audience.</p>
	<p>9/19/2018 - Meteorologist - Participated in the Oceanside Schools Motivation Project.</p>
	<p>3/2/2019 - Sports Anchor - Participated in the 10 News booth for the Science/Engineering Expo.</p>
	<p>4/18/2019 - Reporter - Guest Speaker - SDPD Academy Media Class</p>
	<p>6/17/2019 - Reporter - Guest Speaker - SDPD Academy Media Class</p>
	<p>3/4/2019 - Meteorologist - STEM Inspirational Career Panel at Job Fair - In partnership with the Biocom Institute San Diego Festival of Science and Engineering, SDSU College of Engineering STEM Outreach Program is proud to host our first annual Mission STEM Possible on SDSU campus March 4, 2019! Local San Diego high schools are invited to participate in this three-part event from 9:00AM-1:00PM, featuring an inspirational panel of STEM role models, an interactive workshop, and a professional networking session. An opening panel will inspire students to pursue their passions to find a rewarding STEM career. The interactive workshop will provide an opportunity for them to connect their skills and interests to potential career paths. The career fair-style networking session will then connect the students directly to some of San Diego local STEM role models, who have unique jobs and unexpected career paths that may match with their own skills and interests.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Senior Enterprise Producer coordinates KGTV's internship program that allows college broadcasting students (Juniors and Seniors) to get practical, hands on experience for a career in broadcasting. College students are able to receive college credit for participating in the KGTV internship program.</p>
	<p>During the Fall session (beginning September 2018) KGTV hosted two college students.</p>
	<p>During the Spring session (beginning February 2019) KGTV hosted two college students.</p>
	<p>During the Summer session (beginning June 2019) KGTV hosted two college students.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>KGTV invited Solutions Journalism to the station and had them conduct 2 workshop sessions on reporting solution oriented reporting. This event was open to the whole station to attend on 3/20/2019.</p>

**EEO PUBLIC FILE REPORT**

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

	<p>KGTV provides employees with continued training to enable them to acquire the skills necessary for advancement. Training initiatives during the period included: Online vocational training programs that offer required and voluntary courses. We have ongoing training on new equipment and cross-training in our Operations department to ensure our team members have the skills to operate new technology and learn other functions to offer them career advancement opportunities. Three of our sales personnel (LS, MK, DR) have participated in a six-week long Scripps Sales Process Training. This is an intensive course and akin to a college course. During the reporting period we hired two Associate Account Executives. These individuals had no television sales experience and we train them as a sales assistant for six months. During the next six-month period we teach them advertising sales so they can advance to a full-fledged Account Executive. Team members in supervisory roles were provided with monthly leadership training to improve their skills as leaders. Additionally, leadership training was provided to all KGTV employees on a quarterly basis during the reporting period. Consultant Chris Archer held one-on-one training sessions with our on-air talent 4/30/18 and 5/1/18 to help them improve their storytelling capabilities.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>10/20/2018 - Reporter provided a tour to students of Country Montessori Day School. She discussed the duties of various departments at the station, the types of positions located at the station, and provided other career information to students.</p> <p>Meteorologist visited The Child's Primary School. 12/13/2018 - The Child's Primary School 2/7/2019 - Albert Einstein Academy 2/22/2019 - Innovations Academy 5/2/2019 - Adobe Bluffs Elementary 5/8/2019 - Participated in Innovations Academy Station visit 5/16/2019 - Conway Elementary 6/6/2019 - Walker Elementary During visits she discussed her career as a meteorologist, her educational background, the value of her internships, and answered other questions related to a career in broadcasting.</p>



**EEO PUBLIC FILE REPORT**

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

	<p>KGTV Station Tours - Tours given to schools, students, and/or organizations allowing them to understand the work we do and the opportunities we have at KGTV and in the industry. KGTV Station Tour log: Thu 8/9/2018 10:00 AM-TOUR - Alzheimer's San Diego Tue 8/21/2018 9:30 AM-OASIS Senior Tour (30 Seniors) Sat 10/27/2018- NATPE Career Day Fri 11/16/2018 3:00 PM-VIP TOUR - Raquele Kardos / Murdoch Elementary Wed 1/16/2019 10:30 AM-VIP TOUR - Liliana Orihuela (Spirit of the Barrio) Wed 11/14/2018 2:30 PM-STUDENT TOUR - ProKids Tue 2/12/2019 10:30 AM-BCC Dia DelSol VIP tour Tue 3/5/2019 8:30 AM-STUDENT TOUR - Our Lady Of Peace Academy Wed 3/20/2019 10:00 AM-STUDENT TOUR - 11th Grade Mount Miguel High School Tue 3/26/2019 10:00 AM-Reality Changers Job Shadow and tour w (4) Four Students Thu 3/28/2019 10:00 AM-STUDENT TOUR - Murdock Elementary Wed 5/8/2019 10:00 AM-STUDENT TOUR - Innovations Academy Thu 12/14/2017 2:00 PM-STUDENT TOUR - The Charter School of San Diego Wed 5/8/2019 10:00 AM-STUDENT TOUR - Innovations Academy</p> <p>11/13/2018 - Reporter was a guest lecturer at SDSU Writing Class. Writing as you know is a huge component of News.</p> <p>8/14/2018 - Anchor participated in the Bishops School Luncheon.</p> <p>10/20/2018 - Reporter participated in the studio visit with Country Montessori Day School.</p> <p>6/11/2019 - Reporter - Guest Speaker at Nye Elementary School 5th grade promotion.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>During the reporting period 12 managers received compliance training as it relates to: Scripps Equal Employment Opportunity Policy, EEO, and Lawful Hiring, A Manager's Guide to Diversity, Inclusion, and Accommodation. Participation in training to ensure equal employment opportunity and preventing discrimination including diversity, inclusion, and accommodation. All newly hired or promoted managers are assigned EEO training as a part of their onboarding tasks. Ongoing periodic compliance training for other managers.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>4/11/2019 - Job Shadow program - Participant in our job shadow to observe the work of a photographer.</p>