EEO Public File Report Form

KNSO-TV

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by KNSO. KNSO is owned NBC Telemundo and operated by ZGS Communications up until April 30, 2014 and by Serestar Communications as of May 1, 2014.

The information contained in this Annual EEO Report covers the time period from **08/01/13-07/31/14** (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report Contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station about any new job openings, which are separately identified;

3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station during the Applicable Period.

The following sections provide the required information, and summarize the station EEO efforts during the Applicable Period.

This Annual Report was placed in the station's online public inspection file on **August 1, 2014** in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **08/01/13-07/31/14**

Stations in Employment Unit – **KNSO-TV**

Full-time Positions Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1. Jamie Reddig	Facebook	4
2. Nancy Preciado	Internal	3
3. Paul Johnson	NBCUniCareers.com Indeed.com	2
4.		
5.		
6.		
7.		

Total Number of Persons Interviewed for All Job Positions:

SECTION 2: Recruitment Sources

Time Period Covered: **08/01/13-07/31/14**

Stations in Employment Unit KNSO-TV

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	Facebook	3	1
2.	Craigslist	4	0
3.	Internship (FSU)	2	1
4.	Nbccareers.com	1	1
5.			
6.			
7.			
8.			
9.			
10.			

* Indicates sources that have requested notification of job openings.

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **08/01/13-07/31/14**

Station in Employment Unit: **KNSO-TV**

1. **On-Going Internship Program for Area College Students.** This on-going semester internship program has been in place at the station for at least six years. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include fall, spring and summer of each year. During the period covered by this report, KNSO has had 5 students from FSU, 1 student from Reedley College, and 1 student from Fresno City College.
2. **United Education Institute**. KNSO participated in the UEI 4th year anniversary open house event in July. For over 25 years, EUI College has served as a great choice for career preparation and training, and our tradition for excellence in education continues to grow. Station representatives were available to speak to participants about the station, community events and internship opportunities.