

ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station (s): **KNSD**

1. List all full-time job vacancies filled by any station covered by this report during the past year (For the period August 1, 2013 – July 31, 2014)
2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

Business Development Account Manager	10760
Sales Fullfillment Specialist	10689
Assignment Editor	10798
Web Editor	11739
Customer Service Representative	11292
Anchor	11190
Business Development Account Manager	11848
National Sales Manager	11578
Associate Producer	12125
Reporter	12105
Producer	12124
Assignment Editor	12909
Photojournalist	13857
Photojournalist	13581
Assignment Editor	13868
Military Reporter	12106
Editor	14373
Social Media Manager	14470
Producer	10499
Producer	15046
IT Analyst	14805
Vice President of Sales	16152
Inventory Control Analyst	16084
Reporter	12104

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?

FT= 152

PT= -0-

4. In total, how many persons interviewed by the station 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
NBCsandiego.com	47
Employee Referral	52
Internal	10
Intern	2
Media Organization	4
Newspaper Ads	0
Jobline	0
Other-YOH Contractor	19
Other-Agent	14
Other	0
Unknown	0
NBCUNICAREERS	2
Other Website	2

5. Please summarize the station's (or station group's) broad outreach initiatives during 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:

I. Recruiting Methods

- **Online Recruitment:** All positions are posted on NBCUNICareers.com
- **Agency Outreach:** KNSD sends a list of all posted positions to the following agencies
 - Action Rehab. Council
 - Asian American Journalists Association (AAJA)
 - California Employment Development Department
 - CCNMA/Job Openings
 - Central Valley Opp. Center
 - Greater Golden Hill CDC.org
 - Indian Human Resource Center
 - MAAC Project
 - Medialine
 - National Association for Hispanic Journalists (NAHJ)
 - National Hispanic Media Coalition
 - National University (Career Planning Career and Assessment Center)

- Point Loma Nazarene University
 - Regional ROP
 - San Diego Association of Black Journalists
 - San Diego State Television & Film Dept. Career Services
 - SDYCS NFL Youth Education
 - Southwest College District Extended Opportunity Program and Services (EOPS)
 - TVJobs.com
 - University of Southern California
- **Newspaper Ads:** KNSD runs yearly ads in the San Diego Union Tribune directed towards organizations that distribute information about employment opportunities. This ad directs interested organizations to complete a request form in order to receive our employment opportunity email notices.
San Diego Union Tribune & North County Times Contact Information:
Analisa Pablo
350 Camino de La Reina
San Diego, CA 92108
619.293.1915
 - **Website Access:** Interested community organizations can also obtain a request form from our station website at http://www.nbcsandiego.com/on-air/about-us/NBC_739_EEOC_Statement.html
 - **Television:** Individuals interested in job opportunities with KNSD are encouraged to contact the stations through frequent on-air announcements. The content of these announcements includes the phone number and website address where interested viewers can look for current open positions. These announcements aired a total of 291 times on KNSD between the period August 1,2013 and July 31, 2014
 - **Telephone Job line:** As indicated above, the Station maintains and publicizes a phone number that individuals interested in job opportunities with the Station can call to receive recorded information about current open positions.

II. Internships and Education

1.) College Internship Program: Fall 2013-Summer 2014

Total Students: 19	News: 8
	Sports: 3
	Sales: 3
	Creative Svcs. & Comm.: 3
	Operations: 1
	HR: 0
	Finance: 1
	IT: 0

Web: 0
Digital: 0

Description: NBC 7'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:

Mackenzie Haggerty, Research Analyst
Sammie Swift, Production Manager
Derek Togerson, Reporter, Sports
Robert Borzych, HR Director
Becky Stickney, EP Digital/WEB
Tiffany Spitzer, Executive Producer
Donna Stewart, News Operations Mgr.
Tara Jelnicki, Senior Creative Producer
Kassi Hurst, Staff Accountant
Angela O'Brien, Director of Finance

2.) EMMA Bowen Foundation Internship:

Total Emma Bowen Students: 1

Description: Emma Bowen Foundation Intern Program was established by the media industry to help increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for partner company during summers and school breaks from the end of their junior year in high school until they graduate from college. During this multi-year period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. The Station has the opportunity to guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation, to help pay for college tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. The Station has one intern participating in the Emma Bowen program during the period 2013-2014.

Participating Staff:

Robert Borzych, HR Director
Darcey Gulen, Office & EHS Manager
Pat Casillas, Sales/Traffic

III. Job Fairs

1. National Convention, NAHJ – Anaheim, CA August 2013

Participants: Robert Borzych, Director of HR; Greg Dawson, VP of News

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

2. National Convention, NABJ – Orlando, FL, July /August 2013

Participant: Greg Dawson, Vice President Of News

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

3. National Convention, AAJA – New York, NY, August 2013

Participant: Chuck Westerheide, Assistant News Director

Description: Annual Recruitment Convention and Speaker Forum sponsored by the Asian American Journalists Association.

4. San Diego Diversity Employment Day, San Diego, CA, October 9, 2013

Participant: Robert Borzych, Director of Human Resources

Description: Sponsor and Attendee of San Diego's Annual Diversity Employment Fair which occurred at the Handlery Hotel in Mission Valley

5. Warriors To the Workforce : San Diego, CA May 2014

Participants: Sam Dorman, Community Manager; David MacKinnon, DOT; Robert Borzych, Director of HR.

Description: With NBC 7 as an event Sponsor and attendee, The Warriors to the Workface Expo onboard the USS Midway featured an employment fair, transitioning to the private sector workshops, demo's on the NBC7.com Veterans web portal and even a American Freedom Festival Concert under the stars.

IV. Training For Employees

1. Investigative Reporters and Editor (IRE) Conference: San Francisco, CA June 2014

Participants: Greg Dawson, Vice President of News; Tiffany Spitzer, Executive Producer
Mari Payton, Reporter; Jay Yoo, Photojournalist

Description: IRE offers over 100 panels, hands-on classes and special presentations about covering business, public safety, government, health care, education, the military, the environment and other key beats. Speakers shared strategies for locating documents and gaining access to public records, finding the best stories and managing investigations. Training was given on how to better practice investigative journalism in print, broadcast, Web and alternative newsroom models.

2. Jump Training: Los Angeles, CA: March - June 2014

Participants: Sherene Pistotti, Integrated Sales Marketing Manager; Tara Jelnicki –Sr.Producer

Description: Applicants want to work for companies that offer them training opportunities. As such, KNSD participates in JUMP training. This career development workshop teaches new managers how to effectively lead, manage and mentor teams. The training was facilitated in Los Angeles classrooms, as well as through modular self trained courses that could be experienced in the employee's workplace.

3. Positive Workforce Leadership: Orlando, Florida 2014

Participant: Robert Borzych, HR Director

Description: Leadership and effective communication training. Mr. Borzych was asked back to be a facilitator. This is another example of career development training offered by NBCU and KNSD.

4. KNSD Future Talent/Pipeline Post Grad Training Programs: San Diego, CA Ongoing

Participants: Carla Morla, News Associate Program; Liberty Zabala, Reporter Trainee Program; Michael Maxwell, Nextech Broadcast Engineer Program.

Description: KNSD participates in NBCU sponsored post grad career development programs. These paid apprenticeships are designed to recruit diverse talent from smaller markets to better prepare them for a career in a large market broadcasting environment. In addition to performing their full time roles at the station, candidates participate in additional corporate training programs in New York or other Owned Station Large markets so that at the end of their program term, they are more marketable and competitive as candidates.

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. San Diego City College Journalism Program Advisory Board: San Diego, CA; Ongoing 2014

Participant: Greg Dawson, Vice President of News

Description: As part of the advancement of the future of Journalism, working news professionals are brought in to speak to students to mentor and advise them, not only at San Diego City College, but also to San Diego State University and Southwestern Colleges students as well. This outreach directly benefits diverse students interested in seeking a career in journalism.

2. SD Association of Black Journalists, San Diego, CA Ongoing Board Member Roles

Participant: Danya Bacchus Anchor/Chapter President; Donna Stewart, News Operations Manager; Omari Fleming, Reporter

Description: KNSD enjoys a strong relationship with the SDABJ which advocates on behalf of African-American journalists in San Diego. In addition to KNSD staff fulfilling board roles, the station is proud to sponsor chapter initiatives such as Pro For a Day and their annual Scholarship dinner.

3. San Diego Chapter Association of Hispanic Journalists, San Diego, CA Ongoing Board Member

Participant: Elena Gomez – Reporter/ Local Chapter President

Description: Local Chapter support of National organization to support Hispanic journalists. In addition to supporting Chapter president, Station management involved with mixers including Meet The Boss” event where aspiring journalists met with Anchor Catherine Garcia and Vice President of News, Greg Dawson.

4. San Diego Society of Professional Journalists (SPJ), San Diego, CA Ongoing Board Member

Participant: Chuck Westerheide, Assistant News Director, SPJ Board Member

Description: As Board member, Mr. Westerheide helps the San Diego Pro Chapter sponsor professional development and networking programs throughout the year, including annual journalism awards contest for professional and college journalists, sponsors an annual high school essay contest, and hosts an annual awards banquet. The chapter also assists local journalists and the public with First Amendment issues, access to public records and government meetings, and newsgathering issues.

5. Salute to Service, November 2013

Participant: All Station Tentpole

Description: We take our role within San Diego's military community seriously. So this past Veteran’s day we sponsored a Community wide event that was free to all Military and their family. The day included entertainment, career services, food, prizes information booths and interactions with NBC 7 talent all taking place atop the flight deck of an aircraft carrier.

6. San Diego Military Advisory Council: San Diego, CA February – May 2014

Participant: David MacKinnon, Director of Technology

Description: San Diego Military Advisory Council (SDMAC) was founded in 2004 as a 501 (c) non-profit organization with a mission to support, promote, and represent the mutual business and other interests of the military, their quality of life, and the defense community in the San Diego area. Since then, SDMAC has become increasingly prominent in advancing the partnership and communication between the military, elected and appointed officials, and the business community while simultaneously working to enhance recognition of the military's many economic and social contributions to the San Diego area. As a result of this participation, KNSD was able to recruit a veteran into its Broadcast Engineer Apprenticeship program.

7. NATAS Job Shadow: San Diego, CA, March 2014

Participants: Jaffa King, Producer

Description: Through the student scholarship offered by National Academy of Television Arts and Sciences, KNSD sponsored professional shadow programs during the week of March 10 – 14th. Students were given the opportunity to shadow for a full day in the areas of Production and News. These students will hopefully consider applying for the station’s Campus 2 Career internship program.

8. Take Your Daughters and Sons To Work Day: San Diego, CA April 2014

Participants: All Station Event

Description: The families of our staff and freelancers had the opportunity to spend the day with our team and learn first hand what a day in the life of a working Television studio is like. Group activities included education on career paths, job shadowing and even mock newscasts.

9. Comcast Cares Day: April 2014

Participants: All Station Event

Description: The best way to increase visibility in the community is to be seen as a part of the company. In the spirit of the largest employer sponsored Volunteer effort in the nation, 25 of KNSD's team participated in a school beautification effort for Hilltop High School in South Bay. Specifically we were assigned to improving the Parent Resource and Career Lab.

10. LEAD San Diego: San Diego: Ongoing 2013 Board of Directors Position

Participant: Richard Kelley, President & General Manager

Description: Program designed to provide senior executives an opportunity to quickly gain understanding of community issues and an appreciation for the way multiple sectors work together to make San Diego a sustainable region. Participation helps raise awareness of Broadcasting in the general business community.

11. Voices for Children : San Diego: Ongoing 2013 Advisory Board / CASA

Participant: Richard Kelley, President & General Manager, Samantha Dorman, Community Manager (CASA)

Description: Voices for Children (VFC) is a non-profit organization which advocates for the best interests of abused, neglected and abandoned children within the San Diego County Foster Care System. Affiliate of the National CASA Organization, VFC recruits, trains and supervises a group of committed volunteers who are empowered by the court to advocate for children in foster care. CASA's guide their case children through the sometimes complex and confusing time in their lives. Our CASA's work directly with diverse groups acting as mentor's and helping them learn about the Broadcast industry as a potential career path.

12. Jacobs and Cushman San Diego Food Bank : San Diego: Ongoing 2013 Board of Directors Position

Participant: Richard Kelley, President & General Manager

Description: As the largest hunger-relief organization in San Diego County, the San Diego Food Bank provides food to people in need and connects the people we serve to a range of health and human service providers. Through the Food Bank we are able to reach a diverse demographic, that perhaps otherwise we would not get to connect with.

13. Make A Wish of San Diego : San Diego: Ongoing 2013 Board of Directors Position

Participant: Richard Kelley, President & General Manager

Description: Since 1983, Make-A-Wish has worked to grant the wishes of children with life threatening medical conditions. As a non-profit 501(c)3 charity, Make-A-Wish San Diego depends on a volunteer governing board of directors to ensure that resources are maximized for providing once in a lifetime experiences to eligible recipients. Our close work with children and families helps them to better understand the power of broadcasting and often times they become brand ambassadors for the station.

14. Consumer Electronic Show: Las Vegas, NV January 2014

Participant: David MacKinnon, Director of Technology

Description: C.E.S. is an internationally renowned electronics and technology trade show, attracting major companies and industry professionals worldwide. The annual show is held each January at the Las Vegas Convention Center. Not open to the public, the Consumer Electronics Association-sponsored show typically hosts previews of products and new product announcements that help shape and define the technical future of Broadcasting.

15. Promax: Las Vegas: June 2014

Participants: Heather Bohn, Programming, Brand Director and Tara Jelnicki Sr. Producer.

Description: International association for entertainment marketing professionals annual conference to promote marketing strategies, provide educational opportunities and recognize those who are advancing the field of creative marketing in a Broadcast environment.

(more)

VI. Contact Info of Other Organizations

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
CCNMA/Job Openings	727 W. 27 th St., Rm. 201 LA, CA 90007	Sylvia Wells	(213) 743-1838	Y
TVJobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark C. Holloway	760-754-8177	Y
Career Planning (Career and Assessment Center)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	866-NU-ACCESS ext.7950 toll free 858 541.7950 direct	Y
Extended Opportunity Program and Services (EOPS)	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th St. San Diego, CA 92102		(619) 696-9992	Y
Television & Film Dept & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dr. James Tarbox Director of Career Services.	(619) 594-6851	Y
Central Valley Opp. Center	912 11 TH Street Modesto, CA 95354	Jorge De Nava Jr.	209.577.3210	Y
Action Rehab. Council	7290 Navajo Rd., #204 San Diego, CA 92119	Carol Crisp	619-698-0208	Y
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y

Indian Human Resource Center	4040 30 th Street, Ste.A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 West 35 th St., Ste.100 National City, CA 91950	Antonio P. Pizano	(619)426-3595	Y
USC	3502 Watt Way, ASC G12 Los Angeles, CA 90089	Eileen Kohan Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	619-221-8600 ext. 230	Y
National Association for Hispanic Journalists (NAHJ)	1000 National Press Blvd. Washington, DC 20045	Marissa Silvera Professional Development Director	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Avenue Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Association (AAJA)	1182 Market Street Suite 320 San Francisco, CA 94102	Rene Astudillo Executive Director	415 346-2051 ext106	Y
California Employment Development Department	800 Capital Mall, MIC 83 Sacramento, CA 95814	Patrick Henning Director of Employment Development	Local Office (619) 266-4290	Y
Medialine	PO Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Association of Black Journalists	PO Box 880815, San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

VII. Individual Job Vacancy Recruitment Source data Forms:

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD

Job Title: Business Development Account Manager #10760

Date Job Filled: 8/5/2013

**Recruitment Source
That Referred**

Ultimate Hire: Outside Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD

Job Title: Sales Fulfillment Specialist #10689BR

Date Job Filled: 8/14/13

**Recruitment Source
That Referred**

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD

Job Title: Assignment Editor #10798BR

Date Job Filled: 8/12/13 & 9/3/13

**Recruitment Source
That Referred**

Ultimate Hire: NBC 7 San Diego

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD

Job Title: Web Editor #11739BR

Date Job Filled: 9/30/13

**Recruitment Source
That Referred**

Ultimate Hire: YOH

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD

Job Title: Customer Service Representative #11292BR

Date Job Filled: 9/30/13

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNSD

Job Title: Anchor # 11190BR

Date Job Filled: 10/1/13

**Recruitment Source
That Referred**

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Business Development Account Manager – #11848BR**

Date Job Filled: **10/21/13**

Recruitment Source

That Referred

Ultimate Hire: **Other Referral**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **National Sales Manager – #11578BR**

Date Job Filled: **12/9/13**

Recruitment Source
That Referred

Ultimate Hire: **Internal**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Reporter - #12105BR**

Date Job Filled: **1/2/14**

Recruitment Source

That Referred

Ultimate Hire: **NBC 7**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Associate Producer – #12125BR**

Date Job Filled: **1/6/14**

Recruitment Source
That Referred

Ultimate Hire: **Employee Referral**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Producer - #12124BR**

Date Job Filled: **1/6/14**

Recruitment Source

That Referred

Ultimate Hire: **NBC 7**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Reporter #12104**

Date Job Filled: **1/27/14**

Recruitment Source
That Referred
Ultimate Hire **Employee Referral**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

See attached
Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Photojournalist #13581**

Date Job Filled: **2/3/14**

Recruitment Source

That Referred

Ultimate Hire: **YOH**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Photojournalist #13857**

Date Job Filled: **2/18/14**

Recruitment Source
That Referred
Ultimate Hire **Other**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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Document for Contact
Info of Other
Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Assignment Editor #12909**

Date Job Filled: **3/3/14**

Recruitment Source
That Referred

Ultimate Hire: **Employee Referral**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Military Reporter # 12106**

Date Job Filled: **3/3/14**

Recruitment Source
That Referred

Ultimate Hire: **NBC 7 San Diego**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Assignment Editor #13868**

Date Job Filled: **3/10/14**

Recruitment Source
That Referred
Ultimate Hire **NBC 7 San Diego**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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Organizations

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Producer #10499**

Date Job Filled: **3/31/14**

Recruitment Source

That Referred

Ultimate Hire: **Employee Referral**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **IT Analyst #14805**

Date Job Filled: **4/28/14**

Recruitment Source

That Referred

Ultimate Hire: **YOH**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Editor #14373**

Date Job Filled: **5/6/14**

Recruitment Source

That Referred

Ultimate Hire: **YOH**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Producer #15046**

Date Job Filled: **5/19/14**

Recruitment Source

That Referred

Ultimate Hire: **Employee Referral**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Social Media Manager #14470**

Date Job Filled: **6/2/14**

Recruitment Source

That Referred

Ultimate Hire: **NBC 7 San Diego**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Inventory Control Analyst #16084**

Date Job Filled: **7/8/14**

Recruitment Source

That Referred

Ultimate Hire: **Employee Referral**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNSD**

Job Title: **Vice President of Sales #16152**

Date Job Filled: **7/28/14**

Recruitment Source

That Referred

Ultimate Hire: **Internal**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578- 0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293- 1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Analisa Pablo	(760) 740- 5464	N

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