

**FCC 396 EEO Annual Report -  
August 1, 2009 - July 31, 2010**

**Community Organization Notification Request Form**

**KNSD NBC 7/39 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: Paige Creager, HR Director 225 Broadway Suite 300 San Diego, CA 92101. E-mail: [Paige.Creager@nbcuni.com](mailto:Paige.Creager@nbcuni.com) Fax (619) 578-0481. Station KNSD 7/29 & Mi SanDiego are 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: \_\_\_\_\_

## **2010 EEO Public File Report**

## 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, 2009 – July 31, 2010)
2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

**Online Convergence Specialist**  
**Account Manager**  
**Producer**  
**Associate Producer**  
**Local Sales Manager**  
**VPOS**  
**Anchor**  
**Manager of Business Development**  
**BD Account Manager**  
**Director of Finance**  
**Customer Service Rep**  
**Account Manager**  
**Reporter**

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= 13**

**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            | 19                           |
| Employee Referral          | 19                           |
| Internal                   | 24                           |
| Intern                     | 0                            |
| Media Organization         | 3                            |
| Newspaper Ads              | 0                            |
| Jobline                    | 0                            |
| Other-YOH Contractor       | 0                            |
| Other-Agent                | 0                            |
| Other                      | 8                            |
| Unknown                    | 0                            |
| GE Careers                 | 0                            |
| Other Website              | 2                            |

5. Please summarize the station's (or station group's) broad outreach initiatives during past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station' participation in each initiative.

**Annual Public Report-Broad Outreach:**

**I.) Internships and Education**

**1.) College Internship Program: Fall 2008-Summer 2009**

**Total Students: 56**

**News: 25**  
**Sports: 10**  
**Sales: 4**  
**Programming & CS: 4**  
**Operations: 2**  
**HR: 0**  
**Finance: 0**  
**Community: 1**  
**IT: 2**  
**Web: 6**  
**Digital: 2**

**Description:** NBC 7/39'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, 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, Supervising Director**

**Derek Togerson, Producer, Sports**

**Paige Creager, HR Director**

**Becky Stickney, EP Digital/WEB**

**Sean Monzet, Dir. Interactive Media**

**Sage Pierce, Producer**

**Heathre DeCou, Producer**

**Donna Stewart, Supervising Editor**

**Craig Murray, IT Manager**

**Heather Bohn, Community Coordinator**

**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 Creager, HR Director**

**Darcey Gulen, Office & EHS Manager**

**Derek Togerson, Sports**

#### **4.) Multi-Cultural Journalism Workshop Sponsor: June 20 - 30, 2010**

**Total Students: 6**

**Description:** Each year, NBC 7/39 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 7/39 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 7/39.

Participating Staff:

**Janell Lewis, Producer**

#### **II.) Event Participation:**

**NABJ (National Association of Black Journalists) Convention: July 2010: San Diego**

**Description:** National convention & Career Fair

**Participants:** Human Resources, General Manager and News Management

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

**1.) GE African American Forum: Washington DC: July 2010**

Participant: Craig Murray, IT Manager

Description: Networking, Speakers and Workshops for African Americans in GE & NBCU

**2.) PRL (Personnel Relations Leadership): Birmingham, AL: July 2010**

Participant: Donna Stewart, News Operations Manager

Description: Promoting positive employee relations.

**3.) National Association of Broadcasters: Washington DC: July 2010**

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

**4.) Inclusive Leader Workshop: San Diego: January 2010**

Participants: All Managers

Description: Training for Managers on employee engagement.



**5.) Managing Smart Workshop: San Diego: October 2009**

Participants: All Managers

Description: Training for Managers on effectively managing employees.

**6.) Building Essential Leadership Skills: Universal City, CA: Aug 2009-July 2010**

Participants: Rich Barone, AE; Michelle Wayland; Web Editor; Kerrie Briggs, Sales Production Mgr; Heather Bohn, Mgr Community, Programming, Promotion; Chris Johnson, VP Nat'l Sales; Steve Weber, Manager Strategic Partnerships; Gail Krussow, Asst Traffic Mgr

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

**7.) Experience Human Resources Development Program: Fairfield, CT: May 2010**

Participant: Paige Creager, HR Director

Description: HR Training for experienced professionals

**8.) Interactive Day: San Diego: June 2010**

Participants: Michelle Wayland, Web Editor; Eric Page, Web Editor; Becky Stickney, Asst Dir Integrated Media; Sean Monzet, Dir Integrated Media; John Nguyen, Online Convergence Specialist

Description: Interactive marketers participate in topic driven panels and workshops with the Internet's premier thought leaders.

**9.) Customers Rock! Using Social Media to Put Customers First: San Diego: April 2010**

Participants: Michelle Wayland, Web Editor; Sean Monzet, Dir Integrated Media

Description: Seminar on using social media to put customers first.

**10.) Executive Presentation Training: Universal City, CA: October 2009**

Participant: David MacKinnon, Director of Technology

Description: Executive level presentation skills training.

**11.) Advanced Manager Course: New York, NY: July 2010**

Participant: David MacKinnon, Director of Technology

Description: Senior management skills training.

**2010 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:** Online Convergence Specialist - #1104708

**Date Job Filled:** 11/2/09

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

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

See attached Document for  
Contact Info of Other  
Organizations

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
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**Station: KNSD**

**Job Title: Account Manager - #1081179**

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

**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<br>San Diego, CA 92101             | Paige Creager  | (619) 578-0470 | N                                  |
| San Diego Union Tribune    | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo  | (619) 293-1915 | N                                  |
| North County Times         | 207 E. Pennsylvania Ave.<br>Escondido, CA 92025 | Lynda Khoury   | (760) 740-5464 | N                                  |

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**JOB VACANCY  
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**Station: KNSD**

**Job Title: Producer - #1105289**

**Date Job Filled: 1/6/10**

**Recruitment Source  
That Referred**

**Ultimate Hire: Employee Referral**

| <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<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune           | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo         | (619) 293-1915   | N   |
| North County Times                | 207 E. Pennsylvania Ave.<br>Escondido, CA 92025 | Lynda Khoury          | (760) 740-5464   | N   |

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**Station:** KNSD

**Job Title:** Associate Producer - #1105297

**Date Job Filled:** 1/13/10

**Recruitment Source  
That Referred**

**Ultimate Hire:** NBCsandiego.com

| <b>Name of<br/>Recruitment Source</b> | <b>Address of<br/>Recruitment Source</b>        | <b>Contact Person</b> | <b>Telephone</b> | <b>Has this source<br/>requested notices?</b> |
|---------------------------------------|---|-----------------------|------------------|---|
| nbcсандiego.com                       | 225 Broadway<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune               | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo         | (619) 293-1915   | N   |
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**Station: KNSD**

**Job Title: Local Sales Manager - #1132561**

**Date Job Filled: 3/1/10**

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

| <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<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune           | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo         | (619) 293-1915   | N   |
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**JOB VACANCY  
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Station: **KNSD**

Job Title: **VPOS - #1096275**

Date Job Filled: **1/4/10**

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<br>San Diego, CA 92101             | Paige Creager  | (619) 578-0470 | N                                  |
| San Diego Union Tribune    | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo  | (619) 293-1915 | N                                  |
| North County Times         | 207 E. Pennsylvania Ave.<br>Escondido, CA 92025 | Lynda Khoury   | (760) 740-5464 | N                                  |

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**JOB VACANCY  
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Station: **KNSD**

Job Title: **Anchor - 1161521**

Date Job Filled: **6/28/10**

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

| <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<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune           | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo         | (619) 293-1915   | N   |
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**JOB VACANCY  
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Station: **KNSD**

Job Title: **Manager of Business Development - 1164253**

Date Job Filled:

Recruitment Source  
That Referred  
Ultimate Hire:

| <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<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune           | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo         | (619) 293-1915   | N   |
| North County Times                | 207 E. Pennsylvania Ave.<br>Escondido, CA 92025 | Lynda Khoury          | (760) 740-5464   | N   |

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**JOB VACANCY  
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Station: **KNSD**

Job Title: **BD Account Manager - 1164232**

Date Job Filled: **6/7/10**

Recruitment Source  
That Referred  
Ultimate Hire:

| <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<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune           | 350 Camino de La Reina<br>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: **Director of Finance - 1169018**

Date Job Filled: **7/6/10**

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<br>San Diego, CA 92101             | Paige Creager  | (619) 578-0470 | N                                  |
| San Diego Union Tribune    | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo  | (619) 293-1915 | N                                  |
| North County Times         | 207 E. Pennsylvania Ave.<br>Escondido, CA 92025 | Lynda Khoury   | (760) 740-5464 | N                                  |

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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
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Station: **KNSD**

Job Title: **Customer Service Rep - 1202024**

Date Job Filled: **6/21/10**

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

| <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<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune           | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo         | (619) 293-1915   | N   |
| North County Times                | 207 E. Pennsylvania Ave.<br>Escondido, CA 92025 | Lynda Khoury          | (760) 740-5464   | N   |

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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
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Station: **KNSD**

Job Title: **Account Manager - 1231617**

Date Job Filled:

Recruitment Source  
That Referred  
Ultimate Hire

| <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<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune           | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo         | (619) 293-1915   | N   |
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Station: **KNSD**

Job Title: **Reporter - 1235410**

Date Job Filled:

Recruitment Source  
That Referred  
Ultimate Hire:

| <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<br>San Diego, CA 92101             | Paige Creager         | (619) 578-0470   | N   |
| San Diego Union Tribune           | 350 Camino de La Reina<br>San Diego, CA 92108   | Analisa Pablo         | (619) 293-1915   | N   |
| North County Times                | 207 E. Pennsylvania Ave.<br>Escondido, CA 92025 | Lynda Khoury          | (760) 740-5464   | N   |

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| <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> |
|---|---|--|---|---|
| CCNMA/Job Bank  | 3800 S. Figeroa St.<br>LA, CA 90037   | Sylvia Wells                                     | (213) 743-4960  | Y   |
| TVJobs.com  | Broadcast Employment Services<br>P.O. Box 4116<br>Oceanside, CA 92054       | Mark C. Holloway                                 | 760-754-8177  | Y   |
| Career Planning<br>(Career and Assessment Center)         | National University<br>9393 Lightwave Ave.,<br>#233A<br>San Diego, CA 92123 | Dominick Giovanniello<br>Assistant Regional Dean | 866-NU-ACCESS<br>ext.7950 toll free<br>858 541.7950<br>direct | Y   |
| Extended Opportunity Program and Services<br>(EOPS)       | Southwestern College<br>900 Otay Lakes Road<br>Chula Vista, CA 92010        | Nelson Riley<br>Student Employment Supervisor    | (619) 482-6356  | Y   |
| Point Loma Nazarene University<br>(Point Loma University) | 3900 Lomaland Dr.<br>San Diego, CA 92106                                    | Charlie Howard                                   | (619) 849-2384  | Y   |



|   |   |   |                |   |
|---|---|---|----------------|---|
| Greater Golden Hill CDC                     | 2469 Broadway<br>San Diego, CA 92102                                    | Rosalie Markovich                                   | (619) 696-9992 | Y |
| Television & Film Dept<br>& Career Services | San Diego State University<br>5500 Campanile Dr.<br>San Diego, CA 92182 | Dr. James Tarbox<br>Director of Career<br>Services. | (619) 594-6851 | Y |
| Central Valley Opp. Center                  | 912 11 <sup>TH</sup> Street<br>Modesto, CA 95354                        | Jorge De Nava Jr.                                   | 209.577.3210   | Y |
| Action Rehab. Council                       | 7290 Navajo Rd., #204<br>San Diego, CA 92119                            | Carol Crisp   | 619-698-0208   | Y |
| Regional ROP                                | 6145 Imperial Avenue<br>San Diego, CA 92114                             | Paul Phaneuf  | (619) 234-8888 | Y |
| Indian Human Resource<br>Center             | 4040 30 <sup>th</sup> Street, Ste.A<br>San Diego, CA 92104              | Lillian Arguilez                                    | (619) 281-5964 | Y |
| MAAC Project                                | 22 West 35 <sup>th</sup> St., Ste.100<br>National City, CA 91950        | Antonio P. Pizano                                   | (619)426-3595  | Y |
| USC   | 3502 Watt Way, ASC G12  | Eileen Kohan<br>Asst. Dir., Career                  | (213) 740-9117 | Y |

|   |  |  |                                |   |
|---|--|--|--------------------------------|---|
|   | Los Angeles, CA 90089                                      | Development  |                                |   |
| SDYCS NFL Youth Education                               | 2220 Broadway<br>San Diego, CA 92102                       | Erik Rodriguez                                       | 619-221-8600<br>ext. 230       | Y |
| National Association for Hispanic Journalists<br>(NAHJ) | 1000 National Press Blvd.<br>Washington, DC 20045          | Marissa Silvera<br>Professional Development Director | (202) 622-7145                 | Y |
| National Hispanic Media Coalition                       | 2514 S. Grand Avenue<br>Los Angeles, CA 90007              | Alex Nogales President & CEO                         | (213) 534-3026                 | Y |
| Asian American Journalists Association (AAJA)           | 1182 Market Street<br>Suite 320<br>San Francisco, CA 94102 | Rene Astudillo Executive Director                    | 415 346-2051<br>ext106         | Y |
| California Employment Development Department            | 800 Capital Mall, MIC 83<br>Sacramento, CA 95814           | Patrick Henning Director of Employment Development   | Local Office<br>(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 |