

KDJT-CD, KLOK, KMBX, KSES, KSMS-TV
EEO PUBLIC FILE REPORT
August 1, 2020 - July 29, 2021

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
TV Production Manager	3-5, 8-9, 11-15, 17	9
Business Operations Manager	2-5, 7-8, 13, 16-18	16
Integrated Marketing Sales Consultant	1, 3, 5-8, 10, 13-14, 17-18	5
Sales Assistant	3-6, 12	5

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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	allaccess.com 24955 Pacific Coast Highway Malibu, California 90265 -- Manual Posting	N	0
2	California Broadcaster Association 915 L Street Suite 1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Lillie Player Manual Posting	N	0
3	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
4	Caljobs 1441 Schilling Place, North Salinas, California 93901 Phone : 831-796-3341 Url : https://www.caljobs.ca.gov Laura Kershner Manual Posting	N	0
5	EVC 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	6
6	Hartnell College 411 Central Avenue Salinas, California 93901 Phone : 831-755-6925 Url : http://employercentral.com Career Center 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
7	Hire Latinos 1133 19th Street Washington, District of Columbia Phone : 202-833-6130 NA NA Manual Posting	N	0
8	Indeed 7501 N. Capital of Texas Hwy Building B Austin, TX , Texas 78731 Url : www.indeed.com Indeed, Inc, Indeed, Inc. Manual Posting	N	0
9	Indeed.com	N	1
10	KCBA FOX 35 67 Garden Ct Suite 100 Monterey, California 93940 Phone : 831-642-4441 Craig Cox Manual Posting	N	0
11	KLOK-FM / KSES FM 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	N	0
12	KSMS TV 67 Garden Ct. Monterey, California 93940 Phone : 831-642-4405 Joanne Dempsey Manual Posting	Y	0
13	Media Match .com online, California Joanne Dempsey Manual Posting	N	0
14	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
15	Previous Employee	N	1
16	Recruiter	N	2
17	Salinas Valley Chamber 119 E Alisal St Salinas, California 93901 Phone : 831-751-7725 Url : http://salinaschamber.com Paul Farmer Manual Posting	N	0
18	TVJobs.com PO Box 4116 Oceanside, California 92052 unknown unknown Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	The mentorship program was available to us throughout 2020-21, but we did not use due to COVID-19 restrictions.	0	
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	The internship program was available to us throughout 2020-21, but we did not use due to COVID-19 restrictions.	0	
3	8/31/2020	Provision of training to management	All station personnel, including management, participated in an online EEO Unlawful Harassment Prevention course. This program is designed to train employees on how to recognize, handle and prevent different types of harassment and discrimination. A test was given at the end of each section to ensure that the employee was understanding the information. Employees received a certificate upon successful completion of the course.	7	Business Operations Manager SVP-IMS SVP-IMS Chief Eng
4	3/24/2021	Provision of training to management	Attended "Staying on Top of Your Broadcast FCC EEO Obligations" conducted by WBK Marketing. Training covered all prongs of reporting and documentation.	1	Business Operations Manager
5	5/5/2021	Provision of training to management	EVC Management conference call RE: FCC-EEO Rules & requirements of market responsibility regarding job posting & covering the three-pronged rules for broadcasters equal employment opportunity compliance along with other new updates required by FCC.	1	Business Operations Manager
6	5/20/2021	Provision of training to management	Broadcast1Source Prong 3 training for Business Operations Managers.	1	Business Operations Manager