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KSBY-TV
PUBLIC FILE REPORT
August 1, 2005 - July 21, 2006

A. Full-Time Vacancies Filled During Past Year						Total Number	Number
#	Position Title	Date Open:	Date Filled:	Recruitment Source	Source of Hiree	Interviewed	Hired
1	Account Executive	7/1/2005	8/1/2005	See Recruitment Source List	Santa Maria Times	5	1
2	Newscast Producer	7/1/2005	8/8/2005	See Recruitment Source List	tvjobs.com	3	1
3	Master Control Operator	7/9/2005	8/10/2005	See Recruitment Source List	KSBY website	3	1
4	Traffic Coordinator	7/1/2005	8/12/2005	See Recruitment Source List	The Tribune	8	1
5	Creative Services Producer	5/9/2005	8/17/2005	See Recruitment Source List	Walk-in	4	1
6	Reporter	7/1/2005	9/6/2005	See Recruitment Source List	tvjobs.com	3	1
7	Account Executive	8/1/2005	9/12/2005	See Recruitment Source List	Santa Maria Times	5	1
8	Account Executive	8/1/2005	10/6/2005	See Recruitment Source List	Santa Barbara News-Press	6	1
9	Master Control Operator	9/15/2005	11/2/2005	See Recruitment Source List	tvjobs.com	2	1
10	Photojournalist	10/15/2005	12/6/2005	See Recruitment Source List	tvjobs.com	1	1
11	Business Manager	10/6/2005	12/5/2005	See Recruitment Source List	The Tribune	1	1
12	Reporter	10/7/2005	1/9/2006	See Recruitment Source List	tvjobs.com	4	1
13	Photojournalist	12/13/2005	1/9/2006	See Recruitment Source List	KSBY website	1	1
14	Assignment Editor	12/13/2005	1/20/2006	See Recruitment Source List	tvjobs.com	1	1
15	Creative Services Editor	12/19/2005	1/26/2006	See Recruitment Source List	Cuesta College	1	1
16	Master Control Operator	2/2/2006	4/18/2006	See Recruitment Source List	KSBY website	4	1
17	News Production Assistant	2/13/2006	5/15/2006	See Recruitment Source List	Cuesta College	1	1
18	Director / Technical Director	2/13/2006	4/10/2006	See Recruitment Source List	KSBY website	1	1
19	Assignment Editor	4/10/2006	5/8/2006	See Recruitment Source List	Employee referral	1	1
20	Reporter	4/10/2006	5/30/2006	See Recruitment Source List	tvjobs.com	1	1
21	Reporter	4/10/2006	6/12/2006	See Recruitment Source List	tvjobs.com	1	1
22	Newscast Producer	6/7/2006	6/26/2006	See Recruitment Source List	KSBY website	3	1
23	News Director	4/1/2006	6/26/2006	See Recruitment Source List	Referral	2	1

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

Source	Contact Person	Address	Tel#	Total Interviewed	Entitled to Notification
tvjobs.com Broadcast Employment Services		PO Box 4116 Oceanside, CA 92052 tvjobs.com	800-374-0119	10	N
medialine.com		Box 51909 Pacific Grove, CA 93950	800-237-8073	0	N
KSBY website	Liza Sullivan	1772 Calle Joaquin SLO, CA 93405	805-541-6666	8	N
Cal Poly Comm Dept	Cindy Decker	Hwy 1 SLO, CA 93401	805-756-2508	4	N
Talent Dynamics		PO Box 99294 Ft Worth, TX 76199	972-351-9018	1	N
The Tribune	Angela	3825 S. Higuera SLO, CA 93401	805-544-7355	6	N
Santa Barbara News-Press		PO Box 1586 Santa Barbara, CA 93102	805-564-5200	11	N
Santa Maria Times		3200 Skyway Drive Santa Maria, CA 93454	805-928-8871	5	N
NABET-CWA		433 Natoma St, Suite 220 San Francisco, CA 94103	415-398-3160	0	N
Santa Barbara Business College	Sue Danielson	Adult Education Center 310 W Padre St Santa Barbara, CA 93101		0	N
Cuesta College		Career Connections Center PO Box 8106 SLO, CA 93401	805-546-3204	8	Y
EDD- Santa Maria		Workforce Development Center 1410 S Broadway Santa Maria, CA 93455	805-568-1314	0	Y
EDD-Santa Barbara		Workforce Development Center 130 E Ortega St Santa Barbara, CA 93101	805-568-1314	0	N
Employee referral				5	N
Walk-in				4	N

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

Station	Contact Person	Address	Tel#	Total Interviewed
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

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E. Outreach Activities			
Date	Initiative	Description	Personnel Involved
9/27/2005	Journalism Class Tour	Cuesta College Journalism Class tour.	Promotions & news personnel hosted and spoke about careers in journalism. Madeline Palaszewski, Promotions Dir & News on-air talent
11/3/2005	Town Hall Meeting	Special Election Town Hall Meeting	Station hosted a town hall meeting featuring Governor Schwarzenegger and other officials. Madeline Palaszewski, Promotions Dir & News on-air talent
2/8/2006	Career Day	Morro Bay High School Career Day	Attended and spoke to students about careers in broadcasting. Madeline Palaszewski, Promotions Director
2/23/2006	Journalism Class Tour	Paso Robles High School Journalism Class tour	Hosted and news personnel spoke to students about careers in news. Madeline Palaszewski, Promotions Dir & News Producers/Talent
3/9/2006	Mass Media Tour	Cuesta College Mass Media Tour	Attended and spoke to students about careers in broadcasting. Madeline Palaszewski, Promotions Director
3/24/2006	Intro to Broadcasting class	Cuesta College Intro to Broadcasting Class	Spoke to the class about broadcasting. Tony Cipolla, News Anchor
3/31/2006	Town Hall Meeting	Town hall meeting on teen drinking	Station in conjunction with SLO County broadcast town hall meeting on problems of underage drinking. Public invited to participate. Madeline Palaszewski, Promotions Dir & News Producers/Talent
5/10/2006	Cuesta College Job Fair	Consult with Cal Poly School of Journalism on matters relating to their curriculum and projects	Dorothy Rivera, Bus Mgr; Brandon Downing, Production Mgr
On-going	Expose station opportunities to interested parties	Expose college broadcasting majors to television broadcasting environment	News anchor sits on board of directors. Tony Cipolla, Anchor
On-going	College intern program	Cross training of staff positions in all department with other related positions in that particular department in order to broaden their experience and qualify them for future open positions	Tony Cipolla, Anchor; News Director; Business Manager
On-going	Cross-training of staff		All managers and department heads.