

**KSBY-TV  
PUBLIC FILE REPORT  
8/1/2009 - 7/31/2010**

**A. Full-Time Vacancies Filed During Past Year**

#	Position Title	Date Open:	Date Filled:	Recruitment Source-See	Source of Hiree	Total Number Interviewed	Total Number Hired
				Outside Recruitment for Listing			
10-01	Reporter/Weekend Weather	7/21/2009	11/2/2009	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	tvjobs.com	3	1
10-02	Traffic Coordinator	7/24/2009	9/16/2009	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	slojobs.com	19	1
10-03	Account Executive - SM	8/12/2009	10/8/09, 10/12/09	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	ksby.com	8	2
10-04	Production Technician I	8/26/2009	10/13/09, 10/7/09, 10/9/09, 10/20/09, 10/28/09, 11/3/09, 11/10/09	1,2,3,6,7,8,9,11,12,13,15,19,21, 22,23,24,25,26,27,28	ksby.com, Cal Poly, referral	7	7
10-05	Reporter	9/3/2009	11/2/2009	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	tvjobs.com	2	1
10-06	Senior Account Executive	11/3/2009	1/1/2010	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	ksby.com, referral	7	2
10-07	Master Control Operator	10/28/2009	11/23/2009	1,2,3,6,7,8,9,11,12,13,15,19,21, 22,23,24,25,26,27,28	internal candidate	3	1
10-08	Content Producer	12/4/2009	12/11/2009	1,2,3,6,7,8,9,11,12,13,15,19,21, 22,23,24,25,26,27,28	ksby.com	1	1
10-09	MMJ/Weekend Sports Anchor	1/14/2010	3/3/2010	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	tvjobs.com	2	1
10-10	Production Technician I	1/20/2010	6/14/10, 6/15/10	1,2,3,4,6,7,8,9,11,12,13,15,19,2 1,22,23,24,25,26,27,28	ksby.com	4	2
10-11	Production Technician II	1/28/2010	3/15/2010	1,2,3,4,6,7,8,9,11,12,13,15,19,2 1,22,23,24,25,26,27,28	internal candidate	5	1
10-12	Multi-media Journalist	2/3/2010	6/4/2010	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	tvjobs.com	3	1
10-13	Account Executive	2/10/2010	5/3/2010	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	ksby.com, referral	26	5
10-14	Digital Media Account Executive	3/15/2010	5/3/2010	1,2,3,4,6,7,8,9,12,13,15,19,21,2 2,23,24,25,26,27,28	slojobs.com	4	1
10-15	Master Control Operator	4/5/2010	4/15/2010	1,2,3,4,6,7,8,9,11,12,13,15,19,2 1,22,23,24,25,26,27,28	referral	2	1
10-16	Content Producer	5/25/2010	6/23/2010	1,2,3,4,6,7,8,9,11,12,13,15,19,2 1,22,23,24,25,26,27,28	referral	3	1

**KSBY-TV  
PUBLIC FILE REPORT  
8/1/2009 - 7/31/2010**

**B. Recruitment / Referral Sources Used to Seek Candidates for Each Vacancy**

Source	Contact Person	Address	Tel#	Total Interviewed	Entitled to Notification
1 KSBY website	News Dept	1772 Calle Joaquin SLO, CA 93405	805-541-6666	24	N
tvjobs.com		PO Box 4116 Oceanside, CA 92052			
2 Broadcast Employment Services	internet	tvjobs.com	800-374-0119	13	Y
3 centralcoasthelpwanted.com		RegionalHelpWanted.com One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	800-365-8630	0	N
4 www.slojobs.com	NA			40	N
5 www.santamariajobalert.com	NA			1	N
6 Cal Poly Comm Dept	Cindy Decker	Hwy 1 SLO, CA 93401	805-756-2508	2	N
7 EDD- SLO	Carole Cardamone	Workforce Development Center 4111 Broad St SLO, CA 93401	805-788-2697	0	N
8 EDD-Santa Maria	Placement Officer	Workforce Development Center 1410 S. Broadway Santa Maria, CA 93454	805-788-2697	0	N
9 EDD-Santa Barbara	Placement Officer	Workforce Development Center 130 E. Ortega St Santa Barbara, CA 93101	805-568-1314	0	N
11 NABET-CWA	Kevin Wilson	433 Natoma St, Suite 220 San Francisco, CA 94103	415-398-3160	0	N
12 Cuesta College		Career Connections Center PO Box 8106 SLO, CA 93401	805-546-3204	0	N
13 UC Santa Barbara	<a href="http://career.ucsb.edu/employers/index.html">http://career.ucsb.edu/employers/index.html</a>	UC Santa Barbara Santa Barbara Building 599 Santa Barbara, CA 93106	805-893-4412	0	N
14 www.craigslist.org	www.slo.craigslist.org	slo.craigslist.com		0	N
Cordillera Communications				0	N
15 stations	see separate list			0	N
16 Internal Candidate				6	N
17 Walk-in / Call-in / referral	Dorothy Rivera	1772 Calle Joaquin SLO, CA 93405	805-541-6666	11	N
19 NAACP-Santa Barbara	Employment Officer	PO Box 1081 Santa Barbara, CA 93102	805-962-2472	0	N
20 Family Service Agency	Ruth Rodriguez-Days	110 E Jones H-123 Santa Maria, CA 93454	805-925-1100	0	N
21 Santa Barbara City College	K. Frqscella	310 W Padre Street Santa Barbara, CA 93101	805-687-0812	0	N
22 CA Chicano News Media Assoc.	Yvette Cabrera	3716 S Hope St, #300 Los Angeles, CA 90007	213-437-4408	0	N
23 Catholic Charities	Employment Officer	941 Chorro San Luis Obispo, CA 93401	805-541-9110	0	N
24 Community Action Commission	Fran Forman	1026 W Boone St Santa Maria, CA 93458	805 928 0044	0	N
25 National Org for Women	Employment Officer	PO Box 1306 San Luis Obispo, CA 93406		0	N
26 GALA of Central Coast	Clayton Marsh	PO Box 3558 San Luis Obispo, CA 93403	805-541-4252	0	N
Mission Community Service		4111 Broad St Ste A			
27 Corp.	Andrea Zeller	San Luis Obispo, CA 93401	805-595-1357	0	N
28 KSBY Breakroom Bulletin Board	na	na	na	0	N
29 Alan Hancock College	Placement Officer	Building N Annex, Rm 108 800 S College Santa Maria, CA 93454	na	0	N
30 KSBY on-air commercial	Dorothy Rivera	1772 Calle Joaquin SLO, CA 93405	541-6666	2	N

**KSBY-TV**  
**PUBLIC FILE REPORT**  
**8/1/2009 - 7/31/2010**

**B. Recruitment - Sister Stations Used to Seek Candidates for Each Vacancy**

<b>Station</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel#</b>	<b>Total Interviewed</b>
KVOA-TV	Linda Tremelling Business Manager	Box 5188 Tucson, AZ 85710	520-792-2270	0
KOAA-TV	Evie Hudson Business Manager	PO Box 195 Pueblo, CO 81002	719-544-5781	0
KRTV-TV	Connie Walter Business Manager	PO Box 2989 Great Falls, MT 59403	406-791-5400	0
KPAX-TV	Tammy Engle Business Manager	PO Box 4827 Missoula, MT 59806	406-542-4400	0
KXLF-TV / KTVQ-TV	Tammy Green Business Manager	PO Box 3500 Butte, MT 59702	406-496-8400	0
KATC-TV	Cathy Schexnayder Business Manager	PO Box 63333 Lafayette, LA 70596	337-235-3333	0
WLEX-TV	Sandy Byron Business Manager	PO Box 1457 Lexington, KY 40588	859-259-1818	0
KRIS-TV	Alice Galindo Business Manager	PO Box 840 Corpus Christi, TX 78403	361-886-6101	0

**KSBY Communications, Inc**  
**Summary of Prong 3 Outreach Initiatives between 8/1/2009 to 7/31/2010**

<b>No.</b>	<b>Date</b>	<b>Activity Type</b>
1	7/20/2010	Participation in events or programs sponsored by educational institutions <b>Description:</b> Station tour for Cal Poly University Journalism workshop.
2	5/26/2010	Participation in events or programs sponsored by educational institutions <b>Description:</b> Cal Poly Dietician Class - guest speaker
3	5/26/2010	Participation in events sponsored by community groups <b>Description:</b> Latina Leadership Conference - guest speaker
4	5/1/2010	Provision of training to management <b>Description:</b> 2-hour harassment training for all supervisors and managers.
5	3/11/2010	Sponsorship of events in the community designed to increase public awareness <b>Description:</b> Station tour for North County Newcomers - people new to the community.
6	1/14/2010	Sponsorship of events in the community designed to increase public awareness <b>Description:</b> Provided station tour to group of jr high/HS home schooled children
7	1/1/2010	Establishment of training programs for station personnel <b>Description:</b> Provided training to all entry level PT-1's so they may be qualified for PT-2 positions as they become available.
8	10/22/2009	Participation in events or programs sponsored by educational institutions <b>Description:</b> Career Fair for Del Rio High School (continuation school). Career exploration for high school students to know what is available for them after graduations.
9	10/2/2009	Participation in events or programs sponsored by educational institutions <b>Description:</b> Career Exploration Day at Hancock College
10	8/2/2009	Establishment of an intern program designed to assist members of the community <b>Description:</b> On-going internship program with Cal Poly and Cuesta College to expose college journalism, communications and broadcasting majors to the TV environment. For college credit only.