

KSBY -TV
PUBLIC FILE REPORT
08/01/2017 - 07/31/2018

Full-Time Vacancies Filled During Past Year					Total Number	Number
#	Position Title	Date Open:	Date Filled:	Source of Hiree	Interviewed	Hired
1	Sports Reporter	7/23/2017	8/21/2017	Tvjobs.com	4	1
2	Content Producer	7/27/2017	8/23/2017	ksby.com	14	1
3	Creative Producer	5/26/2017	9/5/2017	ksby.com	3	1
4	Creative Producer	8/3/2017	9/26/2017	ksby.com	2	1
5	Content Producer	10/1/2017	10/30/2017	ksby.com	6	1
6	Production Technician 2	10/18/2017	12/4/2017	ksby.com	3	1
7	Multi Media Journalist	10/31/2017	12/11/2017	ksby.com	7	1
8	Multi Media Journalist	10/1/2017	1/2/2018	ksby.com	5	1
9	Content Producer	12/1/2017	1/8/2018	Tvjobs.com and Referral	4	2
10	Account Executive	9/22/2017	2/12/2018	ksby.com	3	1
11	Account Executive	10/1/2017	2/15/2018	ksby.com	2	1
12	Account Executive	1/26/2018	2/22/2018	Referral	2	1
13	Content Producer	2/27/2018	4/16/2018	Referral	4	1
14	Photographer	12/16/2017	5/4/2018	Referral	2	1
15	Multi Media Journalist	5/9/2018	6/4/2018	Internship	6	1
16	Content Producer	4/1/2018	6/7/2018	Referral	3	1

Total

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	Source	Contact Person	Address	Tel#	Source Entitled to Vacancy Notification	No. of Interviewees Referred by RS Over Reporting Period
1	Alan Hancock College	Career Counselor	800 S. College St. Santa Maria, CA 93454	805-922-6966	N	
2	Asian American Journalist Association	Albert Lee	5 Third Street, Ste. 1108 San Francisco California-94103	415-346-2051	N	
3	Broadcast Employment Services TV Jobs.com	Mark Holloway	PO Box 4116 Oceanside, California 92052	760-754-8177	N	13
4	California Chicano News Media Assoc.	Human Resources	300 S. Grand Ave., Suite 3950 Los Angeles, CA 90071	213-437-4408	N	
5	Catholic Charities	Employment Officer	941 Chorro St. San Luis Obispo, CA 93401	805-541-9110	N	
6	Central Coast Help Wanted	Jacqueline Urban	9100 E. Panoramio Dr. Suite 250 Englewood, CO 80112	800-365-8630	N	
7	Community Action Commission	Fran Forman	1026 W. Boone St. Santa Maria, CA 93458	805-928-0044	N	
8	Cordillera - KATC	Cathy Schenxnayder	PO Box 63333 Lafayette, LA 70506	337-236-6362	N	
9	Cordillera - KOAA	Evie Hudson	PO Box 195 Pueblo, CO 81003	719-295-6641	N	
10	Cordillera - KPAX	Tammy Engle	PO Box 4827 Missoula, MO 59801	406-542-4412	N	
11	Cordillera - KRIS	Alice Galindo	PO Box 840 Corpus Christi, TX 78403	361-886-6112	N	
12	Cordillera - KRTV	Connie Walter	PO Box 2989 Great Falls, MO 59414	406-791-5470	N	
13	Cordillera - KTVQ/KXLF/KCTZ	Tammy Green	PO Box 3500 Butte, MO 59701	406-869-2270	N	
14	Cordillera - KVOA	Linda Tremelling	209 W. Elm St. Tucson, AZ 85705	520-792-2270	N	
15	Cordillera - WLEX	Sandy Byron	PO Box 1457 Lexington, Kentucky 40558	859-259-1818	N	
16	Cordillera Interactive	Jay Small	600 E. Superior Duluth, Minnesota 55802	218-625-3045	N	1
17	Craigslist	Career Services	PO Box 225159 San Francisco, CA 94122	N/A	N	
18	Cuesta College	Career Counselor	San Luis Obispo, CA 93401	805-546-3204	N	
19	EDD of Santa Barbara	Placement Officer	130 E. Ortega St. Santa Barbara, CA 93101	805-568-1296	N	

20	EDD of San Luis Obispo	Placement Officer	4111 Broad St. San Luis Obispo, CA 93401	805-788-2697	N	
21	EDD of Santa Maria	Placement Officer	1410 S. Broadway Santa Maria, CA 93454	805-614-1230	N	
22	GALA of the Central Coast	Clayton Marsh	PO Box 3558 San Luis Obispo, CA 93403	805-541-4252	N	
23	KSBY Internal Posting	Joey Azar	1772 Calle Joaquin San Luis Obispo, CA 93405	805-541-6666	N	2
24	KSBY.com	Jill Graves	1772 Calle Joaquin San Luis Obispo, CA 93405	805-541-6666	N	37
25	LinkedIn	Mike Gamson	2029 Stierlin Court Mountain View, CA 94043	N/A	N	
26	Medialine	Mark Shilstone	PO Box 51909 Pacific Grove, CA 93950	805-237-8073	N	
27	Mexican America Opportunity Foundation	Mauro Laris	2001 28th Street Bakersfield, CA 93301	661-861-2800	N	
28	Mission Community Service Corp	Andrea Zeller	71 Zaca Lane Suite 130 San Luis Obispo, CA 93401	805-595-1358	N	
29	NAACP	Tony Anderson	PO Box 1128 Salinas, CA 93902	805-755-2553	N	
30	NABET-CWA Local 51	Kevin Wilson	Francisco California-94105	415-398-3160	N	
31	National Organization for Women	Career Counselor	PO Box 1306 San Luis Obispo, CA 93407	805-555-5555	N	
32	Santa Barbara City College	K. Frascella	310 W. Padre St. Santa Barbara, CA 93101	805-687-0812	N	
33	Santa Maria Job Alert	Eric Swanson	343 Church St. Santa Cruz, CA 95060	775-336-3366	N	
34	Santa Maria Times	Classified Manager	3200 Skyway Dr. Santa Maria, CA 93454	805-925-2691	N	
35	SLOJOBS.com	Eric Swanson	343 Church St. Santa Cruz, CA 95060	775-336-3366	N	3
36	University of Cal, Santa Barbara	Michael Kemp	Career Services Building Room 599 Santa Barbara, CA 93106	805-893-4412	N	
37	Monster.com	N/A	monster.com	N/A	N	
38	Cal Poly State University	Employment Officer	Hwy 1 San Luis Obispo, CA 93407	805-756-2508	N	
39	Employee referral	N/A	N/A	N/A	N	14
40	Talent Dynamics	Sandra Connell	322 Dawson Rd. Waxahachie, Tx 75167	972-351-9018	N	
41	Claremont Graduate University - Via Handshake.com	Christine Kelly	150 E 10th St, Claremont, Ca 91711	909-607-2532	N	

42	Chapman University - Via Handshake.com	Aaron Perez	1 University Dr, Orange, CA 92866	N/A	N	
43	Northwest Christian University - Via Handshake.com	Angela Doty	828 E 11th Ave, Eugene, OR 97401	541-684-7211	N	
44	Scripps College - Via Handshake.com	Vicki Klopsch	1030 N Columbia Ave, Claremont, CA 91711	909-621-8180	N	
45	Harvey Mudd College - Via Handshake.com	Paul Hardister	301 Platt Blvd, Claremont, CA 91711	909-621-8091	N	
46	George Fox University - Via Handshake.com	Kaitlyn Ragan	414 N Meridian St, Newberg, OR 97132	503-554-2330	N	
47	Claremont McKenna College - Via Handshake.com	Beth Milev	888 Columbia Ave, Claremont, CA 91711	909-607-7038	N	
48	Pomona College - Via Handshake.com	Amanda Taylor	333 N College Way, Claremont, CA 91711	909-621-8144	N	
49	Pitzer College - Via Handshake.com	Teresa Roberts	1050 N Mills Ave, Claremont, CA 91711,	909-621-8519	N	
50	Stanford University - Via Handshake.com	Arne Baker	563 Salvatierra Walk, Stanford, CA 94305	N/A	N	
51	Boise State University - Via Handshake.com	Vickie Coale	Career Center, Room 111, 1910 W University Dr, Boise, ID 83725	208-426-1747	N	
52	Biola University - Via Handshake.com	Heather Martin	13800 Biola Ave, La Mirada, CA 90639	526-903-4875	N	
53	California Polytechnic State University – San Luis Obispo - Via Handshake.com	Katie Ottoson	1 Grand Ave, San Luis Obispo, CA 93407	805-756-2501	N	
54	Oregon Tech - Via Handshake.com	Jennifer Kass	3201 Campus Dr, Klamath Falls, OR 97601	541-885-1020	N	
55	Keck Graduate Institute - Via Handshake.com	Angela Cossey	1 N Indian Hill Blvd, Claremont, CA 91711	909-607-0102	N	
56	University of California Berkeley - Via Handshake.com	Trina Norris	2440 Bancroft Way Berkeley, CA 94720	510-642-1716	N	
57	University of San Diego - Via Handshake.com	Robin Darmon	5998 Alcalá Park, San Diego, CA 92110	619-260-4654	N	
58	California State University, San Bernardino - Via Handshake.com	Sarai Maldonado	5500 University Pkwy, San Bernardino, CA 92407	909-537-5250	N	
59	Point Loma Nazarene University - Via Handshake.com	Nick Wolf	3900 Lomaland Dr, San Diego, CA 92106	N/A	N	

Total Interviews Referred

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Outreach Activities

Date	Initiative	Description	Scope of Involvement	Personnel Involved
Ongoing	Expose station opportunities to interested parties	Tour for local organizations & college & HS journalism classes	Tour by Business Office	Veronica Gerardo Kathleen Choal
Ongoing	Participate in Programs to ensure broad outreach	Postings through job banks, internet programs and other programs.	Recruited applicants for openings	Joseph Azar, Business Manager
Ongoing	Establish Internal Training Program	Provided training opportunities for members of the staff	Encourages skills necessary for personnel advancement	Sarah Johnson, Traffic Manager, Brooke Martell, Morning Weather Anchor
Ongoing	Intern program designed to assist members of the community	On-going internship program locally with Cal Poly & Cuesta College as well as any bonafide university internship program to expose college journalism, communications and broadcasting majors to the TV environment.	Career exploration for college students to know what is available for them after graduation	Kendra Martinez, News Director Matt Van Slyke, Asst News Director
Ongoing	Participate in events for community organizations with interests in broadcast issues	Hosting speaking engagements with civic organizations upon request to discuss broadcast employment and current events within broadcast news.	Groups included SLO Leadership, Cal Poly University Mustang Journalism, AG Widows group, Lompoc Middle School, among others	Kathleen Choal, General Manager Fabiola Ramirez, MMJ Kayla Cash, Producer
7/16/2018	Provision of training to management	2 hour harassment training for all new supervisors and managers	Provided harassment training to all new supervisors and managers as they are hired in addition to requiring training every 2 years to current managers	All Management
1/25/2018	Provision of training to management	Employment law training	Specialized training for HR law	Joseph Azar, Business Manager Sarah Johnson, Traffic Manager