

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, 2012 – July 31, 2013)
2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

Director of Local Brand Marketing	5831
Executive Producer	6809
Producer	7239
Producer	6677
Engineer	5291
Photojournalist	5925
Photojournalist	6678
Editor	6679
Editor	7489
Senior Creative Producer	7338
BD Account Manager	7189
Programming & Promotion Coordinator	8151
Assignment Editor & Writer	8377
Topical Promotion Producer/Editor	5460
Web Editor	8767
Reporter	8462
Editor	8769
IT Analyst	9558
Integrated Sales Mktg. Mgr.	10104
Social Media Manager	9557
Marketing Planner	10690

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= 110

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	39
Employee Referral	25
Internal	15
Intern	1
Media Organization	4
Newspaper Ads	1
Jobline	0
Other-YOH Contractor	20
Other-Agent	0
Other	1
Unknown	1
NBCUNICAREERS	3
Other Website	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' participation in each initiative.

Annual Public Report-Broad Outreach:

I.) Internships and Education

1.) College Internship Program: Fall 2012-Summer 2013

Total Students: 23

News: 9
Sports: 3
Sales: 3
Creative Svcs. & Comm.: 2
Operations: 3
HR: 0
Finance: 1
IT: 0
Web: 2
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:

Shelby Hansen, 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.

Heather Bohn, Director of Brand Marketing

Tara Jelnicki, Senior Creative Producer

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:

Robert Borzych, HR Director

Darcey Gulen, Office & EHS Manager

Pat Casillas, Sales/Traffic

3.) Multi-Cultural Journalism Workshop Sponsor: No program for 2013

Total Students:

II.) Diversity & Community Outreach

• San Diego Food Bank	September 2012
• Salute to Service- Midway	September 2012
• Hispanic Heritage Month Campaign	October 2012
• San Diego Diversity Employment Day	October 24, 2012
• San Diego Asian Film Festival	October 2012
• MANA San Diego	December 2012
• 21 st Century Solutions Foundation	December 2012
• Wishes In Flight – Make A Wish	January 13
• Black History Month Campaign	February 2013
• Chicano Federation	April 2013
• SDBJA Scholarship Banquet	April 19, 2013
• Comcast Cares Day	April 27, 2013
• Asian Pacific Heritage Month	May 2013
• Emma Bowen Summer Program	May 28, 2013
• Internships	Fall, Winter, Spring & Summer
• Goodwill Public Service Announcements	Annually
• Boys and Girls Club PSA's	Annually
• Junior Achievement Chamber	Quarterly
• San Diego Community Advisory Board	Quarterly

III.) Networking Conferences & Training:

1. LEAD San Diego: San Diego: Ongoing 2012-13 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.

2. Voices for Children : San Diego: Ongoing 2012-13 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.

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

Participant: Richard Kelley, President & General Manager

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

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

Participant: Richard Kelley, President & General Manager

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

5. Comcast Community Investment Conference : Philadelphia, PA : March 2013

Participants: Samantha Dorman, Community Manager

Corporate Community initiative to develop strategic goals and inter-company synergy for community support and development programs.

6. National Association of Broadcasters: Las Vegas, NV: April 2013

Participants: David MacKinnon, Director of Technology

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

7. Jump Training: Los Angeles, CA: June 2013

Participants: Rene Gonzales, Executive Producer

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

8. U.S. State Department New Media Institute Forum . Oklahoma City, OK: May 2013

Participant: Chuck Westerheide, Assistant News Director

Description: The New Media institutes examine major topics in journalism, including the concepts of a free press, First Amendment rights, the media's relationship to the public interest and media business models. Mr. Westerheide gave a presentation to Student Leaders focused on Journalism. Topics examined included elements of journalism, including researching, writing, editing and reporting with particular emphasis on new forms of media.

9. Positive Workforce Leadership: Orlando, CA 2013

Participant: Robert Borzych, HR Director

Description: Leadership and effective communication training. Mr. Borzych was asked back to be a facilitator .

10. Promax: Las Vegas: June 2013

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

Description: International association for entertainment marketing professionals. Ms. Bohn was asked to be a featured speaker.

11. Interactive Day San Diego: San Diego June 2013

Participants: Sean Monzet, Director of Integrated Media

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

12. National Association of Black Journalists: Orlando: July 2013

Participants: Greg Dawson, VP of News

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.

Contact Info of Other Organizations

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
CCNMA/Job Openings	727 W. 27 th St., Rm. 201 LA, CA 90007	Sylvia Wells	(213) 743-1838	Y
TVJobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark C. Holloway	760-754-8177	Y
Career Planning (Career and Assessment Center)	National University 9393 Lightwave Ave., #233A San Diego, CA 92123	careerservices@NU.edu	866-NU-ACCESS ext.7950 toll free 858 541.7950 direct	Y
Extended Opportunity Program and Services (EOPS)	Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010	SWCCD.EDU	(619) 421-6700	Y
Point Loma Nazarene University	3900 Lomaland Dr. San Diego, CA 92106	Charlie Howard	(619) 849-2200	Y
Greater Golden Hill CDC.org	1504 30 th St. San Diego, CA 92102		(619) 696-9992	Y
Television & Film Dept & Career Services	San Diego State University 5500 Campanile Dr. San Diego, CA 92182	Dr. James Tarbox Director of Career Services.	(619) 594-6851	Y

Central Valley Opp. Center Action Rehab. Council	912 11 TH Street Modesto, CA 95354 7290 Navajo Rd., #204 San Diego, CA 92119	Jorge De Nava Jr. Carol Crisp	209.577.3210 619-698-0208	Y Y
Regional ROP	6145 Imperial Avenue San Diego, CA 92114	Paul Phaneuf	(619) 234-8888	Y
Indian Human Resource Center	4040 30 th Street, Ste.A San Diego, CA 92104	Lillian Arguilez	(619) 281-5964	Y
MAAC Project	22 West 35 th St., Ste.100 National City, CA 91950	Antonio P. Pizano	(619)426-3595	Y
USC	3502 Watt Way, ASC G12 Los Angeles, CA 90089	Eileen Kohan Asst. Dir., Career Development	(213) 740-9117	Y
SDYCS NFL Youth Education	2220 Broadway San Diego, CA 92102	Erik Rodriguez	619-221-8600 ext. 230	Y
National Association for Hispanic Journalists (NAHJ)	1000 National Press Blvd. Washington, DC 20045	Marissa Silvera Professional Development Director	(202) 622-7145	Y
National Hispanic Media Coalition	2514 S. Grand Avenue Los Angeles, CA 90007	Alex Nogales President & CEO	(213) 534-3026	Y
Asian American Journalists Association (AAJA)	1182 Market Street Suite 320 San Francisco, CA 94102	Rene Astudillo Executive Director	415 346-2051 ext106	Y

California Employment Development Department	800 Capital Mall, MIC 83 Sacramento, CA 95814	Patrick Henning Director of Employment Development	Local Office (619) 266-4290	Y
Medialine	PO Box 51909 Pacific Grove, CA 93950	medialine@medialine.com	(800) 237-8073	Y
San Diego Association of Black Journalists	PO Box 880815, San Diego, CA 92116	sdabj@hotmail.com	(619) 293- 1035	Y

Members:

AAJA	national@aja.org
AAJA San Diego	donchareunsi@yahoo.com
Able-Disabled Advocacy	bob@able2work.org
AWRT	info@awrt.org
CCNMA	efrain.hernandez.jr@latimes.com
Central Valley CCNMA	ogarcia@bakersfield.com
Cuyamaca College	gloria.reyes@gcccd.net
EDD - Employee Services Team	cjsdco@edd.ca.gov
Golden Hill Community	info@goldenhillcdc.org
Inland Empire CCNMA	macosta@pe.com
NAACP	brnchoff@naacp-losangeles.org
NABJ	bjascmail@gmail.com
NAHJ Job Bank	kolivas@nahj.org
National University	hr@nu.edu
Native American Journalist Assn.	info@naja.com
NLGJA	info@nlgja.org
North Park Community Center	mwhitecarter@sandiego.gov
Palomar College	phahn@palomar.edu
Point Loma Nazarene	humanresources@pointloma.edu
SD Academy TV Arts & Sciences	twms@cox.net
SD City College	lydiasb@cox.net
SD Unified School District	charlenegrimsley@yahoo.com
SD Workforce Partnership	Contact@workforce.org
SDSU Foundation	hr@foundation.sdsu.edu
SDSU Int'l Business Program	callen@mail.sdsu.edu
South County Career Center	t.jeter@sbcglobal.net
Southwestern College	employment@swccd.edu
The Art Institute	freemanc@aia.edu
Union of Pan Asian Communities	lpassons@upacsd.com
USD	careers@sandiego.edu
Veterans of Foreign Wars	vaexpert@aol.com

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 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: _____

2013 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: Director, Local Brand Marketing #5831BR

Date Job Filled: 10/1/12

**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	Analisa Pablo	(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: Executive Producer #6809BR

Date Job Filled: 10/1/12

Recruitment Source

That Referred

Ultimate Hire: Internal

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

See attached Document for Contact Info of Other Organizations

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

Station: KNSD
Job Title: Producer #5898BR (Cancelled), #6677BR, #7239BR
Date Job Filled: 10/1/12, 10/22/12

Recruitment Source That Referred Ultimate Hire: NBC SD Website

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

See attached Document for Contact Info of Other Organizations

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

Station: KNSD
Job Title: Engineer #5291BR
Date Job Filled: 11/5/12

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	Analisa Pablo	(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 #5925BR & 6678BR

Date Job Filled: 9/3/12 (2)

**Recruitment Source
That Referred**

Ultimate Hire: Employee Referral

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

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

Station: KNSD

Job Title: Editor #7489BR & 6679BR

Date Job Filled: 10/29/12

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

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

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Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Senior Creative Producer #7338BR**

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

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	Analisa Pablo	(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: **BD Account Manager #7189BR**
 Date Job Filled: **10/1/12**
 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	Analisa Pablo	(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: **Programming & Promotion Coordinator #8151BR**

Date Job Filled: **1/7/13**

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	Analisa Pablo	(760) 740-5464	N

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 Organizations

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

Job Title: **Assignment Editor & Writer #8377BR**

Date Job Filled: **2/7/13**

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

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 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/Editor #5460BR**

Date Job Filled: **3/19/13**

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

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

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 Organizations

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

Job Title: **Web Editor #8767BR**

Date Job Filled: **3/25/13**

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

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

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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 #8462BR**
 Date Job Filled: **4/18/13**

Recruitment Source
 That Referred
 Ultimate Hire **Media Organization**

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

See attached Document for
 Contact Info of Other
 Organizations

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

Station: **KNSD**

Job Title: **Editor #8769BR**

Date Job Filled: **6/3/13**

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	Analisa Pablo	(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 #9558BR**
 Date Job Filled: **6/3/13**
 Recruitment Source That Referred Ultimate Hire **YOH**

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

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

Job Title: **Integrated Sales Mktg. Mgr. #10104BR**

Date Job Filled: **6/10/13**

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

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

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **Social Media Manager #4094BR**

Date Job Filled: **7/8/12**

Recruitment Source
That Referred

Ultimate Hire: **NBC 7 San Diego**

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

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**
 Job Title: **Marketing Planner #10690BR**
 Date Job Filled: **7/29/13**
 Recruitment Source That Referred Ultimate Hire: **NBC 7 San Diego**

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