

ANNUAL PUBLIC FILE EEO REPORT

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

1. Listed are all the full-time job vacancies filled by KNSD-TV and KUAN-LD for the period August 1, 2021 – July 31, 2022.

KNSD

<u>Job Title</u>	<u>Job Number</u>
News Operations Manager	61162BR
Producer	62467BR
Integrated Sales Marketing Manager	61868BR
Story Producer	61827BR
Investigative Producer	61723BR
Photojournalist	63656BR
Assignment Editor	63978BR
Photojournalist	64428BR
Story Producer	65203BR
Producer	65015BR
Story Producer	61728BR
Emerging Platforms Lead	64965BR
Managing Editor	65647BR
Senior Promotions Producer	63860BR
Digital Media Producer	65604BR
Human Resources Coordinator	65450BR
News Producer	66657BR
Chief Photographer	66656BR
Consumer/Investigative Reporter	59409BR
Story Producer	68347BR
Story Producer	69319BR
Digital Multi-Media Journalist	68463BR
Photographer	68739BR
Producer	67367BR
Integrated Sales Marketing Planner	69403BR
Systems Engineer	69362BR
Digital Media Producer	67537BR
Assistant News Director	68753BR
Sales Account Executive	66207BR
Assignment Editor	69418BR
Story Producer	70455BR
Executive Producer	65818BR
News Producer	70703BR
Systems Engineer	71522BR
President and GM	70858BR

KUAN

<u>Job Title</u>	<u>Job Number</u>
Commercial Producer	61830BR
Creative Services Producer	62809BR
Story Producer	62499BR
Producer	63763BR
Vice President, Telemundo News	63386BR
Story Producer	64910BR
Sales Account Executive	64690BR
Bilingual Consumer Reporter	68537BR
APC Operator	71498BR
Multi-Media Journalist	71215BR

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

See attached Recruitment Source Data Forms for KNSD and KUAN.

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?

83

4. In total, how many individuals interviewed by KNSD and KUAN 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
NBCUniversal Careers Site	14
Employee Referral	21
External/Industry Referral	2
Internal Hire	29
Rehire/Former Employee	3
Intern	0
NBCUniversal Contractor	0
NBCUniversal Talent Acquisition	3
Social Media Site	11
Staffing Agency/Firm	0
Community Organization	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's participation in each initiative.

Annual Public Report-Broad Outreach

The station engages in broad outreach in recruiting for its full-time vacancies and has widely disseminated information concerning these vacancies to recruiting organizations reasonably calculated to reach the entire community. The station sends job opening notices to community organizations who have requested such notification and to additional organizations the station has identified. The list of organizations is periodically reviewed and updated. There are Employment Information sections on the KNSD and KUAN websites which direct interested applicants to explore careers and apply for open positions at <https://www.nbcunicareers.com>.

I. Internships and Education

College Internship Program: Fall 2021-Summer 2022

Total Students: 10

Creative Services: 1

Digital Media: 3

Investigative & Consumer: 2

Media Operations: 1

News & Digital: 1

Production: 1

Sales & Marketing: 1

Description: The NBC 7 and Telemundo 20 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.

Internship Program Participating Staff:

- Dana Williams, Digital Multi-Media Journalist & Internship Coordinator
- Sage Pierce, HR Manager
- Lyn Patterson, HR Coordinator
- Greg Dawson, KNSD VP of News
- Miguel Gaytan, KUAN VP of News
- Chris Dolan, Vice President, Sales
- Maria Duran, Executive Producer
- Mike Fouch, Director of Technology
- Rene Gonzalez, Managing Editor
- Ruston Grau, Executive Producer
- Sarah Lee, Digital Manager

- Antonio Ortoll, Marketing & Sales Production Manager
- Katie Reid, Brand Director
- Meredith Royster, Executive Producer
- Ricardo Sandoval, Production Manager
- Kasey Trombley, Executive Producer
- Carson Wong, Integrated Sales Marketing Manager

II. Job Fairs

NABJ National Convention & Career Fair – Virtual

August 2021

Participants: Greg Dawson, VP of News

Description: Annual convention and career fair sponsored by the National Association of Black Journalists.

AAJA National Convention – Virtual

August 2021

Participants: Greg Dawson, VP of News

Description: Annual convention and career fair sponsored by the Asian American Journalists Association.

III. Station Website

The KNSD and KUAN websites both include an Employment Information section dedicated to providing users with information about employment opportunities. The webpage includes a link to NBCUnicareers.com.

IV. Training for Employees

NBCU's Talent Lab

CREATE: Development course for high potential Director-level talent to develop customer-focused solutions, increased ability to foster an innovative and collaborative environment and create connections that can provide fresh perspectives.

Participant: Ozzie Alvillar, Finance Director

INFLUENCE: Development course for individual contributors to provide the skills to effectively communicate, engage, build confidence, and effectively communicate ideas.

Participant: Kao Vang, Systems Engineer

JUMP: New manager leadership development course.

Participants: Danielle Gatewood-Gill, News Operations Manager; Meredith Royster, Executive Producer; Ricardo Sandoval, Production Manager; Kasey Trombley, Executive Producer

Building an Inclusive Environment: Training to help build, design, and maintain a productive, connected, collaborative, and inclusive team environment.

Participant: Kerrie Briggs, Sales Production Manager

National Press Photographers Association (NPPA) Week-Long Training

Participants: Melissa Adan, Reporter/On-Air Talent; Andi Dukleth, Photographer; Joe Little, Reporter/On-Air Talent (NPPA Instructor)

Poynter Institute (world's leading instructor, innovator, convener, and resource for journalists)

Week-Long Producing Seminar

Participant: Kelsie Morgan, Producer

Week-Long Reporter Seminar

Amber Frias, Reporter Trainee

Standards and Practices Refresher Training

Participants: All KNSD and KUAN News employees

Manager "HR Basics" Training (September 2021)

Participants: All Managers

Being a Leader in San Diego (October 2021)

Conducted by Todd Mokhtari, President & GM, and Nirupama Hegde, Human Resources Director (October 2021)

Participants: All Managers

Respect in the Workplace (April 2022)

Participants: All KNSD and KUAN News Managers and Staff

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. These 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:

San Diego Chapter, Asian American Journalists Association (local chapter of AAJA)

Participant: Priya Sridhar, Reporter/On-Air Talent (Co-President of AAJA San Diego)

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.

San Diego Association of Black Journalists (local chapter of NABJ)

Participants: Greg Dawson, KNSD VP of News; Rory Devine, Reporter/On-Air Talent; Omari Fleming, Reporter/On-Air Talent; Danielle Gatewood-Gill, News Operations Manager; Marc Geer, Inventory Control Analyst; Dana Griffin, Reporter/On-Air Talent; Lindsay Hood, Assignment Desk Editor; Joe Little, Reporter/On-Air Talent; Angela O'Brien, Vice President of Finance; Elroy Spatcher, Photographer

Description: KNSD and KUAN enjoy a strong relationship with the SDABJ which advocates on behalf of Black 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, an annual journalism workshop for high school and college students, 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.

San Diego Chapter, National Association of Hispanic Journalists (local chapter of NAHJ)

Participants: Romyna Camacho, News Producer; Gilberto Dorrego, Anchor/Reporter; Miguel Gaytan, KUAN VP of News; Juan Ricardo Gomez, Story Producer; Tania Luviano, Reporter/On-Air Talent

Description: Local chapter support of national organization to support Hispanic journalists. Members who attend sponsored functions are informed of employment and internship opportunities that are available within the station.

The Association of LGBTQ Journalists (NLGJA)

Participant: Nicholas Kjeldgaard, Producer

Military Veterans in Journalism (MVJ)

Participant: Priya Sridhar, Reporter/On-Air Talent (MVJ Board of Directors)

Investigative Reporters and Editors (IRE)

Participants: Mike Dorfman, Producer; Sergio Flores, Consumer Reporter; Danielle Gatewood-Gill, News Operations Manager; Rene Gonzalez, Managing Editor; Meredith Royster, Executive Producer; Claudia Simones, Consumer Reporter

Attended IRE's Annual Investigative Journalism Conference in June 2022: Mike Dorfman, Sergio Flores, Rene Gonzalez, Meredith Royster, and Claudia Simones.

Pacific Southwest Chapter, National Academy of Television Arts & Sciences (NATAS)

Participants: MaryEllen Eagleston, APC Operator (also member of NATAS Foundation); Lindsay Hood, Assignment Desk Editor

National Press Photographers Association (NPPA)

Participant: Scott Baird, Chief Photographer; Bill Feather, Assignment Editor; Danielle Gatewood-Gill, News Operations (NPPA Board of Directors); Manager; Joe Little, Reporter/On-Air Talent

Online News Association (ONA)

Participant: Lindsay Hood, Assignment Editor; Wendy Warren, Assistant News Director

The National Press Club (NPP)

Participant: Danielle Gatewood-Gill, News Operations Manager

San Diego Press Club

Participant: Scott Baird, Chief Photographer; Lindsay Hood, Assignment Editor

San Diego Society of Professional Journalists (SPJ)

Participant: Rory Devine, Reporter/On-Air Talent; Bill Feather, Assignment Editor

Monarch School Project

Participant: Todd Mokhtari, President & GM

San Diego Blood Bank

Participant: Sergio Hernandez, Community Manager (Marketing board member)

Boys and Girls Clubs of Greater San Diego

Participant: Sergio Hernandez, Community Manager

VI. Station Community Events

August 2021

Fuel For Summer (Feeding San Diego)

Clear The Shelters

Supporting Our Schools Stuff The Bus – San Diego County Office of Education

T20 COVID Phone Bank

YMCA Community Block Party

The San Diego Union-Tribune Festival of Books

Cruise for the Cause Blood & Bone Marrow Drive Car Show

Taste of National City

September 2021

Clear The Shelters

SD Food Bank and Barons Market online donation promotion

Station 9-11 Tribute

Border Health Rocks Event

Clear The Shelters Onsite SD Humane Society

NATIONAL HISPANIC HERITAGE MONTH

October 2021

Making Strides of San Diego – American Cancer Society Walk/Run Balboa Park

Goodwill / Red Cross Blood Drive (Street Team) #1

SOCAL TACO FEST

Goodwill / Red Cross (Street Team) #2

SD Asian Film Fest

November 2021

SD Asian Film Fest (Continued)

Fleet Week Event – SD Board Walk / US Navy

Salute To Service Festival – USS Midway. Annual Veterans Day event hosted by NBC 7 and Telemundo 20 on board the USS Midway celebrating military families in our community.

Goodwill Blood Drive

SANDAG's Mid Coat Trolley (Blue Line) UTC Grand Opening (Street Team)

Help For The Hungry food donation drive (Feeding San Diego)

Toys For Tots

December 2021

Toys For Tots – USMC event

January 2022

T20's COVID Special

33rd Annual Martin Luther King Day Celebration

Line De Ayuda – T20 COVID Hotline

2022 National Night Out – Chula Vista Police Department

San Diego Black Film Festival (Virtual)

February 2022

San Diego Tét Festival

SoCal Etsy Guild Market San Diego

40th Annual San Diego Chinese New Year Fair

Project Innovation application window starts

Walk for Animals North County

March 2022

Project Innovation applications coming in

San Diego Latino Film Festival

Joe Little Emcee Eastlake Little League Opening Day

Sham Rock in the Gas Lamp

40th Annual St. Patrick's Day Parade and Festival with Mar

Rolando Street Fair

BBB Blood Drive

April 2022

Casa de Amistad 20th Anniversary Gala and Dinner at the Carmel Mountain Estate

San Diego Restaurant Week

Mariachi Festival, Escondido

Cajon Classic Cruise Car Shows

Padres New Opening Day & Block Party

SD Music Awards (Sergio Flores, Michelle Rodriguez, Ramon Galindo)

La Jolla Concours d'Elegance

Walk MS: San Diego 2022

37th Annual Linda Vista Multi-Cultural Fair & Parade

Mission Fed ArtWalk

May 2022

Fiesta Old Town Cinco de Mayo

Cinco De Mayo Old Town Fiesta

Morning Creek Elementary Fundraising Auction (Monica Dean)

SD Humane Society Walk for Animals

ERG Beach Clean Up

Taco Fest

Moring Creek Elementary Multicultural Night (Monica Dean)

San Diego Padres Blood Drive

Vista Strawberry Festival

June 2022

Temecula Balloon and Wine Festival 2022

San Diego County Fair "Hero's Reunite"

July 2022

San Diego County Fair

Coronado 4th Of July Parade

Supporting Our Schools Stuff The Bus with SDSU

San Diego Pride Parade and Festival

San Diego Comic-Con: NBCU Corner Fan Hub and COZI TV's Iconic Characters Exhibit

Joe Little, Emcee - Pacific Southwest Association of Realtors

Joe Little, Emcee - Chula Vista Chamber of Commerce

Gaslamp Run 5k & 10k

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: News Operations Manager-61162BR
Date Job Filled: 08/17/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
LinkedIn	linkedin.com	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Producer-62467BR
Date Job Filled: 08/19/21
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Integrated Sales Marketing Manager-61868BR
Date Job Filled: 08/22/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-61827BR
Date Job Filled: 08/25/21
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Investigative Producer-61723BR
Date Job Filled: 09/16/21
Recruitment Source That Referred Ultimate Hire: External/Industry Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Photojournalist-63656BR
Date Job Filled: 09/24/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Assignment Editor-63978BR
Date Job Filled: 10/12/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Photojournalist-64428BR
Date Job Filled: 10/20/21
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-65203BR
Date Job Filled: 10/31/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Producer-65015BR
Date Job Filled: 11/03/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-61728BR
Date Job Filled: 11/04/21
Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Emerging Platforms Lead-64965BR
Date Job Filled: 11/25/21
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Managing Editor-65647BR
Date Job Filled: 12/05/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Senior Promotions Producer-63860BR
Date Job Filled: 12/12/21
Recruitment Source That Referred Ultimate Hire: LinkedIn

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
LinkedIn	linkedin.com	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Digital Media Producer-65604BR
Date Job Filled: 12/19/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Human Resources Coordinator-65450BR
Date Job Filled: 12/30/21
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: News Producer-66657BR
Date Job Filled: 02/15/22
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Chief Photographer – 66656BR
Date Job Filled: 12/21/20
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Consumer/Investigative Reporter-59409BR
Date Job Filled: 03/03/22
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-68347BR
Date Job Filled: 03/21/22
Recruitment Source That Referred Ultimate Hire: Employee Referral

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	Sage Pierce	(619) 578-0248	N

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-69319BR
Date Job Filled: 03/25/22
Recruitment Source That Referred Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Digital Multi-Media Journalist-68463
Date Job Filled: 04/06/22
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Photographer-68739BR
Date Job Filled: 04/21/22
Recruitment Source That Referred Ultimate Hire: Rehire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Producer-67367BR
Date Job Filled: 04/22/22
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Integrated Sales Marketing Planner-69403BR
Date Job Filled: 04/26/22
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Systems Engineer-69362BR
Date Job Filled: 05/01/22
Recruitment Source That Referred Ultimate Hire: Rehire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Digital Media Producer-67537BR
Date Job Filled: 05/06/22
Recruitment Source That Referred Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Assistant News Director-68753BR
Date Job Filled: 05/06/22
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Sales Account Executive-66207BR
Date Job Filled: 05/12/22
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Assignment Director-69418BR
Date Job Filled: 05/14/22
Recruitment Source That Referred Ultimate Hire: LinkedIn

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
LinkedIn	linkedin.com	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer-70455BR
Date Job Filled: 05/18/22
Recruitment Source That Referred Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Executive Producer-65818BR
Date Job Filled: 05/28/22
Recruitment Source That Referred Ultimate Hire: External/Industry Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: News Producer-70703BR
Date Job Filled: 05/28/22
Recruitment Source That Referred Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Systems Engineer-71522BR
Date Job Filled: 06/11/22
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: President and GM-70858BR
Date Job Filled: 06/21/22
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Producer-63763BR
Date Job Filled: 08/31/21
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Creative Services Producer-62809BR
Date Job Filled: 10/05/21
Recruitment Source That Referred Ultimate Hire: NBCunicareers.com

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Story Producer-62499BR
Date Job Filled: 10/14/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Producer-63763BR
Date Job Filled: 10/15/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Vice President, Telemundo News-63386BR
Date Job Filled: 11/11/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Story Producer-64910BR
Date Job Filled: 12/03/21
Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Sales Account Executive-64690BR
Date Job Filled: 03/03/22
Recruitment Source That Referred Ultimate Hire: LinkedIn

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
LinkedIn	linkedin.com	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Bilingual Consumer Reporter-68537BR
Date Job Filled: 05/06/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: APC Operator-71498BR
Date Job Filled: 06/10/21
Recruitment Source That Referred Ultimate Hire: Internal Hire

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Multi-Media Journlist-71215BR
Date Job Filled: 07/07/21
Recruitment Source That Referred Ultimate Hire: External/Industry Referral

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

Appendix A
Community Organizations Distribution List

KNSD and KUAN provide notifications of open positions to the community organizations listed below:

- Asian American Journalists Association (AAJA)
- Association of LGBTQ Journalists (NLGJA)
- Bakersfield Californian
- Black Journalists Association of Southern California (BJASC)
- California Employee Development Department (EDD)
- California Chicano News Media (CCNMA)
- Central Valley Opportunity Center
- City of San Diego
- Greater Golden Hill Community Development Corporation (GGHCDC)
- Grossmont-Cuyamaca Community College District
- Indian Human Resource Center
- LA Times
- MAAC Project
- National Association of Hispanic Journalists (NAHJ)
- National Hispanic Media Coalition
- National University
- Palomar College
- Point Loma Nazarene University
- Riverside Press-Enterprise
- San Diego Association of Black Journalists (SDABJ)
- San Diego Community College District (SDCCC)
- San Diego State University (SDSU)
- San Diego Workforce Partnership
- San Diego Youth Services
- SDSU Research Foundation
- Southwestern College
- University of California San Diego (UCSD)
- Union of Pan Asian Communities (UPAC)
- University of Southern California (USC)
- University of San Diego (USD)