

2022-2023 ANNUAL PUBLIC FILE EEO REPORT

August 1, 2022 – July 31, 2023

Call Sign of Stations: KNSD-TV and KUAN-LD

1. Full-time job vacancies filled by KNSD-TV and KUAN-LD for the period August 1, 2022 – July 31, 2023.

▪ KNSD

<u>Job Title</u>	<u>Job Number</u>
PEP APC Operator	51500992
Producer	51509070
Producer	51514102
Account Executive	51412068
Commercial Sales Producer	51412058
Photographer	51412134
Community Manager	51491616
PEP Photographer	51521287
PEP APC Operator	51500997
APC Operator	51560233
Producer	51540115
Reporter	51559688
PEP Story Producer	51559402
Managing Editor	51511659
Photographer	51412141
Photographer	51412130
Executive Producer	51412165
Reporter/Meteorologist	51563912
Bilingual Meteorologist	51566306
Story Producer	51535681
Consumer Investigative Producer (Bilingual)	51565467
Systems Engineer	51412189
PEP Digital Media Producer	51566860
Streaming Producer	51565876
News Producer	51412082

▪ KUAN

<u>Job Title</u>	<u>Job Number</u>
APC Operator	51464701
Executive Producer	51476449
News Producer/Story Producer	51566836
Bilingual Story Producer	51488457
VP of News	51540819

2. The relevant and completed Recruitment Source Data Forms for the filled positions are included at the end of the report.

3. In total, how many interviewees did the station interview for all the full-time job vacancies identified in response to Question 1?

KNSD: 80

KUAN: 18

4. In total, how many individuals interviewed by KNSD and KUAN for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station?

Name of Recruitment Source - KNSD	Total Number of Interviewees
NBCUnicareers.com	43
Employee Career Portal (Internal Hire)	16
Former Employee/Rehire	1
Employee Referral	1
Intern	5
LinkedIn	12
Job Boards/Aggregators	0
Community Organizations	0
Other	2

Name of Recruitment Source – KUAN	Total Number of Interviewees
NBCUnicareers.com	8
Employee Career Portal (Internal Hire)	8
Former Employee/Rehire	1
Employee Referral	0
Intern	0
LinkedIn	1
Job Boards/Aggregators	0
Community Organizations	0
Other	0

5. Please summarize the station's broad outreach initiatives during the 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.

General Outreach Efforts

The station engages in broad outreach in recruiting for its full-time vacancies and widely disseminates information concerning these vacancies to recruiting organizations reasonably calculated to reach the entire community. The station sends job opening notices to community organizations who have requested such notification and to additional organizations the station has identified. The list of organizations is periodically reviewed and updated. The station's websites, www.nbcsandiego.com and www.telemundo20.com, direct interested applicants to apply for open positions at www.nbcunicareers.com.

Organizations that distribute information about employment opportunities to job seekers may request notices to be sent via email of full-time vacancies at our station by completing and returning a Community Organization Notification Request Form which are available on our station's websites www.nbcsandiego.com and www.telemundo20.com. See Appendix A for the station's current Community Organization distribution list.

Internet Recruiting: All positions are posted on nbcunicareers.com (the "Career Site"), a link to which is provided on the stations' websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

The station has undertaken the following recruitment /outreach initiatives during the reporting period:

I. EXTERNAL EFFORTS:

▪ **Job Fairs**

Representatives of KNTV and KSTS participated in the following events and/or job fairs during the period August 1, 2022 –July 31, 2023:

NABJ and NAHJ National Convention & Career Fair

August 2022

- Greg Dawson, KNSD VP of News
- Miguel Gaytan, KUAN VP of News
- Danielle Gatewood-Gill, News Operations Manager

Description: Annual convention and career fair sponsored by the National Association of Black Journalists and National Association of Hispanic Journalists.

▪ **Station Community Events**

Employee representatives of KNSD and KUAN are engaged in the community and outreach. Employees participated in the following community events during the reporting period August 1, 2022 – July 31, 2023:

Event Month	Event Name
August 2022	
	Fuel For Summer (Feeding San Diego)
	Clear the Shelters (San Diego Humane Society)
	Supporting Our Schools: Stuff the Bus – San Diego County Office of Education
September 2022	
	Taste of Gaslamp
	MCAS Miramar Air Show
	San Diego Food Bank Donation Drive
October 2022	
	Making Strides of San Diego Breast Cancer Walk
	San Diego Asian Film Fest
November 2022	
	Salute to Service Festival – USS Midway
	Goodwill Blood Drive
	World Cup
	In Your Neighborhood
	Toys for Tots
December 2022	
	Toys for Tots
	Jamul Casino Holiday Event
January 2023	
	2023 National Night Out – Chula Vista Police Department
	San Diego Black Film Festival
	Monarch School Onsite Activation
February 2023	
	Crisis House Gala
	West Coast Military Conference
	Walk for Animals – San Diego Humane Society
	Black History Month Campaign
	San Diego Museum Month Campaign
	San Diego Chinese New Year Fair
	NBCU Local Impact Grants Kickoff

March 2023	
	Women’s History Month Campaign
	Women’s Fair South County
	Shamrock
	San Diego Restaurant Week
	NBCU Local Impact Grants
April 2023	
	NBCU Local Impact Grants
	Walk MS: San Diego 2023
May 2023	
	Asian American Pacific Islander Heritage Month Campaign
	Escondido Cinco de Mayo Celebration
June 2023	
	LGBTQ+ Pride Month Campaign
	“Fuel for Summer” Food Drive (San Diego Food Bank Partnership)
	San Diego County Fair Onsite Appearances (x4)
	Mira Costa College Latino Book & Family Festival
July 2023	
	San Diego County Fair Onsite Appearance
	Supporting Our Schools: Stuff the Bus School Supply Donation Drive
	San Diego Pride Parade & Festival
	San Diego Comic-Con International Onsite Activation

- **Professional Organizations and Nonprofit Participation**

Employees of the station are members of and participate in professional organizations and nonprofits throughout the station’s service area with many of them focused on diversity. This participation also creates opportunities to educate the community about broadcasting and employment opportunities in the broadcast field.

San Diego Chapter, Asian American Journalists Association (local chapter of AAJA)

Priya Sridhar, Reporter/On-Air Talent (Co-President of AAJA San Diego)

Description: Local Chapter support of National organization to support Asian American journalists. Members attending virtual sponsored functions are informed of employment and internship opportunities that are available within the Station.

San Diego Association of Black Journalists (local chapter of NABJ)

Greg Dawson, KNSD VP of News

Rory Devine, Reporter/On-Air Talent

Omari Fleming, Reporter/On-Air Talent (President of NABJ San Diego chapter)

Danielle Gatewood-Gill, News Operations Manager (Vice President of SDNABJ, NABJ Visual Task Force)

Marc Geer, Inventory Control Analyst

Lindsay Hood, Assignment Desk Editor

Joe Little, Reporter/On-Air Talent

Angela O'Brien, Vice President of Finance

Elroy Spatcher, Photographer

Wendy Warren, Assistant News Director

Description: KNSD and KUAN enjoy a strong relationship with the SDABJ which advocates on behalf of Black journalists in San Diego. In addition to KNSD and KUAN staff fulfilling board roles, the station is proud to sponsor chapter initiatives such as Pro for a Day, an annual journalism workshop for high school and college students, and their annual scholarship dinner. Additionally, the station promotes employment and internship opportunities with SDABJ members through job postings and board member referrals.

San Diego Chapter, National Association of Hispanic Journalists (local chapter of NAHJ)

Romyna Camacho, News Producer

Gilberto Dorrego, Anchor/Reporter

Miguel Gaytan, KUAN VP of News

Juan Ricardo Gomez, Story Producer

Tania Luviano, Reporter/On-Air Talent

Description: Local chapter support of national organization to support Hispanic journalists. Members who attend sponsored functions are informed of employment and internship opportunities that are available within the station.

The Association of LGBTQ Journalists (NLGJA)

Nicole Kjeldgaard, Producer

Military Veterans in Journalism (MVJ)

Priya Sridhar, Reporter/On-Air Talent (MVJ Board of Directors)

Investigative Reporters and Editors (IRE)

Mike Dorfman, Producer

Sergio Flores, Consumer Reporter

Danielle Gatewood-Gill, News Operations Manager

Rene Gonzalez, Managing Editor

Alexis Rivas, Investigative Producer (Attended IRE's Annual Conference in June 2023)

Meredith Royster, Executive Producer

Claudia Simones, Consumer Reporter

Pacific Southwest Chapter, National Academy of Television Arts & Sciences (NATAS)

MaryEllen Eagleston, APC Operator (also member of NATAS Foundation)

Lindsay Hood, Assignment Desk Editor

National Press Photographers Association (NPPA)

Scott Baird, Chief Photographer

Bill Feather, Assignment Editor

Danielle Gatewood-Gill, News Operations Manager (NPPA Board of Directors)

Joe Little, Reporter/On-Air Talent

Paul Makarushka, Photographer

Online News Association (ONA)

Lindsay Hood, Assignment Editor

Wendy Warren, Assistant News Director

San Diego Press Club

Scott Baird, Chief Photographer

Lindsay Hood, Assignment Editor

San Diego Society of Professional Journalists (SPJ)

Rory Devine, Reporter/On-Air Talent

Bill Feather, Assignment Editor

San Diego State University

Jesse Sanchez, Photographer (Lecturer, Media Law & Ethics class)

Southwest College

Ricardo Alvarez, News Producer/Story Producer (Film, Television, and Media Arts Advisory Committee)

Jason Guintar, Media Manager (Film, Television, and Media Arts Advisory Committee)

Wendy Warren, Assistant News Director (hosted classes at the station)

The Monarch School

Board of Directors member: Melissa Crawford, President and General Manager

Employer Support of the Guard and Reserve (ESGR)

Jeff Entner, Facilities Manager and Marine veteran

Lyn Patterson, Human Resources Coordinator

Priya Sridhar, Reporter and Navy Reservist

KNSD/KUAN was recognized as a civilian employer who has provided exceptional support to Navy Reserve members at the ESGR Navy Employer Recognition Event

▪ **Miscellaneous**

Panel Discussion (open to the public) “Challenges for Journalists of Color”

Priya Sridhar, Reporter, representing Asian American Journalists Association

Community Outreach and Training by Joe Little, News Reporter and Station Trainer

Moderator - Chula Vista Mayoral Debates (August 2022)

Moderator – National City Mayoral Forum (September 2022)

Emcee – San Diego County Hispanic Chamber of Commerce Installation Gala (September 2022)

Moderator – Chula Vista Mayoral Forum (October 2022)

Guest Speaker - Eastlake High School Career Day (October 2022)

Emcee – PRSA Public Relations Society of America (PRSA) Awards (October 2022)

Faculty – NPPA News Video Workshop, Norman, OK (March 2023)

Guest Lecturer (Virtual) – Syracuse University (April 2023)

Emcee with Audra Stafford, Reporter – Rady Children’s Hospital Auxiliary Gala (April 2023)

Emcee – Chula Vista Chamber of Commerce Installation Gala (June 2023)

Guest Judge – Dog Gone Fun, Otay Ranch Town Center, Chula Vista

II. INTERNAL EFFORTS

▪ **Training**

EEO/Human Resources Training

The station regularly offers training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. Compliance Training is mandatory for all employees. During the reporting period, courses taken have included Code of Conduct, Conflict of Interest, Diversity and Inclusion in the Workplace, Comcast NBCUniversal Listens and Respect in the Workplace.

Diversity, Equity and Inclusion (DEI) Training

Meet the Moment, created by NBCUniversal, is an actionable Diversity, Equity and Inclusion (DEI) initiative to challenge, inspire and unite us in ways that create lasting, meaningful change. Meet the Moment enables us to come together as one company and commit to building a more diverse, equitable and inclusive workplace. Meet the Moment trainings occurred on October 25, 2022 and April 25, 2023.

Skills Enhancement Training

Employees of the station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various courses are provided via external vendors and internal NBCU sponsored programs. During the reporting period, station employees participated in the following development courses:

- **Leadership Training:** Nominated KNSD and KUAN employees attend NBCU Leadership courses (INVEST, STREAM, START, AND ELEVAR) through the Talent Lab when selected. During the period August 1, 2022 through July 31, 2023, Danielle Gatewood-Gill, News Operations Manager, attended INVEST. All courses are designed to develop current employees demonstrating leadership potential into high performing effective leaders. The courses are also designed to enhance leadership skills growth and development and provide specific tools to strengthen management style and team performance.
- **Individual Contributors Training:** The Talent Lab Core Labs were designed for individual contributors below the Director level. Core Labs provide foundational tools and business understanding that are core to driving ongoing career growth and development here at NBCUniversal. Selected staff had the opportunity to attend Core Labs during the period August 1, 2022 through July 31, 2023.
- **Human Resources Staff Training:** During the period August 1, 2022 – July 31, 2023, the KNSD and KUAN Human Resources Department participated in the Workhuman Conference in April 2023.
- **News Training:** During the period August 1, 2022 – July 31, 2023, KNSD AND KUAN News employees participated in a variety of training programs designed to enhance skills necessary to keep current with the industry and perform at a high level of competency. Some of the specific courses provided to and taken by News employees during the reporting period were:
 - **National Press Photographers Association (NPPA) Week-Long Training**
Roberto Castaneres, Photographer
Joe Little, Reporter/On-Air Talent (NPPA Instructor)
Audra Stafford, Reporter/On-Air Talent
 - **Standards and Practices Refresher Training**
All KNSD and KUAN News employees
 - **WordPress Digital Media Training**
All KNSD and KUAN News employees
 - **Comcast NBCUniversal HQ Military Veteran & Affairs Team Military Influencer and Leader Development (MILDev) 2022 symposium (September 2022)**
Sriya Pridhar, Reporter and Navy Reservist

▪ **INTERNSHIPS & EDUCATION**

College Internship Program: Fall 2022-Summer 2023

Creative Services: 1
Digital Media: 3
KUAN News: 2
Production: 2
Sales & Marketing: 1

Total Students: 9

Description: KNSD/KUAN 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, Digital Media, Operations, Creative Services, Commercial Production, Community Relations, and Sales/Marketing. Students are paid an hourly wage and may receive college credit for participating in this program.

Internship Program Participating Staff:

Christina Bravo, Digital Media Producer
Melissa Crawford, President and General Manager
Greg Dawson, KNSD Vice President of News
Christopher Dolan, Vice President of Sales
Mike Fouch, Director of Technology
Miguel Gaytan, KUAN Vice President of News
Ruston Grau, Managing Editor
Sarah Lee, Digital Manager
Kathia Lopez-Santos, KUAN Executive Producer
Brooke Martell, Reporter/Meteorologist
Antonio Ortoll, Marketing & Sales Production Manager
Eric Page, Digital Media Producer
Lyn Patterson, Human Resources Coordinator and Volunteer Coordinator
Sage Pierce, Human Resources Director
Katie Reid, Vice President of Creative and Marketing
Ricardo Sandoval, Production Manager
Kasey Trombley, Executive Producer
David Villareal, Executive Producer
Wendy Warren, Assistant News Director
Dana Williams, Digital Multi-Media Journalist & Internship Advisor
Carson Wong, Integrated Sales Marketing Manager

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: PEP APC Operator - 51500992
Date Job Filled: 08/09/22
Recruitment Source: nbcunicareers.com
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Producer - 51509070
Date Job Filled: 08/11/22
Recruitment Source: nbcunicareers.com
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Producer - 51514102
Date Job Filled: 8/19/22
Recruitment Source: nbcunicareers.com
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Account Executive - 51412068
Date Job Filled: 8/24/22
Recruitment Source: Employee Referral
Total Interviews: 2

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Commercial Sales Producer - 51412058
Date Job Filled: 9/20/22
Recruitment Source: LinkedIn
Total Interviews: 4

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Photographer - 51412134
Date Job Filled: 10/3/22
Recruitment Source: Internal
Total Interviews: 4

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Community Manager - 51491616
Date Job Filled: 10/5/22
Recruitment Source: nbcunicareers.com
Total Interviews: 7

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: PEP Photographer - 51521287
Date Job Filled: 10/17/22
Recruitment Source: nbcunicareers.com
Total Interviews: 2

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: PEP APC Operator - 51500997
Date Job Filled: 12/16/22
Recruitment Source: Intern
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: APC Operator - 51560233
Date Job Filled: 12/29/22
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Producer - 51540115
Date Job Filled: 12/30/22
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 7

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Reporter - 51559688
Date Job Filled: 1/4/23
Recruitment Source: nbcunicareers.com
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: PEP Story Producer - 51559402
Date Job Filled: 1/11/23
Recruitment Source: Intern
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Managing Editor - 51511659
Date Job Filled: 1/17/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 3

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY

RECRUITMENT SOURCE DATA FORM

Station: KNSD
Job Title: Photographer - 5141214
Date Job Filled: 1/21/23
Recruitment Source: Employee Referral
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY

RECRUITMENT SOURCE DATA FORM

Station: KNSD
Job Title: Photographer - 51412130
Date Job Filled: 3/10/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 8

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Executive Producer - 51412165
Date Job Filled: 4/3/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 4

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Reporter/Meteorologist - 51563912
Date Job Filled: 4/3/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 3

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Bilingual Meteorologist - 51566306
Date Job Filled: 4/14/23
Recruitment Source: nbcunicareers.com
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: News Producer - 51412087
Date Job Filled: 4/14/23
Recruitment Source: Employee Referral
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Story Producer - 51535681
Date Job Filled: 4/14/23
Recruitment Source: Intern
Total Interviews: 7

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations	N/A	N/A	N/A	Y

(See Appendix A)

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Consumer Investigative Producer (Bilingual) - 51565467
Date Job Filled: 4/18/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 5

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations	N/A	N/A	N/A	Y

(See Appendix A)

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Systems Engineer - 51412189
Date Job Filled: 5/10/23
Recruitment Source: nbcunicareers.com
Total Interviews: 3

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations	N/A	N/A	N/A	Y

(See Appendix A)

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: PEP Digital Media Producer - 51566860
Date Job Filled: 5/17/23
Recruitment Source: Intern
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations	N/A	N/A	N/A	Y

(See Appendix A)

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: Streaming Producer - 51565876
Date Job Filled: 5/18/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 5

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: PEP APC Operator - 51500999
Date Job Filled: 6/2/23
Recruitment Source: Intern
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KNSD
Job Title: News Producer - 51412082
Date Job Filled: 6/8/23
Recruitment Source: LinkedIn
Total Interviews: 4

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations	N/A	N/A	N/A	Y

(See Appendix A)

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: APC Operator - 51464701
Date Job Filled: 9/8/22
Recruitment Source: nbcunicareers.com
Total Interviews: 1

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations	N/A	N/A	N/A	Y

(See Appendix A)

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Executive Producer - 51476449
Date Job Filled: 3/8/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 7

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: News Producer/Story Producer - 51566836
Date Job Filled: 5/24/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 4

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: Bilingual Story Producer - 51488457
Date Job Filled: 7/4/23
Recruitment Source: Rehire
Total Interviews: 2

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

JOB VACANCY**RECRUITMENT SOURCE DATA FORM**

Station: KUAN
Job Title: VP of News - 51540819
Date Job Filled: 8/14/23
Recruitment Source: Employee Career Portal (Internal Hire)
Total Interviews: 4

Name of Recruitment Source	Location of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers	nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Employee Career Portal	internal.nbcunicareers.com	Sage Pierce	(619) 578-0248	N
Former Employee/Rehire	N/A	Sage Pierce	(619) 578-0248	N
Employee Referral	N/A	N/A	N/A	N
Intern	N/A	Lyn Patterson	(858) 568-5803	N
LinkedIn	linkedin.com	N/A	N/A	N
Job Boards/Aggregators	Various websites	N/A	N/A	N
Community Organizations (See Appendix A)	N/A	N/A	N/A	Y

Appendix A
Community Organizations Distribution List

KNSD & KUAN provide notifications of full-time job openings to the community organizations listed below:

- Association of LGBTQ Journalists (NLGJA)
- Black Journalists Association of Southern California (BJASC)
- California Employee Development Department (EDD)
- City of San Diego
- Palomar College
- San Diego Workforce Partnership
- SDSU Research Foundation
- Southwestern College
- University of San Diego (USD)