

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, 2010 – July 31, 2011)
2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

**Manager of Business Development
Customer Service Representative
Account Manager
Reporter
Staff Accountant
Editor - PT
Asst. Technical Operations Mgr.
VPOS
Mgr. Pricing & Planning
Finance Manager
Sales Fulfillment Specialist
Integrated Marketing Manager
Marketing Planner
Customer Service Representative
Assignment Editor
Photojournalist
Business Development Account Manager**

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= 100

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	7
Employee Referral	25
Internal	14
Intern	4
Media Organization	0
Newspaper Ads	0
Jobline	0
Other-YOH Contractor	18
Other-Agent	7
Other	10
Unknown	0
GE Careers	0
Other Website	15

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.) Internships and Education

1.) College Internship Program: Fall 2010-Summer 2011

Total Students: 54

- News: 30**
- Sports: 9**
- Sales: 2**
- Programming & CS: 4**
- Operations: 1**
- HR: 0**
- Finance: 1**
- Community: 1**
- IT: 1**
- Web: 5**
- Digital: 0**

Description: NBC San Diego'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 college credit for participating in this program.

Participating Staff:

Jessie Garcia, Assignment Desk Editor

Christina Kim, Account Executive

Sammie Swift, Production Manager

Derek Togerson, Reporter, Sports

Paige Norris, HR Director

Becky Stickney, EP Digital/WEB

Sean Monzet, Dir. Interactive Media

Sage Pierce, Executive Producer

Heathre DeCou, Producer

Donna Stewart, News Operations Mgr.

Craig Murray, IT Manager

Heather Bohn, Programming, Promotion & Community Mgr.

2.) EMMA Bowen Foundation Internship:

Total Students: 1: Jillian Duran

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 that five-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 currently has had one intern participating in the program since 2001.

Participating Staff:

Becky Stickney, EP Digital/WEB

Paige Norris, HR Director

Darcey Gulen, Office & EHS Manager

Derek Togerson, Sports

Christina Kim, Marketing

4.) Multi-Cultural Journalism Workshop Sponsor: June 19 - 29, 2011

Total Students: 6

Description: Each year, NBC San Diego joins forces with the California Chicano News Media Association to host San Diego high school students aspiring to become broadcast journalists through this special workshop. Several outstanding young students are selected to participate in the portion of the workshop held at the NBC San Diego studios. For two weeks, the students work as anchors, reporters and producers. At the end of the workshop, the students produce, write, edit and present their own newscast, which airs on NBC San Diego.

Participating Staff:

Janell Lewis, Producer

II.) Event Participation:

**NAHJ (National Association of Hispanic Journalists) Convention: June 2011:
Orlando, FL**

Description: National convention & Career Fair

Participants: NBCU Human Resources and News Management

III.) Networking Conferences & Training:

1. National Association of Broadcasters: Las Vegas, NV: April 2011

Participants: Greg Dawson, VP News; David MacKinnon, Director of Technology News, position statements, research, information and resources from major industry organization of broadcasters.

2. Building Essential Leadership Skills: Universal City, CA: Aug 2010-July 2011

Participants: Kerrie Briggs, Sales Production Mgr; Steve Weber, Manager Strategic Partnerships; Gail Krussow, Asst Traffic Mgr

Description: Training for Managers on Leadership, Performance Management and Hiring & Staffing.

3. Advanced Human Resources Development Course: Crotonville, NY: Oct 2010

Participant: Paige Norris, HR Director

Description: HR Training for experienced professionals

4. Social Media Training: San Diego: April 2011

Participants: All employees

Description: Social Media protocol basics

5. Employment Law 101: San Diego: April 2011

Participants: Station Managers

Description: Employment law basics

6. LEAD San Diego: San Diego: May 2011

Participant: Richard Kelley, President & General Manager

Description: Program designed to provide senior executives, new to San Diego or to their position, 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.

7. Noll & Associates Sales Productivity Program: San Diego: June & July 2011

Participants: Sales account executives and sales managers

Description: Sales strategy fundamentals

8. Wide Orbit Training: San Francisco, CA: July 2011

Participants: Ozzie Alvillar, Finance Mgr; Dan Kempf, MPP; Pat Casillas, Traffic Mgr

Description: User conference dedicated to sales, traffic and finance modules of the system.

9. Sony Training: San Jose, CA: February 2011

Participant: Mike Fouch, Asst Tech Ops Manager

Description: Sony switcher system

10. BIA Kelsey Deals 3D: San Francisco, CA: July 2011

Participant: Sean Monzet, Director of Integrated Media

Description: Growth of the daily deals industry

11. Promax: Las Vegas: June 2011

Participants: Deb Lawrence, Brand Director; Heather Bohn, Programming, Promo & Community Mgr

Description: International association for entertainment marketing professionals.

Community Organization Notification Request Form

**NBC SAN DIEGO EEO PROGRAM
COMMUNITY ORGANIZATION NOTIFICATION REQUEST FORM**

Please contact Station with any future changes in the general information below, especially the contact person and e-mail address. It is important to keep your information updated. Thank you!

Date: May 25, 2011

I. GENERAL INFORMATION (Please complete all sections.)

Name of Organization: Collective Talent

Address: 1721 Richardson Place

City: Tampa

State: FL

Zip Code: 33606

Telephone Number: 813-254-9695

Fax Number: _____

E-mail address: bille@michaelsmedia.com

Name of Contact Person Title: Michael Bille Manager

Type of Organization: Broadcast Employment Service

II. CATEGORIES OF JOB VACANCIES

Community organizations may request notice of all vacancies, or only those in specific categories. Please indicate what category(s) of job vacancy notices you would like to receive. **(Please select your preferences.)**

All Job Vacancies

Sales Workers

Officials & Managers

Craft Workers (Skilled)

Professionals

Operators (Semi-skilled)

(newsroom openings)

Laborers (Unskilled)

Technicians

Service Workers

Office & Clerical

PRIVACY NOTICE: The Federal Communications Commission (FCC) requires all stations to report the names of community organizations requesting Job vacancy Information plus the contact person, address and telephone number of each organization In an annual EEO Public File Report that will be made available to the general public in the station's public inspection file and on its website. By requesting to be notified of job vacancies, you consent to the public disclosure of this information as required by the FCC.

Please return the completed form via e-mail, fax, or regular mail to: Paige Norris, HR Director 225 Broadway Suite 300 San Diego, CA 92101. E-mail: Paige.Norris@nbcuni.com Fax: (619) 578-0481. NBC San Diego is an Equal Opportunity Employer.

For Internal Use Only:

Date Received by Station: _____ Name of Station Personnel Processing Info: _____

Mode of Delivery: E-mail U.S. Mail Fax Telephone Other

Primary Notification Selected for Vacancies

Cancellation of Notice Date: _____ Contact Person for Cancellation: _____

2011 EEO Public File Report
Vacancy and Recruitment Source

Contact Info of Other Organizations

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
CCNMA/Job Bank	3800 S. Figeroa St. LA, CA 90037	Sylvia Wells	(213) 743-4960	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	Dominick Giovanniello Assistant Regional Dean	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	Nelson Riley Student Employment Supervisor	(619) 482-6356	Y
Point Loma Nazarene University (Point Loma University)	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2384	Y
Greater Golden Hill CDC	2469 Broadway San Diego, CA 92102	Rosalie Markovich	(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	1000 National Press	Marissa Silvera Professional Development	(202) 622-7145	Y

	Blvd.	Director		
Hispanic Journalists (NAHJ)	Washington, DC 20045			
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
Collective Talent	1721 Richardson Pl., Tampa, FL 33606	bille@michaelsmedia.com	(813) 254-9695	Y



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

Station: KNSD

Job Title: Manager of Business Development

Date Job Filled: 8/23/10

**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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: KNSD

Job Title: Customer Service Representative

Date Job Filled: 9/1/10

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for Contact Info of Other Organizations

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

Station: KNSD
Job Title: Account Manager
Date Job Filled: 9/17/10

Recruitment Source That Referred Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbsandiego.com	225 Broadway San Diego, CA 92101	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for Contact Info of Other Organizations

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

Station: KNSD

Job Title: Reporter

Date Job Filled: 10/4/10

**Recruitment Source
That Referred**

Ultimate Hire: Agency

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: KNSD

Job Title: Staff Accountant

Date Job Filled: 11/22/10

**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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
 Contact Info of Other
 Organizations

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

Station: **KNSD**

Job Title: **Editor - PT**

Date Job Filled: **12/6/10**

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Asst. Technical Operations Manager**

Date Job Filled: **12/10/10**

Recruitment Source
 That Referred

Ultimate Hire: **Internal**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbsandiego.com	225 Broadway San Diego, CA 92101	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
 Contact Info of Other
 Organizations

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

Station: **KNSD**

Job Title: **VPOS**

Date Job Filled: **12/20/10**

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNNSD**

Job Title: **Mgr. Pricing & Planning**

Date Job Filled: **1/10/11**

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Finance Manager**

Date Job Filled: **1/10/11**

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Sales Fulfillment Specialist**

Date Job Filled: **1/21/11**

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Integrated Marketing Manager**

Date Job Filled: **1/21/11**

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
 Contact Info of Other
 Organizations

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

Station: **KNSD**

Job Title: **Marketing Planner**

Date Job Filled: **1/21/11**

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Customer Service Representative**

Date Job Filled: **1/10/11 & 2/28/11**

Recruitment Source
That Referred

Ultimate Hire: **Other & 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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Assignment Editor**

Date Job Filled: **4/11/11**

Recruitment Source
 That Referred

Ultimate Hire: **Word of Mouth**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
 Contact Info of Other
 Organizations

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

Station: **KNSD**

Job Title: **Photojournalist**

Date Job Filled: **4/25/11 & 5/2/11**

Recruitment Source
That Referred

Ultimate Hire: **Other & nbcсандiego.com**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Business Development Account Manager**

Date Job Filled: **11/15/10 - 12/6/10 - 1/17/11 - 3/7/11**

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	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title:

Date Job Filled:

Recruitment Source
That Referred
Ultimate Hire:

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Paige Norris	(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	Lynda Khoury	(760) 740-5464	N

See attached Document for
Contact Info of Other
Organizations