



## *Attachment B*

### **EEO Public File Report August 1, 2022-July 31, 2023**

#### **KUSI List of Supplemental Outreach Initiatives**

- 1. Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment. (Number v according to the FCC Rules)**

During the period from August 20, 2022 to November 30, 2023  
Thirty nine (39) interns participated in this program.

- Initiative was headed by Paul Rudy, News Anchor and Brandon Stone, Sports Director for our PPR Program.
- 2. Listed each upper-level category openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities. (List represents listings between 08-01-22 to 07-31-23) (Number xii according to the FCC Rules)**

#### **Positions:**

Anchor/Reporter  
Reporter/MMJ  
News Producer  
Weather Anchor  
Engineer/Technician  
General Sales Manager  
Technical Director

#### **Listed with:**

1. AAJA (Asian American Journalist Assoc)
2. AWRT (America Women in Radio & TV)
3. CCNMA Central Valley (Ca Chicano News Media Assoc)
4. CCNMA Inland Empire
5. NABJ (National Assoc of Black Journalists)
6. NLGJA (National Lesbian and Gay Journalists Assoc.)
7. NAHJ (National Association of Hispanic Journalists)

- Initiative was headed by Sally Luck, Director of Human Resources.
- 3. Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination (Number xiv according to the FCC Rules)**
    1. The Director of Human Resources provided training to Station Department Heads such as the News Director, General Manager, Operations Manager, Director of Creative Services, Chief Engineering, Sales Managers and the

CFO.

Training consisted of all aspects of FCC/EEO compliance requirements and rules and other related issues as it relates to preventing discrimination, sexual harassment and retaliation in the workplace.

Training Date: January 17, 2023

- Initiative headed by Sally Luck, Director of Human Resources.

**4. Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. (Number XVI according to the FCC Rules)**

In order to direct the public to our open positions at the Station, KUSI established a Job Hotline in 2002 which has continued uninterrupted through July 31, 2023. Additionally, we always post the open positions internally for our employees to apply and also to inform employees of openings to gain employee referrals. We also post our open positions on our website and with East County Career Center, North Park Community Center, and the EDD (Employment Development Department).

- Initiative was headed by Sally Luck, Director of Human Resources.

**5. Establishment of Training Programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. (Number VIII according to the FCC Rules)**

KUSI believes in career tracking our employees to offer them room for growth and career opportunities. As a result of multiple training programs, we have established and implemented in several departments, we have promoted nine (9) employees from August 1, 2022 to July 31, 2023.

- Initiative headed by Sally Luck, Director of Human Resources, Steve Cohen, News Director and Vince Douglas, Production Manager.

**6. Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting. (Number x according to the FCC Rules)**

a). KUSI typically works with several colleges, universities, and trade schools in mentoring students. In fact, we have hired many students from such institutions over the years. We have hired students on a part time basis from SDSU, Palomar College, and SD City College as a result of networking with the professors in their broadcast, mass media, communications, and journalism departments in the 2022-2023 reporting year.

- Initiative headed by Sally Luck, Director of Human Resources

