

## 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, 2011 – July 31, 2012)
2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

**Assignment Editor (2)**  
**Topical Promotion Producer**  
**Reporter (3)**  
**Technician (2)**  
**Executive Producer**  
**Producer**  
**Director of HR**  
**Weathercaster (2)**  
**Multi Media Journalist (2)**  
**Mgr. of Business Development**  
**Broadcast Engineer**  
**Web Editor**  
**Assignment Editor**  
**Sales Production Producer**  
**Anchor**  
**Social Media Manager**  
**Business Development Account Manager**  
**Web Editor**  
**IT Analyst**  
**Reporter Trainee**  
**Business Development Account Manager**  
**Research Analyst**  
**National Sales Manager**  
**Photojournalist (2) closed/not filled**  
**Technical Operations Manager**  
**VPOS**  
**Marketing Planner**  
**Producer (Cancelled)**  
**Assignment Editor & Writer**  
**Customer Service Representative**

**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= 224**

**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	31
Employee Referral	36
Internal	28
Intern	5
Media Organization	2
Newspaper Ads	0
Jobline	0
Other-YOH Contractor	31
Other-Agent	7
Other	7
Unknown	0
NBCUNICAREERS	34
Other Website	43

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 2011-Summer 2012**

**Total Students: 52**

**News: 21**  
**Sports: 10**  
**Sales: 4**  
**Creative Svcs. & Comm.: 5**  
**Operations: 6**  
**HR: 0**  
**Finance: 1**  
**IT: 0**  
**Web: 5**  
**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 college credit for participating in this program.

**Participating Staff:**

**Jessie Garcia, Assignment Desk Editor**

**Christina Kim, Integrated Marketing Mgr.**

**Sammie Swift, Production Manager**

**Derek Togerson, Reporter, Sports**

**Robert Borzych, 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**

**Robert Borzych, HR Director**

**Darcey Gulen, Office & EHS Manager**

**Derek Togerson, Sports**

**Pat Casillas, Sales/Traffic**

**Jesse Garcia, Assignment Desk Editor**

### **3.) Multi-Cultural Journalism Workshop Sponsor: June 17 - 27, 2012**

**Total Students: 6**

**Description:** Each year, NBC 7 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 7.

Participating Staff:

**Janell Lewis, Producer**

## **II.) Diversity & Community Outreach**

- |   |  |
|---|--|
| • <b>San Diego Diversity Employment Day</b> | <b>October 26, 2011</b>                  |
| • <b>SDBJA Pro Journalist for a Day</b>     | <b>October 29, 2011</b>                  |
| • <b>Wishes In Flight – Make A Wish</b>     | <b>March 16, 2012</b>                    |
| • <b>Midway Veteran Job Fair</b>            | <b>April 11, 2012</b>                    |
| • <b>SDBJA Scholarship Banquet</b>          | <b>April 13, 2012</b>                    |
| • <b>Comcast Cares Day</b>                  | <b>April 21, 2012</b>                    |
| • <b>Chicano Federation Banquet</b>         | <b>May 4, 2012</b>                       |
| • <b>Cinco De Mayo Festival Partnership</b> | <b>May 6, 2012</b>                       |
| • <b>Miracle League Tournament</b>          | <b>May 19, 2012</b>                      |
| • <b>Emma Bowen Summer Program</b>          | <b>May 29, 2012</b>                      |
| • <b>Internships</b>                        | <b>Fall, Winter, Spring &amp; Summer</b> |

## **III.) Networking Conferences & Training:**

### **1. FCC Informational Hearing Panel Presentation: Phoenix Az: October 2011**

Participants: Greg Dawson, Vice President of News

Description: NBC 7 San Diego was invited to present to Federal Communications Commission Chairman in a field event hearing that included journalists, academics, businesses and the public centered around innovating and strengthening news and information-gathering to meet citizen needs.

### **2. Human Resources Platform Training: Los Angeles, CA : Dec 2011**

Participant: Robert Borzych, HR Director & Darcey Gulen, Office Manager

Description: HR Training for Employee Management Systems

**3. Leadership Essentials: Los Angeles, CA: Dec 2011**

Participants: Marybeth Coppola, Business Development Manager and Daniel Kempf, Inventory & Planning Manager

Description: Workshop teaching new managers how to effectively lead and manage teams.

**4. LEAD San Diego: San Diego: Ongoing 2012 Board of Directors Position**

Participant: Richard Kelley, President & General Manager

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

**5. Voices for Children : San Diego: Ongoing 2012 Board of Directors Position**

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 foster care system, striving for resolution in a way that best serves each individual child.

**6. Jacobs and Cushman San Diego Food Bank : San Diego: Ongoing 2012 Board of Directors Position**

Participant: Richard Kelley, President & General Manager

Description: As the largest hunger-relief organization in San Diego County, the San Diego Food Bank provides food to people in need and connects the people we serve to a range of health and human service providers.

**7. Make A Wish of San Diego : San Diego: Ongoing 2012 Board of Directors Position**

Participant: Richard Kelley, President & General Manager

Description: Since 1983, Make-A-Wish has worked to grant the wishes of children with life threatening medical conditions. As a non-profit 501(c)3 charity, Make-A-Wish San Diego depends on a volunteer governing board of directors to ensure that resources are maximized for providing once in a lifetime experiences to eligible recipients.

**8. National Association of Broadcasters: Las Vegas, NV: April 2012**

Participants: David MacKinnon, Director of Technology

News, position statements, research, information technology and resources from major industry organization of broadcasters.

**9. Human Resources Platform Training. Los Angeles, CA: June 2012**

Participant: Robert Borzych, HR Director & Darcey Gulen, EHS/Office Manager

Description: Training on new Employee Enhanced Learning and HR Management Systems

**10. Positive Workforce Leadership: Orlando, CA 2012**

Participant: Robert Borzych, HR Director

Description: Leadership and effective communication training

**11. Promax: Las Vegas: June 2012**

Participants: Heather Bohn, Programming, Promo Mgr

Description: International association for entertainment marketing professionals.

**12. National Association of Black Journalists: Las Vegas: June 2012**

Participants: Janelle Lewis, News Producer

Description: The National Association of Black Journalists (NABJ) is an organization of journalists, students and media-related professionals that provides quality programs and services to and advocates on behalf of black journalists worldwide.

NABJ holds an annual convention and career fair each summer with dozens of plenary sessions and workshops for professional development. Each year, NABJ awards nearly \$100,000 in scholarships and internships to college and high school students nationwide, as well as fellowships for seasoned professionals. The NABJ Media Institute provides professional development and technical training for black journalists at venues across the country.

**13. Interactive Day San Diego: San Diego June 2012**

Participants: Sean Monzet, Director of Integrated Media

Description: National Conference held in San Diego highlighting trends and updates in Interactive Marketing and Social Media

### Contact Info of Other Organizations

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
CCNMA/Job Openings	727 W. 27 <sup>th</sup> St., Rm. 201 LA, CA 90007	Sylvia Wells	(213) 743-1838	Y
TVJobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark C. Holloway	760-754-8177	Y
Career Planning (Career and Assessment Center)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	866-NU-ACCESS ext.7950 toll free 858 541.7950 direct	Y
Extended Opportunity Program and Services (EOPS)	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 <sup>th</sup> St. San Diego, CA 92102		(619) 696-9992	Y
Television & Film Dept & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dr. James Tarbox Director of Career Services.	(619) 594-6851	Y
Central Valley Opp. Center	912 11 <sup>TH</sup> 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 <sup>th</sup> Street, Ste.A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 West 35 <sup>th</sup> St., Ste.100 National City, CA 91950	Antonio P. Pizano	(619)426-3595	Y
USC	3502 Watt Way, ASC G12 Los Angeles, CA 90089	Eileen Kohan Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	619-221-8600 ext. 230	Y
National Association for Hispanic Journalists (NAHJ)	1000 National Press Blvd. Washington, DC 20045	Marissa Silvera Professional Development Director	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Avenue Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Association (AAJA)	1182 Market Street Suite 320 San Francisco, CA 94102	Rene Astudillo Executive Director	415 346-2051 ext106	Y
California Employment	800 Capital Mall, MIC 83	Patrick Henning Director of Employment	Local Office (619) 266-4290	Y

Development Department	Sacramento, CA 95814	Development		
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

**Community Organization Notification Request Form**

**NBC 7 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: \_\_\_\_\_

**I. GENERAL INFORMATION (Please complete all sections.)**

Name of Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Name of Contact Person Title: \_\_\_\_\_

Type of Organization: \_\_\_\_\_

**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.)**

- |   |   |
|---|---|
| <input type="checkbox"/> All Job Vacancies    | <input type="checkbox"/> Sales Workers            |
| <input type="checkbox"/> Officials & Managers | <input type="checkbox"/> Craft Workers (Skilled)  |
| <input type="checkbox"/> Professionals        | <input type="checkbox"/> Operators (Semi-skilled) |
| <input type="checkbox"/> Technicians          | <input type="checkbox"/> Laborers (Unskilled)     |
| <input type="checkbox"/> Office & Clerical    | <input type="checkbox"/> Service Workers          |

**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: Robert Borzych, HR Director 225 Broadway Suite 300 San Diego, CA 92101. E-mail: [Robert.Borzych@nbcuni.com](mailto:Robert.Borzych@nbcuni.com) Fax: (619) 578-0481. NBC 7 is an Equal Opportunity Employer.**  
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**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: \_\_\_\_\_

**2012 EEO Public File Report**  
**Vacancy and Recruitment Source**

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

**Station:** KNSD

**Job Title:** Assignment Editor (2) #2354BR

**Date Job Filled:** 8/1/11

**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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(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:** Topical Promotion Producer #2172BR

**Date Job Filled:** 8/10/11

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

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

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

**Station:** KNSD  
**Job Title:** Reporter #1470BR  
**Date Job Filled:** 8/29/11, 9/1/11, 9/6/11

**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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(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:** Technician (2) #2377BR

**Date Job Filled:** 8/29/11

**Recruitment Source  
 That Referred**

**Ultimate Hire:** YOH/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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(760) 740-5464	N

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**Station:** KNNSD  
**Job Title:** Executive Producer #2355BR  
**Date Job Filled:** 8/29/11

**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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(760) 740-5464	N

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

Station: **KNSD**  
 Job Title: **Producer #2358BR**  
 Date Job Filled: **8/29/11, 9/26/11**

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

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

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 Organizations

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

Station: **KNSD**

Job Title: **Director of Human Resources #2148BR**

Date Job Filled: **9/12/11**

Recruitment Source  
 That Referred

Ultimate Hire: **NBC 7 Web Site**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borznych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
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**JOB VACANCY  
 RECRUITMENT SOURCE DATA FORM  
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Station: **KNSD**

Job Title: **Weather Anchor #2181BR**

Date Job Filled: **9/12/11, 10/24/11**

Recruitment Source  
 That Referred

Ultimate Hire: **YOH, Employee Referral**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbesandiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
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Station: **KNSD**  
 Job Title: **Multi Media Journalist #2356BR**

Date Job Filled: **10/3/11, 10/24/11**

Recruitment Source That Referred: **YOH, Employee Referral**

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

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

Station: **KNSD**

Job Title: **Business Development Manager #2375BR**

Date Job Filled: **9/19/11**

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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
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Station: **KNSD**

Job Title: **Broadcast Engineer #2722BR**

Date Job Filled: **1/3/12**

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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
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**JOB VACANCY  
 RECRUITMENT SOURCE DATA FORM  
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Station: **KNSD**  
 Job Title: **Web Editor #2813BR**

Date Job Filled: **10/31/11**

Recruitment Source  
 That Referred  
 Ultimate Hire **YOH**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
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**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
 (To Be Attached to Annual Public File EEO Report)

Station: **KNSD**

Job Title: **Assignment Editor #3219BR**

Date Job Filled: **11/7/11**

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
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**JOB VACANCY  
 RECRUITMENT SOURCE DATA FORM  
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Station: **KNSD**

Job Title: **Sales Production Producer #3341BR**

Date Job Filled: **12/5/11**

Recruitment Source  
 That Referred

Ultimate Hire: **YOH**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbsandiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: **KNSD**  
 Job Title: **Anchor #3316BR**  
 Date Job Filled: **1/23/12**

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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(760) 740-5464	N

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 Organizations

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 (To Be Attached to Annual Public File EEO Report)**

Station: **KNSD**  
 Job Title: **Social Media Manager #4094BR**  
 Date Job Filled: **1/23/12**

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

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
nbcсандiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(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 #2733BR**

Date Job Filled: **2/13/12**

Recruitment Source  
 That Referred

Ultimate Hire: **Employee Referral**

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

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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
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Station: **KNSD**  
 Job Title: **Web Editor #4268BR**  
 Date Job Filled: **2/21/12**

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

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

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

Station: **KNSD**  
 Job Title: **IT Analyst #2723BR**  
 Date Job Filled: **2/27/12**

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

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

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**JOB VACANCY  
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**Station:** KNSD  
**Job Title:** Reporter Trainee  
**Date Job Filled:** 2/22/12  
**Recruitment Source That Referred Ultimate Hire:** NBC Careers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBC Staffing Center	30 Rockefeller Plaza New York, NY 10112	Fatima Aziz		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:** KNSSD  
**Job Title:** Business Development Account Manager #4596BR

**Date Job Filled:** 4/2/12

**Recruitment Source That Referred Ultimate Hire:** NBC Careers

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

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**JOB VACANCY  
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Station: **KNSD**  
 Job Title: **Research Analyst #4544BR**  
 Date Job Filled: **4/9/12**

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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(760) 740-5464	N

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

Station: **KNSD**  
 Job Title: **National Sales Manager #5063BR**  
 Date Job Filled: **4/9/12**

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

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

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

**Station:** KNSD  
**Job Title:** Photojournalist (2) #2357BR  
**Date Job Filled:** Closed/not filled

Recruitment Source  
 That Referred  
 Ultimate Hire

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

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

Station: **KNSD**

Job Title: **Technical Operations Manager #5292BR**

Date Job Filled: **5/1/12**

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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(760) 740-5464	N

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

Station: **KNSD**  
 Job Title: **Vice President of Sales #4842BR**  
 Date Job Filled: **5/21/12**

Recruitment Source  
 That Referred **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	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
North County Times	207 E. Pennsylvania Ave. Escondido, CA 92025	Kathleen Soares	(760) 740-5464	N

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**JOB VACANCY  
 RECRUITMENT SOURCE DATA FORM  
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**Station:** KNSD  
**Job Title:** Marketing Planner #5274BR  
**Date Job Filled:** 5/29/12

**Recruitment Source  
 That Referred Intern**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
nbsandiego.com	225 Broadway San Diego, CA 92101	Robert Borzych	(619) 578-0470	N
San Diego Union Tribune	350 Camino de La Reina San Diego, CA 92108	Analisa Pablo	(619) 293-1915	N
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**JOB VACANCY  
 RECRUITMENT SOURCE DATA FORM  
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Station: **KNSD**

Job Title: **Producer (cancelled) #5898BR**

Date Job Filled:

Recruitment Source  
 That Referred

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

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

Station: **KNSD**

Job Title: **Assignment Editor & Writer #5741BR**

Date Job Filled: **6/11/12**

Recruitment Source That Referred: **Internal**

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

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**JOB VACANCY  
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Station: **KNSD**

Job Title: **Customer Service Representative #5830BR**

Date Job Filled: **7/2/12**

Recruitment Source  
 That Referred **Employee Referral**

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

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