

2016-2017 ANNUAL PUBLIC FILE EEO REPORT

August 1, 2016 – July 31, 2017

Call Sign of Station(s): **KNTV and KSTS**

1. List all full-time job vacancies filled by any station covered by this report during the past year

KNTV

Content Producer (3)
Reporter (2)
Special Projects Producer
VP of News
Weather Anchor/Producer
Investigative Producer (2)
Planning Editor
Morning Newscast Producer
Director/Production Supervisor
Assistant News Director
Overnight Photographer
APC Operator
Senior Promotion Producer
Senior Promotion Designer
Traffic Coordinator
Digital Editor
Media Manager
Graphic Artist
Promotion Producer
Photographer (3)
Digital Video Specialist
Producer
Embedded Community Journalist (2)
Anchor

KSTS

Account Executive (2)
Producer/Content Producer
Content Producer (2)
Assignment Editor
VP of News
Photographer
APC Operator Assist
Reporter/VJ (2)
National Sales Manager

2. Attached is a summary of the Recruitment Source Data Forms relevant for the jobs listed.

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

KNTV: 127

KSTS: 37

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?

Name of Recruitment Source - KNTV	Total Number of Interviewees
nbcunicareers.com	90
Employee Referral	0
Internal	12
Intern	0
Newspaper Ads	0
Television Recruitment PSA	0
Yoh Contractor	8
Agent	17
Talent Acquisition	0
TVJobs.com	0
602communications.com	0
San Francisco State University	0
City College of San Francisco	0
San Jose State University	0
UC Berkeley	0
Santa Clara University	0
Stanford University	0
Emma Bowen Foundation	0
National Association of Hispanic Journalists	0
National Association of Black Journalists	0
Asian American Journalists Association	0
California Employment Development Department	0
IRE	0
Bay Area Star	0
Job Train	0

Name of Recruitment Source – KSTS	Total Number of Interviewees
nbcunicareers.com	29
Employee Referral	0
Internal	3
Intern	0
Newspaper Ads	0
Television Recruitment PSA	0
Yoh Contractor	5
Agent	0
Talent Acquisition	0
TVJobs.com	0
602communications.com	0
San Francisco State University	0
City College of San Francisco	0
San Jose State University	0
UC Berkeley	0
Santa Clara University	0
Stanford University	0
Emma Bowen Foundation	0
National Association of Hispanic Journalists	0
National Association of Black Journalists	0
Asian American Journalists Association	0
California Employment Development Department	0
IRE	0
Bay Area Star	0
Job Train	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 stations participation in each initiative.

Annual Public Report-Broad Outreach:

The Station engages in broad outreach in recruiting for its full-time vacancies and has widely disseminated information concerning these vacancies to recruiting organizations reasonably calculated to reach the entire community. (See recruiting organizations listed in #4 below.) The Station sends job opening notices to community organizations who have requested such notification and to additional organizations the Station has identified. The Station places a display advertisement in the San Jose Mercury News inviting interested community groups to complete the form to receive job opening announcements. The list of organizations is periodically reviewed and updated. The Stations’ websites, <http://www.nbcbayarea.com> and <http://www.telemundoareadelabahia.com/>, direct interested applicants to apply for open positions at www.nbcunicareers.com. The Stations broadcast frequent

announcements directing individuals interested in job opportunities at the Stations to both the jobs hotline and the career portal website.

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

I. RECRUITMENT/OUTREACH INITIATIVES:

- Online Recruitment: All positions are posted on NBCUNICareers.com
- Newspaper Ad: KNTV/KSTS runs a yearly ad in a local newspaper directed towards organizations that distribute information about employment opportunities. This ad directs interested organizations to complete a request form in order to receive our employment opportunity email notices.

San Jose Mercury News
4 North 2nd Street, #800
San Jose, CA 95113
408-920-5000

In addition, postings have been sent to organizations who have broad and diverse outreach:

California Employment Development Department
800 Capital Mall
MIC 83
Sacramento, CA 95814
619-266-4290

National Assoc. of Hispanic Journalists
1000 National Press Blvd.
Washington, DC 20045
202-622-7145

Asian American Journalists Association
5 Third Street
San Francisco, CA 94111
415-346-2051

National Assoc. of Black Journalists
1100 Knight Hall #3100
College Park, Maryland 20742
301-405-0248

- Job Train – a non-profit job training center, has requested notice of vacancies.
Job Train
1200 O'Brien Dr.
Menlo Park, CA 94025

650-330-6429

- Website Access: Interested community organizations can also obtain a request form from our station websites at <http://www.nbcbayarea.com> and <http://www.telemundoareadelabahia.com/>.
- Television Ads: Individuals interested in job opportunities with KNTV/KSTS are encouraged to contact the stations through frequent on-air announcements. The content of these announcements includes the website address where interested viewers can look for current open positions. These announcements aired a total of 374 times on KNTV between the period August 1, 2016 and July 31, 2017 and 363 times on KSTS during the same time period.

II. INTERNSHIPS & EDUCATION:

1. College Internship Program: Fall 2016-Summer 2017

News (KNTV): 16
News (KSTS): 3
Sales/Marketing (KNTV): 1
Production (KNTV): 5
Community Relations (KNTV): 3
Creative Services (KNTV): 1
Digital (KNTV): 1

Total Students: 30

Description: KNTV/KSTS 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 Advertising/Promotion, Community Relations, Finance, Creative Services, Sales/Marketing, Production, Commercial Production, News and Digital. Students may receive college credit for participating in the internship program *and* are paid an hourly wage.

Participating Staff:

Judy Betro, Director of Human Resources

Natalie Wise, HR Coordinator

Eric Rich, Executive Producer

Garvin Thomas, Reporter

Jennifer Garcia, Scheduling Coordinator

Willie McGrady, Broadcast Operations Manager

Lance Lew, Director of Community & Event Marketing

KNTV News Leadership Team
Joel Valencia, Finance Manager
Melanie Wellbeloved, Manager Integrated Sales Marketing
Sara Bueno, Director of Integrated Media
Stephanie Adrouny, VP of News
Wendy Collins, Sr. Commercial Producer
Ruben Martinez, Commercial Producer
Sandra Salazar, Managing Editor
Marialcy Carreno, Executive Producer

2. EMMA BOWEN Foundation for Minority Interests in Media:
Total Current Students: 1

Description: Emma Bowen Foundation Internship and Scholarship 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 internship or scholarship programs in that students work for the partner company (NBCU) during summer and school breaks from the end of their senior year in High School until they graduate from college. During that four-year period, students have an opportunity to learn many aspects of station operations with the possibility of permanent placement upon completion of their college degree. Students in this program receive an hourly wage, as well as matching compensation, to help pay for tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. NBC Bay Area has had five interns participate in the program since 2007 and one intern has been hired as a staff employee. During the period August 1, 2016 to July 31, 2017, two students participated in the Emma Bowen Program.

Participating Staff:
Human Resources Director and station employee mentors

III.EMPLOYEE TRAINING:

EEO Outreach/Training Initiatives

Station personnel, including management and on-air talent are encouraged to actively participate in community organizations and outreach events. Listed in section IV below are station events and organizations representative of participation August 1, 2016 through July 31, 2017.

EEO / Human Resources Training: The Stations regularly offer 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 Inclusive Leadership Workshop, Integrity Training, Avoiding Harassment in the Workplace, Code of Conduct, Conflict of Interest, Effective Communication, Diversity and Inclusion, Comcast Listens, Workplace Violence Prevention.

Skills Enhancement Training: Employees of the Stations 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: During the period August 1, 2016 through July 31, 2017, nominated KNTV and KSTS employees attended NBCU Leadership courses – PRL, Lead, Leap, Invest, Jump and Create. All courses are designed to develop current employees demonstrating leadership potential into high performing effective leaders - exploring leadership skills growth and development and specific tools to strengthen management style and team performance.

Sales Training: During the period August 1, 2016 through July 31, 2017, KNTV and KSTS sales employees attended a number of training programs aimed at enhancing and developing sales skills, most notably, how to sell digital. Interested employees were also given the opportunity to take additional training to become certified in digital selling.

Marketing Training: KNTV and KSTS Promotion Department Employees, including the Brand Director and Community Marketing Director, along with two Promotion Producers attended Promax, in Las Vegas Nevada; July 2017 –Promax is an international association for entertainment and marketing professionals and is an annual conference to promote marketing strategies, provide educational opportunities and recognize those who are advancing the field of creative Marketing in a Broadcast environment.

News Training: During the period August 1, 2016-July 31, 2017, KNTV and KSTS 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. Writing, shooting, editing and navigating digital and social media platforms were highlights of training opportunities for news along with technical skills training. Some of the specific courses provided to and taken by news employees during the reporting period were:

Tease Writing – July 2017

Tease Seminars – ongoing

Writer Training – 5 weeks program June –July 2017

Reporter tease writing Seminar – January 2017

Writing Seminar – 8 week program July –August 2016

Morning Show Seminar on writing with Urgency – October 2016

Digital Training –June 2017

Magid Morning Show training – July 2017

Magid Social Media Boot Camp for News Staff – October 2016

Magid Weather Summit for Weather Team – February 2017

Weather Summit and Training – December 2016

Producer training in Dallas, TX – August 2016

Legal seminar with Ozzie Martinez and Lynn Carrillo – October 2016

Digital offsite in Dallas, TX – January 2017

Jump in Los Angeles, CA – April to July 2017

Best practices in social media through Webex – May 2017

Create in New York, NY – June 2017
IRE Conference in Phoenix, AZ – June 2017
AMS training in Kansas City, MO – June 2017
Web Editor boot camp in Miramar, FL – June 2017
VJ training in Dallas, TX – July 2017
Positive Workshop Leadership in Orlando, FL – July 2017

Miscellaneous Skills Enhancement Training: During the period August 1, 2016- July 31, 2017 a wide range of employees participated in training courses designed to help them succeed in their particular area of work.

JOB FAIR PARTICIPATION:

Representatives of KNTV and KSTS participated in the following job fairs during the period August 1, 2016 –July 31, 2017:

San Francisco Diversity Career Fair – Judy Betro, Director of Human Resources
City of Oakland Diversity Career Fair – Judy Betro, Director of Human Resources
San Jose Diversity Career Fair – Natalie Wise, Human Resources Coordinator
Silicon Valley Diversity Career Fair – Natalie Wise, Human Resources Coordinator
San Francisco State University Career Fair – Judy Betro, Director of Human Resources
Menlo College Career Fair – Natalie Wise, Human Resources Coordinator
Stanford University Career Fair – Judy Betro, Director of Human Resources

IV. EVENT PARTICIPATION:

Employee representatives of KNTV and KSTS are engaged in the community and outreach. The following employees participated in the following community events during the reporting period August 1, 2016 –July 31, 2017:

Fremont Fest Anchor *Mike Inouye*, August 2016
JDRF Event Reporter *Bob Redell*, August 2016
Heart Walk Reporter *Scott McGrew*, September 2016
Japanese Cultural Center, Reporter *Robert Handa*, September 2016
Japanese Cultural Community Center Anchor, *Mike Inouye*, September 2016
Asian Americans for Community Involvement, Reporter *Mike Inouye*, Sept 2016
Hispanic Charity Ball, Reporter *Damian Trujillo*, October 2016
Japanese Historical Museum, Reporter *Mike Inouye*, October 2016
YWCA, Anchor *Laura Garcia-Cannon*, October 2016
Philanthropy Day Luncheon, Anchor *Sam Brock* November 2016
Holiday Food Drive Anchor *Laura Garcia-Cannon*, November 2016

Kristi Yamaguchi Ice Rink Opening, *Mike Inouye*, November 2016
Holiday Food Drive Anchor *Peggy Bunker*, November 2016
Holiday Food Drive Reporter *Ian Cull*, November 2016
Holiday Food Drive Reporter *Cheryl Hurd*, November 2016
Holiday food Drive Reporter *Christy Smith*, November 2016
Holiday Food Drive Reporter *Jodi Hernandez*, November 2016
Holiday Food Drive Anchor *Kari Hall*, November 2016
Holiday Food Drive Anchor *Mike Inouye*, November 2016
Holiday Food Drive Reporter *Bob Redell*, November 2016
Jewish Federation Gala, Reporter *Scott Budman*, November 2016
Junior League 50th Gala *Laura Garcia Cannon*, November 2016
Lupus Awards Gala Anchor *Rob Mayeda* January 2017
Cinequest Reporter *Vianey Arana*, February 2017
SIRS Reporter *Chris Chmura*, February 2017
Martin Luther King Jr. Luncheon Anchor *Kari Hall* February 2017
Sciencepalooza, Anchor *Scott McGrew*, February 2017
Conference for Women Anchor, *Jessica Aguirre*, February 2017
Conference for Women Anchor *Laura Garcia Cannon*, February 2017
Comcast Tech Event Reporter *Scott Budman*, March 2017
Asian American film Festival Reporter *Bigad Shaban*, March 2017
Asian American Film Festival Reporter *Robert Handa*, March 2017
Read Across America, Anchor/Reporter *Kari Hall*, March 2017
Read Across America Anchor *Sam Brock*, March 2017
Volunteer Recognition Luncheon, Anchor *Laura Garcia Cannon*, April 2017
Rebuilding Together Silicon Valley Anchor *Jeff Ranieri*, April 2017
Cherry Blossom Parade Reporter *Robert Handa*, April 2017
Kiwanis Club Reporter *Chris Chmura*, April 2017
Go Red Event Anchor *Jessica Aguirre*, April 2017
Angel Island Foundation Gala, Reporter *Robert Handa*, April 2017
Volunteer Recognition Luncheon, Anchor *Sam Brock*, April 2017
Comcast Cares Day, Anchor *Sam Brock*, April 2017
Comcast Cares Day, Anchor *Peggy Bunker*, April 2017
Comcast Cares Day, Anchor *Raj Mathai*, April 2017
Comcast Cares Day, Anchor *Janelle Wang*, April 2017
Comcast Cares Day, Anchor *Laura Garcia-Cannon*, April 2017
Comcast Cares Day, Anchor *Jeff Ranieri*, April 2017
YWCA Gala, Anchor *Laura Garcia-Cannon*, May 2017
EMQ Families Anchor *Mike Inouye*, April 2017
Growing Up Asian in America, Reporter *Robert Handa*, May 2017
Asian Pacific American Heritage Month Reporter *Vicky Nguyen*, May 2017
Asian Pacific America Heritage Anchor *Mike Inouye*, May 2017
Asian Pacific America Heritage Anchor *Rob Mayeda*, May 2017
JDRF Gala, Anchor *Sam Brock*, May 2017
Law Enforcement Appreciation Day, Anchor *Sam Brock*, June 2017
Jewish Federation Gala, Reporter *Scott Budman*, June 2017
Summit League, Anchor *Laura Garcia Cannon*, June 2017
Comcast Leaders & Achievers Anchor *Scott McGrew*, June 2017
Danville July 4th Parade Anchor *Chris Chmura* July 2017
Mt View Obon Anchor *Mike Inouye* July 2017

San Jose Obon Anchor *Robert Handa* July 2017
Back to School/Family Giving Tree T48 Weather Anchor *Lucrecia Borchardt*, August 2016
Alianza De Futbol T48 Sports Anchor *Gabriel Sotelo*, August 2016
Gourmex T48 News Anchor *Blanca Garza*, September 2016
Annual Saving Stroke Event/American Heart Association T48 Sports Anchor *Gabriel Sotelo*, September 2016
16 de Septiembre *No Talent*, September 2016
Salsa Festival *No Talent*, September 2016
Hispanic Charity Ball T48 Weather Anchor *Gabriela Dellan*, October 2016
Binational Health Week County of Santa Clara T48 Sports Anchor *Gabriel Sotelo*, October 2016
Philanthropy Day Luncheon T48 Weather Anchor *Gabriela Dellan*, November 2016
Dia De Los Muertos/Unity Council T48 Weather Anchor *Lucrecia Borchardt*, November 2016
Las Posadas T48 News Anchor *Blanca Garza*, December 2016
February American Heart Month T48 Sports Anchor *Gabriel Sotelo*, February 2017
Read Across America T48 Weather Anchor *Gabriela Dellan*, March 2017
Diabetes Day T48 Weather Anchor *Lucrecia Borchardt*, March 2017
Alzheimer's Walk T48 Weather Anchor *Gabriela Dellan*, April 2017
Hola Run "American Heart Association" T48 Sports Anchor *Gabriel Sotelo*, May 2017
National River Cleanup Day *No Talent*, May 2017
Carnaval SF/Brava for Women in the Arts T48 Telemundo Responde *Arlen Fernandez*, May 2017
Back to School/Family Giving Tree T48 Weather Anchor *Lucrecia Borchardt*, July 2017

Board and Non-Profit Participation:

Silicon Valley Leadership Group – Board Member – NBC Bay Area President and General Manager, Richard Cerussi
SF Chamber of Commerce – Board Member – NBC Bay Area President and General Manager, Richard Cerussi
Bay Area Council – Board Member – NBC Bay Area President and General Manager, Richard Cerussi
United Way Silicon Valley – Board Member – NBC Bay Area President and General Manager, Richard Cerussi
California State University, Chico – Board of Governors – Community Event Director, Lance Lew
EMQ Families First – Regional Board of Governors – Community Event Director, Lance Lew
Asian Pacific Fund – Co -Chair Growing up Asian in America Program Advisory Council – Community Event Director, Lance Lew
Bay Area STAR – Board Members – Sylvia Torres, Vice President of Sales Telemundo 48

General Broad Outreach:

During the course of the year, employees of KNTV and KSTS participate in general outreach initiatives that provide an opportunity for dialogue to a broad and diverse audience about careers in broadcasting.

- **Comcast Cares Day, April 2017**

Participants: All Station Event – The best way to increase visibility in the community is to be seen as part of the company. In the spirit of the largest employer sponsored volunteer effort in the nation, employees of KNTV and KSTS participated in a school beautification effort in two locations- both the South Bay and the North Bay.

- **Take Your Daughters and Son to Work Day, April 2017**

Participants: All Station Event – The families and our staff had the opportunity to spend the day with our team and learn firsthand what a day in the life of a working Television station is like. Group activities included being an anchor on the news set, a meteorologist on the weather set, seeing how a live news van works and other activities.

- **Clear The Shelter Day, August 2016**

Participants: All Station Event –held at various Bay Area Animal Shelters providing awareness, education around adoption of shelter dogs, cats and other animals, resulting in the adoption of over 200 shelter animals in our DMA.

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

Station: KNTV

Job Title: Content Producer

Date Job Filled: 08/22/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	6	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern			Judy Betro	408.432. 4580	N

Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y

Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Content Producer

Date Job Filled: 09/05/2016

Recruitment Source: Yoh Contractor

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N

Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y

California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Content Producer

Date Job Filled: 02/03/2017

Recruitment Source: NBCUnicareers.com

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	6	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N

Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y

IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Reporter

Date Job Filled: 08/22/2016

Recruitment Source: Yoh Contractor

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent	3	N/A	Judy Betro	408.432.4580	N

Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Reporter

Date Job Filled: 05/10/2017

Recruitment Source: Agent

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent	3	N/A	Judy Betro	408.432.4580	N
Talent Acquisition					

TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y

Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Special Projects Producer

Date Job Filled: 09/12/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	3	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA	Mark Holloway	760.754.8177	Y

		92054			
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: VP of News

Date Job Filled: 08/29/2016

Recruitment Source: Internal

Total Interviews: 8

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal	8	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Weather Anchor/Producer

Date Job Filled: 09/26/2016

Recruitment Source: Agent

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent	4	N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y

San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Investigative Producer

Date Job Filled: 10/03/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	3	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y

Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Investigative Producer

Date Job Filled: 03/20/2017

Recruitment Source: Internal

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y

Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Planning Editor

Date Job Filled: 11/07/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	5	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432.4580	N
Employee Referral		N/A	N/A	N/A	N

Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y

National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Morning Newscast Producer

Date Job Filled: 11/03/2016

Recruitment Source: NBCunicareers.com

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	6	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N

Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y

Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Director/Production Supervisor

Date Job Filled: 11/07/2016

Recruitment Source: Internal

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	2	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N

Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y

California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Assistant News Director

Date Job Filled: 11/28/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	4	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N

Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y

IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Overnight Photographer

Date Job Filled: 12/05/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	6	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N

Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: APC Operator

Date Job Filled: 01/09/2017

Recruitment Source: NBCUnicareers.com

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	4	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					

TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y

Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Senior Promotion Producer

Date Job Filled: 04/03/2017

Recruitment Source: NBCUnicareers.com

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	6	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA	Mark Holloway	760.754.8177	Y

		92054			
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Senior Promotion Designer

Date Job Filled: 03/20/2017

Recruitment Source: Internal

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Traffic Coordinator

Date Job Filled: 04/10/2017

Recruitment Source: NBCunicareers.com

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	5	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y

San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Digital Editor

Date Job Filled: 04/17/2017

Recruitment Source: Yoh Contractor

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Francisco Chronicle 901 Mission St. San Francisco, CA 94103	Michele Miller	415.777.7573	N
Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y

Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Media Manager

Date Job Filled: 06/19/2017

Recruitment Source: Yoh Contractor

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor	2	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y

Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Graphic Artist

Date Job Filled: 05/08/2017

Recruitment Source: Yoh Contractor

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	2	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432.4580	N
Employee Referral		N/A	N/A	N/A	N

Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y

National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Promotion Producer

Date Job Filled: 07/24/2017

Recruitment Source: NBCUnicareers.com

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	4	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N

Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y

Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Photographer

Date Job Filled: 06/12/2017

Recruitment Source: NBCUnicareers.com

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	6	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N

Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y

California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Photographer

Date Job Filled: 06/12/2017

Recruitment Source: NBCUnicareers.com

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	6	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N

Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y

IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Photographer

Date Job Filled: 06/12/2017

Recruitment Source: Internal

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N

Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Digital Video Specialist

Date Job Filled: 06/12/2017

Recruitment Source: Yoh Contractor

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					

TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y

Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Producer

Date Job Filled: 07/10/2017

Recruitment Source: NBCUnicareers.com

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	6	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA	Mark Holloway	760.754.8177	Y

		92054			
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Embedded Community Journalist

Date Job Filled: 08/15/2016

Recruitment Source: NBCunicareers.com

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	3	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Embedded Community Journalist

Date Job Filled: 08/22/2016

Recruitment Source: Yoh Contractor

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y

San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KNTV

Job Title: Anchor

Date Job Filled: 07/24/2017

Recruitment Source: Agent

Total Interviews: 7

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent	7	N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y

Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: Account Executive

Date Job Filled: 08/22/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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Nbcunicareers.com	5	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y

Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: Account Executive

Date Job Filled: 04/03/2017

Recruitment Source: NBCUnicareers.com

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	4	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432.4580	N
Employee Referral		N/A	N/A	N/A	N

Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y

National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: Producer/Content Producer

Date Job Filled: 09/19/2016

Recruitment Source: Internal

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N

Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y

Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: Content Producer

Date Job Filled: 10/10/2016

Recruitment Source: Yoh Contractor

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N

Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y

California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: Content Producer

Date Job Filled: 06/05/2017

Recruitment Source: Yoh Contractor

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	2	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N

Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y

IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: Assignment Editor

Date Job Filled: 04/17/2017

Recruitment Source: Yoh Contractor

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N

Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: VP of News

Date Job Filled: 05/08/2017

Recruitment Source: Internal

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal	2	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					

TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y

Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: Photographer

Date Job Filled: 09/26/2016

Recruitment Source: Yoh Contractor

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	2	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA	Mark Holloway	760.754.8177	Y

		92054			
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: APC Operator Assist

Date Job Filled: 03/27/2017

Recruitment Source: Yoh Contractor

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: Reporter/VJ

Date Job Filled: 08/15/2016

Recruitment Source: NBCunicareers.com

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	4	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y

San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: Reporter/VJ

Date Job Filled: 08/29/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	4	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y

Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

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

Station: KSTS

Job Title: National Sales Manager

Date Job Filled: 08/22/2016

Recruitment Source: NBCUnicareers.com

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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Nbcunicareers.com	5	2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Judy Betro	408.432. 4580	N
Intern		2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N
Newspaper Ads		San Jose Mercury News 4 North 2 nd St. #800 San Jose, CA 95113	Steve Hansen	925-943-8023	N
Television Recruitment PSA					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Judy Betro	408.432.4580	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.co m		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	
San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y

Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Bay Area Star		c/o KGO-TV 900 Front St. San Francisco, CA 94111	Alicia Owsley	707.322.9212	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y