

**2022-2023 ANNUAL PUBLIC FILE EEO REPORT**

August 1, 2022 – July 31, 2023

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**

Producer

Systems Engineer

Weather Anchor/Reporter

Senior Photographer

Show Director

Show Director Assist

News Videographer

News Business & Operations Manager

Facility Maintenance Engineer

Newscast Producer

**KSTS**

Producer

Reporter/Multi-Media Journalist

Senior Producer

Content Producer

Photojournalist

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: 25**

**KSTS: 13**

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?

<b>Name of Recruitment Source - KNTV</b>	<b>Total Number of Interviewees</b>
<b>NBCUnicareers.com</b>	<b>14</b>
<b>Employee Referral</b>	<b>0</b>
<b>Internal</b>	<b>7</b>
<b>Intern</b>	<b>0</b>
<b>Former Employee</b>	<b>0</b>
<b>LinkedIn</b>	<b>1</b>
<b>Yoh Contractor</b>	<b>3</b>
<b>Agent</b>	<b>0</b>
<b>Talent Acquisition</b>	<b>0</b>
<b>TVJobs.com</b>	<b>0</b>
<b>San Francisco State University</b>	<b>0</b>
<b>City College of San Francisco</b>	<b>0</b>
<b>San Jose State University</b>	<b>0</b>
<b>UC Berkeley</b>	<b>0</b>
<b>Santa Clara University</b>	<b>0</b>
<b>Stanford University</b>	<b>0</b>
<b>Emma Bowen Foundation</b>	<b>0</b>
<b>National Association of Hispanic Journalists</b>	<b>0</b>
<b>National Association of Black Journalists</b>	<b>0</b>
<b>Asian American Journalists Association</b>	<b>0</b>
<b>California Employment Development Department</b>	<b>0</b>
<b>IRE</b>	<b>0</b>

Name of Recruitment Source – KSTS	Total Number of Interviewees
NBCUnicareers.com	5
Employee Referral	0
Internal	2
Intern	0
Former Employee	0
LinkedIn	2
Yoh Contractor	4
Agent	0
Talent Acquisition	0
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

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](http://www.nbcbayarea.com) and [www.telemundo48.com](http://www.telemundo48.com), direct interested applicants to apply for open positions at [www.nbcunicareers.com](http://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 (the “Career Site”), a link to which is provided on the Stations’ websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, TVJobs, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

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](http://www.nbcbayarea.com) and [www.telemundo48.com](http://www.telemundo48.com).

## II. INTERNSHIPS & EDUCATION:

### 1. College Internship Program: Fall 2022 – Summer 2023

News (KNTV): 12  
News (KSTS): 4  
Sales/Marketing (KNTV): 1  
Marketing (KSTS): 0  
Production (KNTV): 0  
Community Relations (KNTV): 1  
Creative Services (KNTV): 0  
Digital (KNTV): 0  
Engineering (KNTV/KSTS): 0

**Total Students: 18**

**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, Manager, Human Resources  
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, Director, Commercial Production & Creative Services  
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, 2022 through July 31, 2023.

**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, Comcast NBCUniversal Listens and Respect in the Workplace.

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

**Skills Enhancement Training:** Employees of the 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 through the Talent Lab when selected. During the period August 1, 2022 through July 31, 2023, our nominated employees attended INVEST, STREAM, START and ELEVAR. 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.

In addition, the Talent Lab has implemented Core Labs. These labs were designed for individual contributors below the Director level. Core Labs provide foundational tools and business understanding that are core to driving ongoing career growth and development here at NBCUniversal. Selected staff had the opportunity to attend Core Labs in April and July 2023.

**Sales/Research Training:** During the period August 1, 2022 – July 31, 2023, KNTV and KSTS Sales & Research Department employees participated in the following trainings:

EEO Compliance Training Seminar – May 2023

**Human Resources Training:** During the period August 1, 2022 – July 31, 2023, KNTV and KSTS Human Resources Department employees participated in the following trainings:

Humans Virtual Conference – September 2022  
START Leading Talent Lab – October 2022  
CA Conference Women – February 2023  
TLMD Owing Your Career Day – March 2023  
Workhuman Conference – April 2023  
Core Lab – April 2023  
HACR Executive Program – June 2023  
Build Your Brand – July 2023

**News Training:** During the period August 1, 2022 – July 31, 2023, 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:

NABJ (National Association of Black Journalists) Conference – August 2022  
NAHJ (National Association of Hispanic Journalists) Conference – August 2022  
ELEVAR Talent Lab – August 2022  
Poynter Investigative Journalism – September 2022  
Poynter Leadership Summit – September 2022  
Security Training – February 2023  
Poynter Beat Academy – May 2023  
Core Lab – July 2023  
NAHJ (National Association of Hispanic Journalists) Conference – July 2023  
AAJA (Asian American Journalists Association) Conference – July 2023

**JOB FAIR PARTICIPATION:**

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

**NABJ (National Association of Black Journalists)** – Stephanie Adrouny, VP of News (KNTV) – August 2022

**NAHJ (National Association of Hispanic Journalists)** – Stephanie Adrouny, VP of News (KNTV) – August 2022

**Silicon Valley (San Jose) Diversity Career Fair** – Dolores Lopez, Director, Human Resources– June 2023

**NAHJ (National Association of Hispanic Journalists)** – Rosyris Silva, VP of News (KSTS) – July 2023

**AAJA (Asian American Journalists Association)** – Stephanie Adrouny, VP of News (KNTV) – July 2023

*KNTV/KSTS was presented with a “Diversity Spirit Achievement Award” at the Silicon Valley Diversity Career Fair on June 21, 2023. The award signifies our active support of diversity in the community and in the workplace.*

**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, 2022 – July 31, 2023:

Event Month	Event Name	Talent
<b>August 2022</b>		
	East Bay Innovation Awards	Scott McGrew
	Mission Street Housing, 50th Anniversary Celebration	Kira Klapper
	Norman S. Wright Golf Tournament	Chris Chmura
	Clear the Shelters	All News Talent
	Emcee: Pistahan Festival & Parade	Audrey Asistio
	Pistahan Festival & Parade	Ginger Cornejo Saab
	ACCI's Better Together Virtual Event	Mike Inouye
	North Fair Oaks Festival	KSTS News Talent
	Petaluma Pupusa Festival	KSTS News Talent
	Fremont Festival of the Arts	KSTS News Talent
	Mava La Cosecha	Damian Trujillo
<b>September 2022</b>		
	Green Transportation and Clean Energy Summit	Kari Hall



	6th Annual Bay Area Proud Blood Drive	Garvin Thomas
	San Francisco Heart Walk	Janelle Wang
	35 <sup>th</sup> Anniversary Gala for the Chinese Historical & Cultural Project	Robert Handa
	OUTRUN Lupus 5k 2022	Rob Mayeda, Kira Klapper
	JDRF Hope Fundraiser	Bob Redell
	Urban League of Greater Bay Area at Oakland Museum	Marcus Washington
	Asian Health Services Annual Gala	Mike Inouye
	American Cancer Society's Grand View League Design & Discovery	Laura Garcia
	Kiddie Kampus in Los Gatos	Kari Hall
	USF's inauguration of Center for Business Studies & Innovation in Asia-Pacific	Ginger Conejero Saab
	Amigos de Guadalupe Fundraiser	Damian Trujillo
	Fiestas Patrias - San Jose	Claudia De la Fuente, Guillermo Quiroz
	Earthquake's Hispanic Heritage Night	Carlos Yustis
	Fiestas Patrias - Redwood City	Sandra Cervantes, Cesar Bayona
	Fiestas Gigantes - San Francisco	Carlos Yustis, Max Cordaro
	Festival Latino Concord	Pilar Nino
	American Heart Association Talk	Damian Trujillo
	La Raza Centro Legal San Francisco Gala Event	Pilar Nino
<b>October 2022</b>		
	Leshner Theater of the Arts on Broadway	Marcus Washington
	Light Up the Night Gala to Kick Off Domestic Violence Awareness Month	Chris Chmura
	Communities that Care: About Dementia and Brain Health	Robert Handa
	Susan G Komen, San Francisco Zoo	Audrey Asistio
	Mayor London Breed's Filipino American Heritage Month Celebration	Ginger Conejero Saab
	Notre Dame and Request for Partnership-Women of Impact	Laura Garcia
	Cystic Fibrosis Research Institute Breath of Fresh Air Gala	Chris Chmura
	Walk To End Alzheimer's	Arlen Fernandez
	Community Leadership Award Oakland Asian Cultural Center	Candice Nguyen
	Hispanic Heritage Ball	Jessica Aguirre, Damian Trujillo
	Peninsula College Fund Luncheon	Audrey Asistio
	Vietnamese American Bar Association of Northern CA Scholarship Dinner	Candice Nguyen
	Filipino American History Month Jam	Ginger Cornejo Saab
	Asian Pacific Fund Gala at the Four Seasons	Robert Handa, Raj Mathai
	Asian Pacific American Community Center Gala with Martin Yan	Janelle Wang

	Media and Journalism Career Expo, Diablo Valley College	Anthony Flores, Carlos Yustis
	2022 Silicon Valley Asia Pacific Film Fest	Robert Handa, Mike Inouye
	Binational Health Week	Claudia De la Fuente, Carlos Yustis
	Copita T48 Redwood City	Fatima Navarrete, Arlen Fernandez
	Pumpkins in the Park at Guadalupe Park San Jose	Yomara Lopez
	Warriors Latino Heritage Night	Carlos Yustis
	Dia de los Muertos - San Jose	KSTS News Talent
	Dia de los Muertos - Oakland	Fatima Navarrete, Claudia De La Fuente
	Blanca Alvarado 25th Anniversary Resource Health Fair	KSTS News Talent
<b>November 2022</b>		
	San Jose's 104 <sup>th</sup> Annual Veteran Day Parade	Damian Trujillo
	Kristi Yamaguchi's Ice Rink Opening Ceremony	Rob Mayeda
	Aloha Downtown Roller Rink Opening Ceremony	Mike Inouye
	Nourishing Neighbors Food Drive	All News Talent
	Feria De La Salud Escuela Popular	KSTS News Talent
	12th Annual Dia de los Muertos Celebration - Redwood City	KSTS News Talent
	Kids Dancing for Kids (KDFK) Ballet Folklorico	KSTS News Talent
	The Plex Soccer Tournament Event	KSTS News Talent
<b>December 2022</b>		
	Christmas Tree Lighting Ceremony San Ramon	Rob Mayeda
	Holiday Sights and Sounds Parade	Bob Redell
	Christmas Tree Lighting Ceremony Mountain View	Robert Handa
	La Virgen de Guadalupe Celebration	Yomara Lopez, Fatima Navarrete
	SIREN's 35 Year Anniversary Celebration	Sandra Cervantes
<b>January 2023</b>		
	US Figure Skating Championship Flag Raising Ceremony	Raj Mathai
	Mountain View Sister City Annual Dinner	Mike Inouye
	Fred Korematsu Day of Civil Liberties	Robert Handa
	Chase Bank Community Center	Marcus Washington
	Game Changer Awards	Raj Mathai
	Lunar New Year Celebration	Mike Inouye
<b>February 2023</b>		
	Asian Pacific Fund's Chef Dinner	Raj Mathai
	Berkeley Humane's Volunteer Appreciation	Chris Chmura

	Event	
	Dear Oakland Youth Beat Collaboration	Velena Jones
	Black Joy Parade Media Lunch	Velena Jones
	Black History Month Celebration at Thrive City	Velena Jones
	Harambee 2023	Kari Hall
	Nichi Bei Foundation's Films of Remembrance	Robert Handa
	Tomales High School in Marin County Career Day	Cinthia Pimentel
	Climate Change is Real at Morgan Hill Library	Kari Hall
	Luncheon for Delta Sigma Theta Sorority	Kari Hall
	Story Time at Bascom Library Branch	Libertad Pedraza
<b>March 2023</b>		
	California Conference for Women	Janelle Wang
	Asian Law Alliance Gala	Candice Nguyen
	Annual Truth Awards and Scholarship Ceremony	Marcus Washington
	JDFR Tee to Table Fundraiser	Bob Redell
	Los Altos High School's Writers Week	Raj Mathai
	Leshar Theater of the Arts College Notes	Marcus Washington
	Uchida Legacy Gala	Mike Inouye
	Warriors Watch Party	Chris Chmura
	Junior League of San Jose's Silicon Valley Trivia Challenge	Chris Chmura
	SPJ NorCal James Madison Awards	Candice Nguyen
	YWCA Golden Gate Silicon Valley Hall of Fame Gala	Gia Vang
	Bennet Scholars Breakfast	Jessica Aguirre
	Lucile Packard Foundation/Lunch and Learn with Allyson Felix	Raj Mathai
	Chicas Series Panel Discussion	Arlen Fernandez, Kerith Burke
	Fundraiser for Cristo Rey School	Damian Trujillo
	Speak to Warriors Latino Employee Resource Group	Damian Trujillo
	Cesar Chavez Family Vision Fundraiser	Damian Trujillo
<b>April 2023</b>		
	American India Foundation's Annual Gala	Raj Mathai
	Storytime at Hillview Library	Chris Chmura, Yomara Lopez
	Northern California Cherry Blossom Festival's Appreciation Brunch	Mike Inouye
	Northern California Cherry Blossom Festival Parade	Mike Inouye
	Health Trust	Chris Chmura
	San Jose Earthquake Weather Fieldtrip PayPal Park	Vianey Arana, Kari Hall
	San Jose Earthquake Weather Fieldtrip PayPal Park	Guillermo Quiroz, Rob Mayeda

	Pacific Clinics Hearths & Hands Luncheon	Mike Inouye
	SJSU's Asian American Studies Founders Event	Mike Inouye
	Copita T48 - San Jose	Fatima Navarrete
<b>May 2023</b>		
	CA District Attorneys Association Consumer Protection Conference	Chris Chmura
	Tri-Valley Leadership Luncheon Dream Makers and Risktakers	Jessica Aguirre
	Fashion Showcase	Emma Goss
	YWCA Tribute to Women Awards	Janelle Wang
	Storytime at Joyce Ellington Library	Cinthia Pimentel
	Dealing with Dad at the Milpitas Century Theatre	Robert Handa
	Carnaval San Francisco	Flavio Lacayo, Claudia De La Fuente, Pilar Nino
<b>June 2023</b>		
	Summit League Luncheon	Jessica Aguirre
	Soy & Tofu Festival	Mike Inouye
	Kristi Yamaguchi Family Literacy Festival	Audrey Asistio
	YWCA Walk a Mile in Their Shoes	Marcus Washington
	Leshner Center for the Arts Inaugural "Fiesta Cultural"	Arlen Fernandez
	Golden State Warriors – Community Court unveiling	Velena Jones
	Fiesta Gigantes	KSTS News Talent
	Latino Report Card by HFSV	Damian Trujillo
	Storytime at Tully Community Branch	Fatima Navarrete
	Write One Sports - Oakland Roots	Carlos Yustis
<b>July 2023</b>		
	Fiesta En El Parque at Presidio Tunnel Tops	Arlen Fernandez, Flavio Lacayo
	Supporting our Schools Backpack Drive with Family Giving Tree	Chris Chmura, Arlen Fernandez
	Rose, White & Blue Parade	Kris Sanchez, Fatima Navarrete
	Danville 4th of July Parade	KSTS News Talent
	Sabor Del Valle	Damian Trujillo
	USA vs Gales at PayPal Park	Carlos Yustis
	Rugby Western Conference Finals Event - PayPal Park	Carlos Yustis
	Fiesta En El Parque at Presidio Tunnel Tops	Arlen Fernandez, Flavio Lacayo

### **Board and Non-Profit Participation:**

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

**San Francisco Chamber of Commerce** – 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

**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 2022**

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.

- **Nourishing Neighbors Food Drive, November 2022**

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 2023**

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 2023**

Participants: Company Wide Event – All Comcast NBCUniversal employees, family and friends were invited to march in the 53rd Annual San Francisco Pride Parade with the Comcast Pride Float. The San Francisco Pride Celebration and Parade is the largest gathering of the LGBTQ community and allies in the nation! KNTV & KSTS employees participated in the event.

- **Supporting Our Schools, July 2023**

Participants: All Station Event – KNTV and KSTS partner with Family Giving Tree 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.

- **Youth Media Camp, July 2023**

Participants: All Station Event – KNTV and KSTS partner with Youth Beat and Kingmakers of Oakland to host the first ever Youth Media Camp for students from Oakland. More than two dozen students navigated the newsroom learning some of the ins and outs of working in TV News.

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

Station: KNTV

Job Title: Producer

Date Job Filled: 08/11/2022

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y



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

Station: KNTV

Job Title: Systems Engineer

Date Job Filled: 08/22/2022

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KNTV

Job Title: Weather Anchor/Reporter

Date Job Filled: 08/25/2022

Recruitment Source: NBCUnicareers.com

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	2	2450 N. 1 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KNTV

Job Title: Senior Photographer

Date Job Filled: 09/06/2022

Recruitment Source: Nbcunicareers.com

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KNTV

Job Title: Show Director

Date Job Filled: 09/23/2022

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y



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

Station: KNTV

Job Title: Show Director Assist

Date Job Filled: 03/03/2023

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KNTV

Job Title: News Videographer

Date Job Filled: 04/05/2023

Recruitment Source: Nbcunicareers.com

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	2	2450 N. 1 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

**Station: KNTV**

**Job Title: News Business & Operations Manager**

**Date Job Filled: 04/12/2023**

**Recruitment Source: Internal**

**Total Interviews: 7**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>		2450 N. 1 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
<b>Employee Referral</b>		N/A	N/A	N/A	N
<b>Internal</b>	7	2450 N. 1 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
<b>Intern</b>			Natalie Wise	408.432.4501	N
<b>LinkedIn</b>					N
<b>Yoh Contractor</b>		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
<b>Agent</b>		N/A	Natalie Wise	408.432.4501	N
<b>Talent Acquisition</b>					
<b>TVJobs.com</b>		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
<b>San Francisco State University</b>		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
<b>City College of San Francisco</b>		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KNTV

Job Title: Facility Maintenance Engineer

Date Job Filled: 05/04/2023

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y



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

Station: KNTV

Job Title: Newscast Producer

Date Job Filled: 05/23/2023

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KSTS

Job Title: Producer

Date Job Filled: 09/19/2022

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KSTS

Job Title: Reporter / Multi-Media Journalist

Date Job Filled: 10/20/2022

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	3	2450 N. 1 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KSTS

Job Title: Senior Producer

Date Job Filled: 04/26/2023

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	1	2450 N. 1 <sup>st</sup> 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 <sup>st</sup> 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

<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y



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

Station: KSTS

Job Title: Content Producer

Date Job Filled: 05/09/2023

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
Former Employee					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

<b>City College of San Francisco</b>		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
<b>San Jose State University</b>		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
<b>UC Berkeley</b>		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
<b>Santa Clara University</b>		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
<b>Stanford University</b>		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
<b>Emma Bowen Foundation</b>					
<b>National Association of Hispanic Journalists</b>		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
<b>National Association of Black Journalists</b>		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
<b>Asian American Journalists Association</b>		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
<b>California Employment Development Department</b>		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
<b>IRE</b>		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y

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

Station: KSTS

Job Title: Photojournalist

Date Job Filled: 06/29/2023

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 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 <sup>st</sup> St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
Former Employee					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
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