

ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station (s): **KNSD(TV) – KUAN-(LD)**

1. Listed are all the full-time job vacancies filled by KNSD(TV) and KUAN-(LD) for the period August 1, 2020 – July 31, 2021.

KNSD

Story Producer	61829BR
Story Producer	61828BR
Story Producer	61826BR
Story Producer	53140BR
Story Producer	61825BR
Reporter	58721BR
Systems Engineer	59213BR
Systems Engineer	59144BR
Systems Engineer	59399BR
Research Manager	60335BR
Account Executive	60633BR
Digital Manager	60699BR
Digital Campaign Specialist	60820BR
Traffic Coordinator	60654BR
Executive Producer	57007BR
Producer	57113BR

KUAN

Reporter	61342BR
APC Operator	61111BR
APC Operator	61007BR
Producer	59644BR
Anchor/MMJ	58546BR
Producer	57474BR
Story Producer	57377BR
Photographer	56743BR

2. For each vacancy listed, attached to this report are the relevant and completed Recruitment Source Data Forms for KNSD(TV) and KUAN-(LD).
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1 for KNSD(TV)?

In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1 for KUAN-(LD)?

FT= 22

- 4. In total, how many persons interviewed by KNSD(TV) for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.**

Name of Recruitment Source	Total Number of Interviewees
nbc7sandiego.com portal to nbcunicareers.com	14
Employee Referral	5
Internal	27
Intern	0
Media Organization	0
Newspaper Ads	0
Jobline	0
Other-YOH Contractor	0
Other-Agent	0
Other - Broadcast Magazine	0
Other - Agency	0
Unknown	0
Talent Acquisition	0
Other Website/Other	0
CCNMA	0
TV Jobs.com	0
National University	0
Southwestern College	0
Point Loma Nazarene University	0
Greater Golden Hill CDC	0
San Diego State University	0
Central Valley Opportunity Center	0
Action Rehabilitation Council	0
Regional ROP	0
Indian Human Resource Center	0
MAAC Project	0
University of California	0
SDYCS NFL Youth Education	0

National Assn. of Hispanic Journalists	0
National Hispanic Coalition	0
Asian American Journalists Assn.	0
California Employment Development Dept.	0
Medialine	0
San Diego Assn. of Black Journalists	0

In total, how many persons interviewed by KUAN-(LD) for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form

Name of Recruitment Source	Total Number of Interviewees
nbc7sandiego.com portal to nbcunicareers.com	15
Employee Referral	3
Internal	4
Intern	0
Media Organization	0
Newspaper Ads	0
Jobline	0
Other-YOH Contractor	0
Other-Agent	0
Other	0
Unknown	0
Talent Acquisition	0
Other Website/Other	0
CCNMA	0
TV Jobs.com	0
National University	0
Southwestern College	0
Point Loma Nazarene University	0
Greater Golden Hill CDC	0
San Diego State University	0
Central Valley Opportunity Center	0
Action Rehabilitation Council	0
Regional ROP	0
Indian Human Resource Center	0
MAAC Project	0
University of California	0
SDYCS NFL Youth Education	0

National Assn. of Hispanic Journalists	0
National Hispanic Coalition	0
Asian American Journalists Assn.	0
California Employment Development Dept.	0
Medialine	0
San Diego Assn. of Black Journalists	0

- 5. Please summarize the station’s (or station group’s) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station’ participation in each initiative.**

Annual Public Report-Broad Outreach:

The Employment Unit historically has maintained a list of recruiting organizations to which it regularly sent notices of all full-time job vacancies. During the 2020-2021 reporting period, however, and due to the COVID-19 pandemic, the Employment Unit experienced a number of personnel changes, including numerous layoffs and an early retirement, while simultaneously shifting to a remote work setting. The unanticipated change in station personnel while also shifting to a remote setting led to an oversight (and gap in station personnel training) during which notices were not sent to the organizations during the reporting period. Once the oversight was discovered, the licensee took remedial steps by providing training and emphasizing the importance of notification to community organizations. The Employment Unit will resume sending notices to its list of community organizations for all full-time vacancies moving forward.

I. Internships and Education

1. College Internship Program: Fall 2020-Summer 2021

Total Students: 6	News: 2
	Sports: 0
	Sales: 0
	Digital 2
	Creative Svcs. & Comm.: 2
	Operations: 0
	HR: 0
	Finance: 0
	IT: 2

Description: NBC 7 and Telemundo 20's College Internship Program offers a wide range of internship opportunities for students interested in careers in broadcasting. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. Students have the opportunity to work in news, operations, IT, sales, programming/creative services, finance, and human resources. Students receive wages and college credit, if applicable, for participating in this program.

Participating Staff:

- Maria Duran, Executive Producer
- Nirupama Hegde, HR Director
- Tara Jelnicki, Promotions Manager
- Antonio Ortoll, Production & Promotion Manager
- Mike Fouch, Manager of Technology
- Meredith Royster, Executive Producer

II. Job Fairs

1. National Convention, NABJ – Virtual

August 5-8, 2020

Participants: Greg Dawson, VP of News

Description: Annual Recruitment Convention and Speaker Forum sponsored by the National Association of Black Journalists.

III. Station Website

KNSD and KUAN both have an EMPLOYMENT (JOBS) webpage on its website dedicated to providing users with information about employment opportunities. The webpage includes a link to NBCUnicareers.com.

IV. Training For Employees

1. LEAD Training

2020-2021

Participants: Maria Jose Duran, Executive Producer KUAN, Diana Diaz, Sales Manager

Description: Applicants want to work for companies that offer them training opportunities. As such, KNSD and KUAN participates in LEAD training. This career development workshop teaches new managers how to effectively lead, manage and mentor teams. The training was virtual.

2. EEO Training

Participants: All KNSD and KUAN employees

Description: All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. In addition, KNSD and KUAN continues to regularly offer trainings to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. Such trainings include: Diversity and Inclusion training, Integrity training, and Code of Conduct training.

V. Community Group Sponsored Participation- Networking

Employees of the Station participate in extensive community affairs activities throughout the Station's service area, with many of these events focused on diversity in the community. This participation also creates opportunities to educate the community about broadcasting and employment opportunities in the broadcast field. Detailed information concerning the community events in which Station's personnel participated is set forth below:

1. SD Association of Black Journalists, San Diego, CA

Ongoing 2020-2021

Participant: Keith Bryant; Producer, Donna Stewart, News Operations Manager; Lindsay Hood, Assignment Desk Editor, Joe Little, Reporter, Omari Fleming, Reporter, Greg Dawson, VP of News

Description: KNSD and KUAN enjoy a strong relationship with the SDABJ which advocates on behalf of African-American journalists in San Diego. In addition to KNSD and KUAN staff fulfilling board roles, the station is proud to sponsor chapter initiatives such as Pro For a Day and their annual Scholarship dinner. Additionally, the Station is able to promote employment and internship opportunities with SDABJ members through job postings and Board Members referrals.

2. San Diego Chapter Association of Hispanic Journalists, San Diego, CA

Ongoing 2020-2021

Participant: Donna Stewart, News Operations Manager

Description: Local Chapter support of National organization to support Hispanic journalists. Members attending sponsored virtual functions are informed of employment and internship opportunities that are available within the Station.

3. San Diego Chapter Association of Asian Journalists, San Diego, CA

Ongoing 2020-2021

Participant: Irene Byon, Producer

Description: Local Chapter support of National organization to support Hispanic journalists. Members attending virtual sponsored functions are informed of employment and internship opportunities that are available within the Station.

4. Salute to Service,

November 2020

Participant: All Station Tent pole initiative

Description: On Veteran's day we sponsored a virtual Community wide event for all Military and their families. The day included virtual entertainment and career services.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Systems Engineer-59144BR
Date Job Filled: 02/28/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Systems Engineer-59213BR
Date Job Filled: 03/06/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Systems Engineer-59399BR
Date Job Filled: 03/06/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Producer-57113BR
Date Job Filled: 04/06/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Investigative Executive Producer-57007BR
Date Job Filled: 04/23/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Reporter-58721BR
Date Job Filled: 04/10/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Account Executive-60633BR
Date Job Filled: 04/12/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Digital Campaign Specialist-60820BR
Date Job Filled: 05/11/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Traffic Coordinator-60654BR
Date Job Filled: 05/24/21

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-61829BR
Date Job Filled: 07/12/21

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-61828BR
Date Job Filled: 07/12/21

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-61826BR

Date Job Filled: 07/12/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-61825BR
Date Job Filled: 07/12/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-53140BR
Date Job Filled: 07/12/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Digital Manager-60699BR
Date Job Filled: 07/19/21

**Recruitment Source
That Referred
Ultimate Hire:** External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Research Manager-60335BR
Date Job Filled: 07/26/21

Recruitment Source That Referred Ultimate Hire: External

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Photographer – 56743BR
Date Job Filled: 11/09/20

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Story Producer – 57377BR
Date Job Filled: 12/21/20

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

Nbcunicareers.com 9680 Granite Ridge Dr. Nirupama Hegde (619) 578-0470 N
San Diego, CA 92123

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: APC Operator-61111BR
Date Job Filled: 4/19/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Reporter-61342BR
Date Job Filled: 4/26/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Producer-59644BR
Date Job Filled: 5/3/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Anchor/MMJ-58546BR
Date Job Filled: 3/29/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: APC Operator-61007BR
Date Job Filled: 6/14/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Producer-5747
Date Job Filled: 7/12/21

**Recruitment Source
That Referred
Ultimate Hire:** nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	9680 Granite Ridge Dr. San Diego, CA 92123	Nirupama Hegde	(619) 578-0470	N

