

KDJT, KLOK, KMBX, KSES, KSMS TV
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-7, 10, 9, 11-13, 16-25	9
Front Desk Administrative Assistant	1-7, 10-14, 16-25, 27	27
Traffic Coordinator	1-7, 10-14, 16-25	14
TV Production	3, 5, 8, 10, 9, 12-13, 15, 21, 23, 26, 28	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AHAA 8280 Willow Oaks Corporate Drive Suite 600 Fairfax, Virginia 22031 Phone : 703-745-5531 Url : http://ahaa.org Email : flee@ahaa.org Fulvia Lee	N	0
2	Cabrillo Community College 6500 Soquel Dr. Aptos, California 95003 Phone : 831-479-6201 Url : http://csumb-csm.symplicity.com Career Center Manual Posting	N	0
3	California Broadcaster Association 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.youreba.com Lillie Player Manual Posting	N	0
4	California Chicano News Media Association 727 W 27th St Room 201 Los Angeles, California 90007 Phone : 213-821-0075 Url : http://www.ccnma.org Email : cnmainfo@ccnma.org Fax : 1-213-713-1838 Job Openings	N	0
5	Craigslist San Francisco San Francisco, California 94107 Url : www.craigslist.com Craigslist Craigslist Manual Posting	N	0
6	CSUMB 100 Campus Center Seaside, California 93955 Phone : 831-582-3845 Url : http://scumb.edu Career Development Manual Posting	N	0

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7	EDD Central Coast Area 730 La Guardia St Salinas, California 93905 Phone : 831-796-3618 Email : manuel.palacio@edd.ca.gov Manny Palacio	N	0
8	Employee Referral	N	1
9	EVC 2425 Olympic Blvd Santa Monica, California 90404 Phone : 8316424405 Joanne Dempsey	N	6
10	EVC 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
11	Hartnell College 411 Central Avenue Salinas, California 93901 Phone : 831-755-6925 Url : http://employercentral.com Career Center Manual Posting	N	1
12	Hire Latinos 1133 19th Street Washington, District of Columbia Phone : 202-833-6130 NA NA Manual Posting	N	1
13	Indeed 7501 N. Capital of Texas Hwy Building B Austin, TX , Texas 78731 Url : www.indeed.com Indeed, Inc, Indeed, Inc. Manual Posting	N	1
14	Indeed.com	N	9
15	Internet Ad	N	1

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16	KLOK-FM / KSES FM 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
17	KSMS TV 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
18	KSMSTV.com 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Url : http://www.ksms67.com Joanne Dempsey Manual Posting	Y	0
19	MILPA 339 Melody Lane Salinas, California 93901 Phone : 831-261-2839 Url : www.milpacollective.org Rene Casas Manual Posting	N	0
20	Monster 1560 W. Fountainhead Pkwy Suite 175 Tempe, Arizona 85282 Phone : 480-567-3547 Url : http://monster.com Arianne Martori Manual Posting	N	0
21	Monterey Peninsula College 900 Fremont St. Monterey, California 93940 Phone : 831-646-4195 Url : http://mpc.edu Lien Nguyen Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	MontereyBayJobs Web only Monterey, California 93940 Phone : 800-225-1372 Url : http://www.montereybayjobs.com Jennifer Long Manual Posting	N	0
23	Salinas Valley Chamber 119 E Alisal St Salinas, California 93901 Phone : 831-751-7725 Url : http://salinaschamber.com Paul Farmer Manual Posting	N	0
24	SantaCruzJobs Web only Monterey, California 93940 Phone : 800-225-1372 Url : http://www.santacruzjobs.com Jennifer Long Manual Posting	N	0
25	SJSU 1 Washington Sq San Jose, California 95112 Phone : 408-924-6031 Url : http://sjsu-csm.symplicity.com Career Center Manual Posting	N	0
26	Social Media (Facebook & Twitter posts) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-998-9539 Email : paulette.mastio@krqe.com Paulette Mastio	N	0
27	Station Website	N	2
28	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/12/2016	Participation in Job Fairs	Sept 12, 2016: Erandi Garcia - News Director, Tony Valencia, Craig Cox - SVP - IMS, Emilio Duarte - Asst Chief Eng & Hector Vega - Productions Mgr participated in the CSUMB Job & Internship Fair. Job openings that were being promoted were IMSC, Master Control Operator, Front Desk Admin Assistant, Traffic Coordinator as well as internship programs for News, Social Media and a Creative internship with the Production department.	4	News Director SVP-IMS Asst Chief Eng Production Mgr
2	9/15/2016	Sponsorship of events in the community designed to increase public awareness	27th Annual Celebration of Culture and Language Monterey County celebrates Hispanic Heritage Month by recognizing nominees from all areas of the community that have made a significant contribution to an individual, organization, agency or community in general. Nominees can include agencies, organizations or community individuals that have unconditionally invested their time and energy in assisting others in the Latino community. Our News Director, Erandi Garcia, served as Master of Ceremonies. This program highlights careers in the broadcast industry and the impact they have to the community.	1	News Director
3	9/26/2016	Establishment of an intern program designed to assist members of the community	June - Nov 2016 : EVC posted internship opportunities to several schools to assist our News Department and recruited qualifying interns: Alexis Garcia-Arrazola from Cal State University Monterey Bay was given the opportunity to be an intern during the 2016 Fall semester. During this internship the student development opportunities on station website updates, writing and editing stories, and created original video content to upload to the stations social media websites.	4	News Director Anchor/producer News Producer

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4	10/12/2016	Participation in events or programs sponsored by educational institutions	On October 12th, 2016 the station's Business Operations Manager, Senior Vice Presidents of Integrated Marketing Solutions, Production Manager, and Executive Assistant participated in the Hartnell College Veterans Appreciation Job Fair & Student Volunteer Fair. Job openings that were being promoted were IMSC, and Master Control Operator, as well as internship programs for News, Social Media and a Creative internship with the Production department.	5	Business Operations Manager Senior Vice Presidents of Integrated Marketing Solutions Senior Vice Presidents of Integrated Marketing Solutions Production Manager
5	2/21/2017	Co Sponsoring Job Fair	Feb 21, 2017: Joanne Dempsey - Business Operation Mgr, Erandi Garcia - News Director, Tony Valencia - SVP-IMS & Warren Terriberly - Chief Eng, co-sponsored the CSUMB Career Fair 2017 with 2 Radio Stations and 2 TV stations. Event was produced by the CSUNB - Center for advising, career and Student success.	4	Business Operation Mgr News Direct SVP-IMS Chief Engineer
6	4/6/2017	Provision of training to management	April 6, 2017 : EVC/EEO Management Conference call RE: Prevention of Discrimination, wide dissemination of job posting, EEO report requirements, and market responsibilities.	4	Business Operation Mgr