

ANNUAL PUBLIC FILE EEO REPORT

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

1. Listed are all the full-time job vacancies filled by any station covered by this report during the past year (For the period August 1, 2014 – July 31, 2015)
2. For each vacancy listed, attached to this report are the relevant and completed Recruitment Source Data Forms.

Executive Producer	17039
Community & Press Manager	16371
Digital BD Account Manager	17343
Editor	15654
Photographer	17907
Producer	16757
Integrated Sales Marketing Mgr.	17566
APC Lead	18421
Assignment Editor	18681
Digital Media Producer	19293
Integrated Sales Marketing Mgr.	20705
Topical Promotion Producer/Editor	17313
Customer Service Rep	21307
Digital BD Account Mgr.	21394
Assignment Editor	20359
Photographer	18701
Editor	18972
Photographer	20003
Facilities Manager	22249

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= 115

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
nbc7sandiego.com portal to nbcunicareers.com	46
Employee Referral	26
Internal	11
Intern	2
Media Organization	1
Newspaper Ads	0
Jobline	0
Other-YOH Contractor	20
Other-Agent	0
Other	0
Unknown	0
Talent Acquisition	4
Other Website/Other	5
San Diego Union Tribune	0
North County Times	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 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. (See recruiting organizations listed in #4 below.) The Station sends job opening notices to community organizations who have requested such notification and to additional organizations the Station has identified. Each year, the Station places a display advertisement in the San Diego Union Tribune inviting interested community groups to complete the form to receive job opening announcements. The list of organizations is periodically reviewed and updated. The Station also maintains a job hotline telephone number where open positions are described, and the Station's website, <http://www.nbcsandiego.com/contact-us/> directs interested applicants to apply for open positions at www.nbcunicareers.com. The Station broadcasts frequent announcements directing individuals interested in job opportunities at the Station to both the jobs hotline and the career portal website.

I.) Internships and Education

1.) College Internship Program: Fall 2014-Summer 2015

Total Students:	18	News:	9
		Sports:	2
		Sales:	3
		Creative Svcs. & Comm.:	3
		Operations:	0
		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, Integrated Sales Manager**
- **Sammie Swift, Production Manager**
- **Derek Togerson, Reporter, Sports**
- **Robert Borzych, HR Director**
- **Lori Brown, Producer**
- **Donna Stewart, News Operations Mgr.**
- **Tara Jelnicki, Senior Creative Producer**
- **Ozzie Alvillar, Finance Manager**
- **Angela O'Brien, Director of Finance**

2.) EMMA Bowen Foundation Internship and Scholarship Program

Total Students: 1: Eric Lujan

Description: Emma Bowen Foundation was established by the media industry to help increase access to permanent job opportunities for minority students by providing scholarships and paid internships. The Foundation's program is unlike other intern programs in that students work for partner companies 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. NBC 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. NBC 7 has had a student intern continuously participating in the program since 2001.

Participating Staff:

- **Robert Borzych, HR Director**
- **Darcey Gulen, Office & EHS Manager**
- **Emmanuelle Sevieux, Technical Project Manager**

II. Job Fairs

1. National Convention, NABJ – Boston, MA

July /August 2014

Participants: Greg Dawson, Vice President of News

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

2. National Convention, NAHJ – San Antonio, TX

August 2014

Participants: Chuck Westerheide, Assistant News Director

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

3. National Convention, AAJA – Washington, DC

August 2014

Participants: Liberty Zabala, NBC 7 Journalist

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

4. National Academy Television Arts and Sciences Job Fair January 2015

Participants: Lynn Walsh, Executive Producer, MaryEllen Egelston, Production

Description: Participated in a Job Fair and Job Shadow experience partially sponsored through Pacific Southwest chapter of N.A.T.A.S. Programs goal is to give students who are studying broadcast or related careers explore internship/freelance opportunities with our news and production departments through an assigned job shadow and mentor program.

5. Southwestern College Telemedia Program Job Fair February 2015

Participants: Robert Borzych, HR Director; Sammie Swift, Production Manager

Description: Select students of the Southwest Community College's School of Arts and Communication were invited to a guided Station tour and live newscast production. Attendees were able to meet with working broadcast professionals and compare classroom teachings to actual practices. Following the job shadow, several students were accepted into freelance production roles.

6. Latino Film Festival Creative Careers Expo

March 2015

Participants: Charisma DeBerry, Community Manager

Description: KNSD served as a media sponsor for the San Diego Latino Film Festival and participated in their satellite career expo. The expo highlighted to attendees the various employment opportunities available in Media and related creative industries.

7. Urban League Career Boot Camp

June 2015

Participants: Charisma DeBerry, Community Manager

Description: This job fair organized through the Urban League Summer Pathways program provided educational and employment stabilization support for underserved youth in metro areas of San Diego. The Station participated in a boot camp that promoted job readiness programs and mentorship for at risk high school students, teaching them on interviewing, skills assessment and goal planning exercises.

III. Training For Employees

1. Legal and Standards Training- San Diego, CA,

October 2014

Participants: All News Personnel

Description: Good decision-making depends on people having reliable, accurate facts and having the judgment to put them in a meaningful context. These informative sessions hosted by NBCUniversal's Owned Station divisional News and Compliance experts were conducted to

reiterate and familiarize news staff with our journalistic integrity and standards training expectations. Training touches on updating journalistic style guides to better ensure nondiscriminatory and unbiased reporting related to race, religion, gender and/or other cultural or community issues.

2. Diverse Leaders - LEAP,

December 2014

Participants: Angela O'Brien, Finance Director

Description: The Comcast NBCUniversal Joint Diversity Council has identified an initiative to recognize and develop aspiring Asian American employees for more senior roles. LEAP specializes in developing Asian and Asian American leaders through the design of a leadership development program specifically tailored to meet the needs of our Asian Pacific/Islanders (API) employees at Comcast NBCUniversal. The program will be limited to 30 Director-level API employees evenly split between Comcast and NBCUniversal. The duration is approximately 11 months, with three 1 ½ day classroom sessions.

3. Manager Boot Camp: Philadelphia, PA

December 2014

Participants: Chuck Westerheide, Assistant News Director

Management Boot Camp is a 3 month management development experience targeted at employees who have been managers of people for 2+ years. The experience is designed to build better management behaviors through breaking bad habits, fine tuning managerial skills and reinforcing best practices. Through a partnership with the Talent Lab and certified facilitator, the experience is customized to the background and needs of your business.

4. Invest Training: Los Angeles, CA

September 2014, and March 2015

Participant: Sean Monzet, Director of Integrated Media; Heather Luskie, Brand Director

Description: Invest is a 3-month experience focused on building a foundational understanding of key financial metrics that measure success at Comcast/NBCUniversal, and how each component of our portfolio contributes to them. Participating talent will have access to hear from CFO's across the company to discuss operating models, finances and performance. Talent will apply the core financial skills they learn to real business case studies and budgeting scenarios by the end of the experience, putting their financial skills into action.

5. Paradigm Group Sales Development Training

November and December 2014

Participants: All Sales Personnel

Description: KNSD participated in a divisional effort to provide our Sales and Digital teams with new training resources. Developed in partnership with the Paradigm group, participants attended two days of intensive workshops programs to further develop their transactional and digital business acumen.

6. Jump Training: Los Angeles, CA:

April 2015

Participants: Lynn Walsh, Executive 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.

7. Investigative Reporters and Editor (IRE) Conference: Philadelphia, PA June 2015

Participants: Mari Payton, Reporter; Lynn Walsh, Executive Producer; Paul Krueger, Producer
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.

8. KNSD Future Talent/Pipeline Post Grad Training Programs: San Diego, CA 2014-15 Ongoing

Participants: 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.

IV. 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 2014-15

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 2014-15 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. Additionally, the Station is able to promote employment and internship opportunities with SDBJA members through job postings and Board Members referrals.

**3. San Diego Chapter Association of Hispanic Journalists, San Diego, CA Ongoing 2014-15
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 also involved with mixers and panel events where aspiring journalists met with working journalists and our Vice President of News, Greg Dawson. Members attending sponsored functions are informed of employment and internship opportunities that are available within the Station.

**4. San Diego Society of Professional Journalists (SPJ), San Diego, CA 2014-15
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 2014
Participant: All Station Tent pole initiative**

Description: We take our role within San Diego's military community seriously. So on 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. Take Your Daughters and Sons to Work Day: San Diego, CA April 2015

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.

7. Comcast Cares Day: April 2015

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 clean-up effort in the Tijuana River Valley Community Garden.

8. Voices for Children Advisory Board: San Diego, CA Ongoing 2014-15

Participant: Richard Kelley, President & General Manager,

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.

9. Jacobs and Cushman San Diego Food Bank : Board of Directors Position San Diego: Ongoing 2014-15

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.

10. Make A Wish of San Diego : Executive Committee San Diego, CA Ongoing 2014-15

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.

11. Consumer Electronic Show: Las Vegas, NV January 2015

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.

12. Promax: Las Vegas: June 2015

Participants: Heather Luskie, Brand Director; Tara Jelnicki, Sr. Producer; and Kerrie Briggs-Art Director. Description: International marketing association 's annual conference for entertainment marketing professionals to promote marketing strategies, provide educational opportunities and recognize those who are advancing the field of creative marketing in a Broadcast environment.

13. Community Advisory Board – Ongoing 2014-15

Participants: Heather Luskie, Brand Director; Marybeth Kneussl, Brand Director; Charisma DeBerry, Community Manager

Description: NBC 7's commitment to Community Coverage means extending beyond our responsibility to deliver local news. We are committed to using our "voice" to help create measurable change in our community. We therefore invite local business and non-profit leaders, leaders and nonprofit businesses to attend quarterly planning meetings. Through close relationships with non-profit partners and strategic business collaborations, NBC 7 produces effective and innovative solutions to maximize community impact and motivate progress.

JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Executive Producer - 10739BR

Date Job Filled: 10/6/14

**Recruitment Source
 That Referred
 Ultimate Hire:**

nbc7sandiego.com/nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices

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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Community & Press Manager – 16371BR

Date Job Filled: 9/2/14

**Recruitment Source
 That Referred**

Ultimate Hire: nbc7sandiego.com/nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source	requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano (619) 426-3595 Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir. (202) 622-7145 Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO (213) 534-3026 Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director (415) 346-2051 Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development (619) 266-4290 Local Office Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com (800) 237-8073 Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com (619) 293-1035 Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Digital BD Account Manager – 17343BR

Date Job Filled: 10/3/14

**Recruitment Source
 That Referred**

Ultimate Hire: nbc7sandiego.com/nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Editor – 15654BR

Date Job Filled: 9/29/14

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Photographer – 17907BR

Date Job Filled: 10/27/14

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Producer – 16757BR

Date Job Filled: 11/17/14

**Recruitment Source
 That Referred**

Ultimate Hire: nbc7sandiego.com/nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Integrated Sales Marketing Mgr. – 17566BR

Date Job Filled: 11/19/14

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: APC Lead – 18421BR

Date Job Filled: 11/10/14

**Recruitment Source
 That Referred
 Ultimate Hire:**

Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Assignment Editor – 18681BR

Date Job Filled: 12/15/14

**Recruitment Source
 That Referred**

Ultimate Hire: nbc7sandiego.com/nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Digital Media Producer – 19293BR

Date Job Filled: 2/28/15

Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Integrated Sales Marketing Mgr. – 20705BR

Date Job Filled: 4/6/15

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Topical Promotion Producer/Editor – 17314BR

Date Job Filled: 4/6/15

**Recruitment Source
 That Referred**

Ultimate Hire: nbc7sandiego.com/nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Customer Service Rep – 21307BR

Date Job Filled: 7/6/15

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source	requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano (619) 426-3595 Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir. (202) 622-7145 Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO (213) 534-3026 Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director (415) 346-2051 Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development (619) 266-4290 Local Office Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com (800) 237-8073 Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com (619) 293-1035 Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Digital BD Account Mgr. – 21394BR

Date Job Filled: 6/29/15

Recruitment Source That Referred Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source	requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano (619) 426-3595 Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir. (202) 622-7145 Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO (213) 534-3026 Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director (415) 346-2051 Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development (619) 266-4290 Local Office Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com (800) 237-8073 Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com (619) 293-1035 Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Assignment Editor – 20359BR

Date Job Filled: 6/15/15

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Photographer – 18701BR

Date Job Filled: 1/26/15

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source	requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano (619) 426-3595 Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir. (202) 622-7145 Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO (213) 534-3026 Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director (415) 346-2051 Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development (619) 266-4290 Local Office Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com (800) 237-8073 Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com (619) 293-1035 Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Editor – 18972BR

Date Job Filled: 2/2/15

**Recruitment Source
 That Referred
 Ultimate Hire:**

Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com	(619) 293-1035	Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Photographer – 200003BR

Date Job Filled: 4/20/15

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source	requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano (619) 426-3595 Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir. (202) 622-7145 Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO (213) 534-3026 Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director (415) 346-2051 Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development (619) 266-4290 Local Office Y
Medialine	P.O. Box 51909 Pacific Grove, CA 93950	medialine@medialine.com (800) 237-8073 Y
San Diego Assn. Of Black Journalists	P.O. Box 880815 San Diego, CA 92116	sdabj@hotmail.com (619) 293-1035 Y

OB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)

Station: KNSD

Job Title: Facilities Manager – 22249BR

Date Job Filled: 7/27/15

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices
nbc7sandiego.com/ nbcunicareers	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de la Reina	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave.	Analisa Pablo	(760) 740-5464	N
CCNMA/Job Openings	727 W. 27 th St., Rm 201 Los Angeles, CA 90007	Sylvia Wells	(213) 743-1813	Y
TV Jobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	(760) 754-8177	Y
Career Planning (Career & Assessment Ctr)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	(866) NB-ACCESS ext. 7950 toll free (858) 541-7950 direct	Y
Extended Opportunity Program and Services	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 Street San Diego, CA 92101		(619) 696-9992	Y
Television & Film Dept. & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dir. 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
Name of Recruitment Source	Address of	Contact Person	Telephone	Has this source

Source	Recruitment Source			requested notices
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 W. 35 th St., Ste. 100 National City, CA 91950	Antonio Pizano	(619) 426-3595	Y
USC	3502 Waat Way, ASC G12 Los Angeles, CA 90089	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 Assn. of For Hispanic Journalists NAHJ	1000 National Press Blvd. Washington DC 20045	Professional Development Dir.	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Ave. Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Assn. AAJA	1183 Market St., Ste. 320 San Francisco, CA 94102	Executive Director	(415) 346-2051	Y
Calif. Employment Development Dept.	800 Capital Mall MIC 83 Sacramento, CA 95814	Dir. Of Employment Development	(619) 266-4290 Local Office	Y
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