

2021-2022 ANNUAL PUBLIC FILE EEO REPORT

August 1, 2021 – July 31, 2022

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

Anchor (Weekend)
Media Manager/TOC
Multi-Media Journalist (2)
Community Events Coordinator
Director, Community Engagement
Morning Executive Producer
Digital Video Producer/Editor
Multiplatform Content Executive Producer
Producer (2)
Reporter
Photographer (3)
Reporter (Morning)
Weekend Anchor/Reporter

KSTS

Assignment Editor (2)
Reporter/Multi-Media Journalist
APC Operator (2)
Marketing Coordinator
Sports Anchor/MMJ

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: 42

KSTS: 18

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	7
Employee Referral	6
Internal	12
Intern	1
Former Employee	3
LinkedIn	9
Yoh Contractor	3
Agent	0
Talent Acquisition	1
TVJobs.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
Job Train	0

Name of Recruitment Source – KSTS	Total Number of Interviewees
NBCUnicareers.com	2
Employee Referral	0
Internal	5
Intern	0
Former Employee	2
LinkedIn	1
Yoh Contractor	5
Agent	0
Talent Acquisition	3
TVJobs.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
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. The Station sends job opening notices to community organizations who have requested such notification and to additional organizations the Station has identified. The list of organizations is periodically reviewed and updated. The Stations’ websites, www.nbcbayarea.com and www.telemundo48.com, direct interested applicants to apply for open positions at www.nbcunicareers.com.

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. During this period, positions were also posted on the following sites:
 - Mediabistro
 - TV News Check
 - Handshake
 - LinkedIn
 - IRE (Investigative Reporters & Editors)

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

- Website Access: Interested community organizations can also obtain a request form from our station websites at www.nbcbayarea.com and www.telemundo48.com.

II. INTERNSHIPS & EDUCATION:

1. College Internship Program: Fall 2021 – Summer 2022

News (KNTV): 7
News (KSTS): 1
Sales/Marketing (KNTV): 0
Marketing (KSTS): 1
Production (KNTV): 0
Community Relations (KNTV): 1
Creative Services (KNTV): 0
Digital (KNTV): 0
Engineering (KNTV/KSTS): 0

Total Students: 10

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, Creative Services, Sales/Marketing, Production, Commercial Production, News, Digital and Engineering. Students may receive college credit for participating in the internship program *and* are paid an hourly wage.

Participating Staff:

Natalie Wise, Human Resources Generalist
Anthony Leong, Multiplatform Content Executive Producer
Jennifer Garcia, Scheduling Coordinator
Willie McGrady, Director, Broadcast Operations
Jay Delacruz, Director, Community Engagement
Erika Diaz, Community & Marketing Director
Melanie Wellbeloved, Manager, Integrated Sales Marketing
Sara Bueno, VP, Integrated Media
Stephanie Adrouny, VP, News (KNTV)
Rossyris Silva, VP, News (KSTS)
Francis Sandico, VP, Technology
Wendy Collins, Sales Production Manager
Ruben Martinez, Commercial Producer
Sandra Perez, Managing Editor
Gonzo Rojas, Assignment Manager

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, 2021 through July 31, 2022.

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 Code of Conduct, Conflict of Interest, Diversity and Inclusion in the Workplace and Comcast NBCUniversal Listens.

In-person “Legal and Standards” Training was provided to all employees and attendance was mandatory.

Diversity, Equity and Inclusion (DEI) Training: Meet the Moment, created by NBCUniversal, is an actionable Diversity, Equity and Inclusion (DEI) initiative to challenge, inspire and unite us in ways that create lasting, meaningful change. Meet the Moment enables us to come together as one company and commit to building a more diverse, equitable and inclusive workplace. These trainings occurred in October 2021 and April 2022.

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: Nominated KNTV and KSTS employees attend NBCU Leadership courses when selected. During the period August 1, 2021 through July 31, 2022, our nominated employees attended JUMP. All courses are designed to develop current employees demonstrating leadership potential into high performing effective leaders. The courses are also designed to enhance leadership skills growth and development and provide specific tools to strengthen management style and team performance.

Sales/Research Training: During the period August 1, 2021 – July 31, 2022, KNTV and KSTS Sales & Research Department employees participated in the following trainings:

- FCC Renewal Notice Training
- Civic Science Training
- Simmons Research Training

News Training: During the period August 1, 2021 – July 31, 2022, 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:

Talent Lab Building an Inclusive Environment – August 2021
NABJ (National Association of Black Journalists) Conference – August 2021
AAJA (Asian American Journalists Association) Conference – August 2021
Managing Newsroom Stress & Trauma – August 2021
Legal and Standards Training – August & September 2021
Security Training – September 2021
JUMP Talent Lab – September 2021
Talent Coaching – November 2021
Charbeat Training – January 2022
New Leader Immersion Program – March 2022
Max Reality Training – March 2022
Talent Coaching – June 2022
IRE (Investigative Reporters & Editors) Conference – June 2022
News Video Workshop Training – June 2022

JOB FAIR PARTICIPATION:

Representatives of KNTV and KSTS participated in the following job fairs during the period August 1, 2021 –July 31, 2022:

NABJ (National Association of Black Journalists) – Stephanie Adrouny, VP of News – August 2021

AAJA (Asian American Journalists Association) – Stephanie Adrouny, VP of News – August 2021

Silicon Valley (San Jose) Diversity Career Fair (VIRTUAL) – Natalie Wise, Human Resources Generalist – June 2022

IRE (Investigative Reporters & Editors) – Bob Goldberger, Assistant News Director – June 2022

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, 2021 – July 31, 2022:

Event Month	Event Name	Talent
August 2021		
	Nihonmachi Street Fair/ Tokyo Olympics closing ceremony Celebration	Robert Handa
	Clear the Shelters	All News Talent
September 2021		
	Lupus Foundation Run/Walk	Kira Klapper
	City Year Opening Day	Jessica Aguirre
	ACCI	Bigad Shaban
	Asian Health Services 47th Annual Virtual Gala Benefit	Mike Inouye
	Leshner Center for the Arts	Marcus Washington
	Fiestas Patrias San Jose	KSTS News Talent
	Earthquakes Hispanic Heritage Night	KSTS News Talent
	Fiesta Gigante San Francisco	KSTS News Talent
	Fiesta Patrias Redwood City	KSTS News Talent
October 2021		
	Cupertino Rotary Club	Scott McGrew
	25th Anniversary Health Trust Virtual Celebration	Damian Trujillo
	Notre Dame Women of Impact	Laura Garcia
	100 Days Out to Beijing	Janelle Wang
	YWCA	Laura Garcia
	Dia de los Muertos – Oakland	KSTS News Talent
November 2021		
	Asian Pacific Fund Media Training Session	Gonzo Rojas
	Kristi Yamaguchi Downtown Ice in San Jose	Mike Inouye
December 2021		
	Virgen de Guadalupe Celebration	KSTS News Talent
January 2022		
	MLK Jr Luncheon	Marcus Washington
	Notre Dame High School Women in Tech Month	Stacy Owen
	Reyes Magos – Children’s Discovery Museum	KSTS News Talent
February 2022		
	Notre Dame Black History Month	Kari Hall
	Santana Row Lunar New Year Celebration	Mike Inouye
	Redwood City Lunar New Year Celebration	Robert Handa
March 2022		
	Women in Teal San Jose Sharks	Stacy Owen
	Palo Alto High	Janelle Wang

	Scholarship Night for Cristo Rey High School – San Jose	Damian Trujillo
	Commonwealth Club Moderator Conversation with Governor Hutchinson	Scott McGrew
April 2022		
	Lupus Foundation 2022 Masquerade Gala	Cierra Johnson
	Golden State Warriors, Boys & Girls Club Bayview	Cheryl Hurd
	College Is Real at the Round Hill Country Club in Alamo	Garvin Thomas
	Uplift Family Services Luncheon	Mike Inouye
	Cinejoy Film Moderator	Abbey Fernandez
	Los Altos Rotary Club	Janelle Wang
	Cherry Blossom Festival	Robert Handa
	Nikkei Matsuri Festival	Mike Inouye
	San Jose Mayoral Debate	Damian Trujillo
	Uplift Family Services Hearts & Hands Luncheon	Mike Inouye
	San Jose City College – Dedication of Student Center to the Robert N. Chang Foundation	Mike Inouye
	SPURS mayoral forum at SJSU; Moderator	Damian Trujillo
	College Is Real at the Round Hill Country Club (Alamo, CA)	Garvin Thomas
	Junior League Trivia Night Challenge	Chris Chmura
	Earth Week	Guillermo Quiroz
	Aguilas Event	Flavio Lacayo
	COPITA	KSTS News Talent
May 2022		
	Notre Dame High School Asian Pacific American Heritage month	Candice Nguyen
	Asian Pacific Heritage Fund Awards Ceremony (Herbst Theater) and San Francisco City Hall after party (San Francisco, CA)	Robert Handa
	Dreammakers & Risktakers Event in the Tri- Valley	Jessica Aguirre
	Commonwealth Club of California Discussion : “INCLUSION How Hawai’i Protected Japanese Americans from Mass Internment, Transformed Itself, and Changed America”	Robert Handa
	Virtual 2022 YWCA Tribute to Women Awards	Janelle Wang
	API Legislative Caucus & AAJA, Luncheon celebrating Asian American & Pacific Islander Heritage Month	Robert Handa
	SF Chamber of Commerce/SF City Beats Breakfast	Audrey Asistio
	San Jose Earthquakes First Ever AAPI Heritage Night	Robert Handa
	Emcee scholarship night for Sacred Heart	Damian Trujillo

	Nativity schools/SJ	
	Emcee Awards Banquet for the Latino Leadership Alliance/SJ Cheech Marin = Award Recipient	Damian Trujillo
	Carnaval San Francisco	KSTS News Talent
June 2022		
	High Performers HQ Podcast	Audrey Asistio
	Honoring Coach Percy Carr	Garvin Thomas
	Humane Society of Silicon Valley "The Fur Ball"	Kira Klapper
	Media Presentation to Red Cross Silicon Valley, Board	Damian Trujillo
	AACSA Juneteenth Event	Marcus Washington
	2022 Walk a Mile In Their Shoes	Marcus Washington
	In It to End It - Virtual Wellness Event - Next Door Solutions to Domestic Violence	Raj Mathai
	San Francisco PRIDE	All News Talent
July 2022		
	In It to End It	Raj Mathai
	Soy and Tofu Festival	Mike Inouye
	Danville 4th of July Parade	Chris Chmura
	Rose, White & Blue Parade	Kris Sanchez & Maximiliano Cordaro
	Supporting our Schools Back Pack Drive	Chris Chmura
	Ribbon Cutting at Tanforan Memorial	Mike Inouye

Board and Non-Profit Participation:

Silicon Valley Leadership Group – Board Member – NBC Bay Area/Telemundo 48 President and General Manager, Stacy Owen

San Jose State University – San Jose State Journalism and Media Committee Member – KNTV/KSTS VP, Technology, Francis Sandico

San Francisco Chamber of Commerce – Board Member – KNTV VP, Sales, Jordan Knopf

Marin Catholic College Preparatory – Board of Regents – KNTV VP, Sales, Jordan Knopf

Casa Circulo Cultural - Redwood City – Governing Board Member – KSTS Community & Marketing Director, Erika Diaz

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.

- **Clear The Shelters Day, August 2021**

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.

- **NBC Bay Area & Safeway Feed The Need Food Drive, November 2021**

Participants: All Station Event – Held at various Safeway stores throughout the Bay Area to benefit local food banks. A month-long effort to fight hunger in the Bay Area.

- **Virtual Take Our Kids To Work Day, April 2022**

Participants: All Station Event – Staff had the opportunity to spend the day creating a unique digital experience to share with their kids from home and were able to curate their very own NBCU Kids Day experience!

- **San Francisco Pride, June 2022**

Participants: Company Wide Event – All Comcast NBCUniversal employees, family and friends were invited to march in the 52nd Annual San Francisco Pride Parade with the Comcast Pride Float. The San Francisco Pride Celebration and Parade is the largest gathering of the LGBT community and allies in the nation! KNTV & KSTS employees participated in the event.

- **Supporting Our Schools, July 2022**

Participants: All Station Event – KNTV and KSTS partner with Family Giving Tree in an effort to provide school supplies for underprivileged students, teachers and schools in the Bay Area. This year, approximately 250 qualifying schools throughout the Bay Area received backpacks through the program.

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

Station: KNTV

Job Title: Anchor Weekend

Date Job Filled: 10/27/2021

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Media Manager / TOC

Date Job Filled: 09/07/2021

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Multi-Media Journalist

Date Job Filled: 11/08/2021

Recruitment Source: NBCUnicareers.com

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	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Community Events Coordinator

Date Job Filled: 09/13/2021

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Director, Community Engagement

Date Job Filled: 12/06/2021

Recruitment Source: Internal

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern	1		Natalie Wise	408.432.4501	N
LinkedIn	4				N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Morning Executive Producer

Date Job Filled: 12/13/2021

Recruitment Source: Internal

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	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	1				N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Digital Video Producer/Editor

Date Job Filled: 01/10/2022

Recruitment Source: LinkedIn

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	Natalie Wise	408.432.4501	N
Employee Referral	1	N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	2				N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Multiplatform Content Executive Producer

Date Job Filled: 12/13/2021

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Producer

Date Job Filled: 02/08/2022

Recruitment Source: Internal

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	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Reporter (Morning)

Date Job Filled: 06/06/2022

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	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Photographer

Date Job Filled: 04/20/2022

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Producer

Date Job Filled: 06/20/2022

Recruitment Source: Employee Referral

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	Natalie Wise	408.432.4501	N
Employee Referral	2	N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title Reporter

Date Job Filled: 05/23/2022

Recruitment Source: Employee Referral

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	Natalie Wise	408.432.4501	N
Employee Referral	2	N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	1				N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Photographer

Date Job Filled: 05/02/2022

Recruitment Source: LinkedIn

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	1				N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Photographer

Date Job Filled: 07/18/2022

Recruitment Source: Employee Referral

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	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral	1	N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
Former Employee	2				N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Multi-Media Journalist

Date Job Filled: 06/27/2022

Recruitment Source: Former Employee

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
Former Employee	1				N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KNTV

Job Title: Weekend Anchor/Reporter

Date Job Filled: 07/20/2022

Recruitment Source: Talent Acquisition

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition	1				
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KSTS

Job Title: Assignment Editor

Date Job Filled: 10/18/2021

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		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	2	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KSTS

Job Title: Reporter / Multi-Media Journalist

Date Job Filled: 11/01/2021

Recruitment Source: Talent Acquisition

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition	1				
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KSTS

Job Title: APC Operator

Date Job Filled: 11/29/2021

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		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KSTS

Job Title: Marketing Coordinator

Date Job Filled: 11/22/2021

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		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432. 4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432. 4501	N
Intern			Natalie Wise	408.432. 4501	N
Former Employee	1				N
LinkedIn	1				N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432. 4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y

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

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

Station: KSTS

Job Title: Assignment Editor

Date Job Filled: 12/20/2021

Recruitment Source: Former Employee

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
Former Employee	1				N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KSTS

Job Title: Sports Anchor / MMJ

Date Job Filled: 05/09/2022

Recruitment Source: Talent Acquisition

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	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition	2				
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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

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

Station: KSTS

Job Title: APC Operator

Date Job Filled: 07/11/2022

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	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
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