



To: EEO

Date: July 16, 2004

Subject: Supplemental Outreach Initiatives August 2003 to August 2004

Total: 3 initiatives

Initiative 1: November 19th and 21st of 2003, Originally Job announcement turned into recruiting and education of Broadcasting positions.

Initiative 2: January 2004, Internship with Account Executive Robert Barrios.

Initiative 3: May 6, 2004, Portfolio day at Duncan Polytechnical High school Community outreach.

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the station employment unit as part of each Supplemental Outreach Initiative (Page 11) elected.

Date(s) of Initiative Event(s): November 19 and November 21, 2003

Describe Nature of Initiative: Originally Job announcement for full time position and accepting resumes + applications for part time. Employee reconsidered and decided to stay. Turned into recruiting tool.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations): Workforce Connection, Cal-Jobs, California Broadcasters Association

Names of Station Personnel Involved in Initiative: Mike Nicasio

Form Prepared By: Mike Nicasio Date: November 22, 2003

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes).

Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 18).

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the station employment unit as part of each Supplemental Outreach Initiative (Page 11) elected.

Date(s) of Initiative Event(s): January 2004

Describe Nature of Initiative: Internship with Robert Barrios
Account Executive with KAIL TV53

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations): Finance Marketing Labs, Center for
Advanced Research and Technology (CART)

Names of Station Personnel Involved in Initiative: Robert Barrios

Form Prepared By: Mike Nicasio Date: 7-04

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes).

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the station employment unit as part of each Supplemental Outreach Initiative (Page 11) elected.

Date(s) of Initiative Event(s): May 6, 2004

Describe Nature of Initiative: Portfolio Day @ Durham Polytechnical High School 9th and 10th grade students meet with adults from the community to present samples of projects and assignments they have worked on throughout the year. Took the opportunity to inform students of broadcasting opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations): Numerous business leaders and community leaders, I was there to evaluate students not my peers.

Names of Station Personnel Involved in Initiative: Mike A. Nicasio and Robert Barrios.

Form Prepared By: Mike A. Nicasio Date: May 6, 2004

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes) .

Use these worksheets to compile the annual Summary Description of Supplemental Outreach Initiatives (page 18).



To: EEO

Date: July 29, 2004

Subject: Page 13: Interviewee/Hiree Record sheet

Page 14: List of Full time Jobs Filled

Page 15: List of Recruitment Sources

Page 16: Tally Interviewee Full time vacancy

Page 17: Yearly Total Interviewee by source

**LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF August, 2003 through August, 2004**

Complete this worksheet continuously every time a vacancy is filled

Job Title: Julio Gonzalez (Master Control) Date Filled: 1-31-04

Job Title: John Grimaldo (Master Control) Date Filled: 7-26-04

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: *** Date Filled: _____

Job Title: _____ Date Filled: _____

Job Title: _____ Date Filled: _____

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

TALLY OF INTERVIEWEE SOURCES FOR EACH FULL-TIME VACANCY

Complete this worksheet for each full-time vacancy.

Job Title for Vacancy: Master Control Op. Date Vacancy Filled: 7-26-04

Recruitment Source	Number of Interviewees Referred by Source
Cal-Jobs	10
Workforce Connection	5
C.B.A.	2
Employee referral	2

Use these forms for internal purposes only in order to determine the total number of interviewees, as well as the total number of interviewees referred by each recruitment source. Use the results to complete the "Yearly Total number of Interviewees and Total Number of Interviewees Referred by Each Recruitment source" sheet (Page 17)

Job number: 1490 Station: KAIL

Position: TV Master Control Operator

Description:

Entry level Master Control position, Weekends and Overnights. Starts @ \$8.00 per hour

Experience needed:

none

Those interested should send resume to:

Mike Nicasio

KAILTV53

1590 Alluvial

Clovis, CA 93611 - 9567

Email: operations@kail.tv

Special Note:

none

Date posted: July 6, 2004

This Station is an Equal Opportunity Employer