

**NRJ TV LA License Co, LLC, KSCI-TV, Channel 18, Long Beach, California  
ANNUAL EEO PUBLIC FILE REPORT**

**Statement of EEO Policy**

This EEO Public File Report has been prepared in accordance with Section 47 CFR 73.2080(c)(6).

This report covers full-time vacancy recruitment data for the period August 1, 2013 to July 31, 2014.

Anyone wanting Information of job vacancies at KSCI-TV should contact the Human Resources Department.

The KSCI Station Employment Unit includes commonly-controlled TV stations KSCI, KNLA-CD, KNET-CD and KSKJ-CD. KSCI, KNLA-CD and KNET-CD have been part of this group for the entire reporting period, while KSKJ-CD was acquired and integrated into the employment unit in December 2013. This report is being included in the public files of all four TV stations in the group, however its applicability for each station is limited to the time period during which each respective station was a member of the group, as outlined above.

EEO Contact information for NRJ TV LA License Co, LLC is:

<b>KSCI-TV</b>	<b>Telephone No. 310-478-1818</b>
<b>1990 S. Bundy Suite 850</b>	<b>Contact person: Carolyn Kwak</b>
<b>Los Angeles, CA 90025</b>	<b>Email Address: ckwak@la18.tv</b>

NRJ TV LA License Co, LLC became the licensee of KSCI-TV through an acquisition effective August 11, 2012.

**Full-time vacancies filled during the period August 1, 2013 through July 31, 2014**

	<b>Full-Time Positions Job Title</b>	<b>Recruitment Sources Used (See attached listing)</b>	<b>Successful Applicant</b>	<b>Total Number Interviewed (from all Referral Sources)</b>
1	Post Production Coordinator	2,3,9,10,14,15,18,20,21,25,27,29, 33,35,36,45,46,50,51,53,54,61,63,67,7 0,72,74,79,83	Company Website	5
2	Anchor/Korean News Reporter	2,3,7,8,9,10,12,13,14,15,16,17,18, 19,20,21,22,23,24,25,26,27,28,29,30,3 1,32,33,34,35,36,37,39,40,41,42,43,44, 45,46,47,48,49,50,51,52,53,54,55,59,6 0,61,62,63,65,66,67,68,69,70,71,72,74, 75,77,78,79,80,82,83	On Air Advertisement on KSCI	13
3	Mandarin On-Air Host	2,3,7,8,9,10,12,15,19,23,24,25,28, 30,31,36,37,39,44,45,50,51,52,55,63,6 5,70,72,74,76,78,79,82,83	Employee Referral	3
4	Receptionist/AP Clerk	3,8,9,10,19,63,72,74,75,76,77,78, 80,82,83	Craigslist	4
5	Studio Tech	2,3,8,9,10,14,15,18,23,24,29,30, 36,38,39,45,51,62,63,66,70,79,80, 83	Craigslist	5
6	Event Coordinator	1,3,6,7,10,13,14,17,20,23,30,31, 36,43,47,49,52,54,60,65,67,69,72,74,7 7,78,80	Internal Candidate	4
7	Sales Assistant	3,6,7,10,13,14,17,20,23,30,31,36, 43,47,49,52,54,60,65,67,69,72,74,77,7 8,80,83	USC - Asian Pacific American Studies Center	3
8	Studio Tech	2,3,10,15,18,23,27,30,32,35,36, 37,38,42,43,50,51,53,54,55,60,62, 63,66,69,70,72,79,80,83	Craigslist	5
9	Marketing Specialist	3,6,7,10,13,14,17,20,23,30,31,36, 43,47,49,52,54,60,65,67,69,72,74,77,7 8,80,83	Craigslist	3
10	Mandarin News Reporter	2,3,5,61,62,63,66,72,74,75,76,77, 78,79,83	Company Website	6
11	Sales Account Executive	3,6,7,14,17,20,23,30,31,36,43,47, 49,52,54,60,65,67,69,72,74,77,78,80,8 3	Company Website	3
12	Broadcast Engineer	3,58,59,60,61,62,63,65,66,67,68, 69,70,71,72,74,75,76,77,78,79,80,83,8 6,89	Monster.com	6
13	Kababayan TV Host	1,2,3,5,6,7,8,9,10,12,13,14,15,16, 20,21,24,25,27,28,36,37,39,40,42,43,4 9,50,51,52,53,54,55,56,57,58,59,60,61, 62,63,64,65,66,67,68,69,70,71,72,74,7 5,76,77,78,79,80,82,83,87	Company Website	12

Total number of persons interviewed during applicable period:

**72**

Recruitment Source & Contact Info	Total Number of Interviewees Referred	Full-time Positions for which Source was utilized
<b>INTERNAL RECRUITMENT</b>		
1 Internal Candidate / Existing Employee	1	6. Event Coordinator (1)
2 Employee Referral	13	1. Post Production Coordinator (1) 8. Studio Tech (1) 2. Anchor/Korean News Reporter (1) 10. Mandarin News Reporter (2) 3. Mandarin On-Air Host (1) 13. Kababayan TV Host (6) 5. Studio Tech (1)
3 Company Website All job openings are posted on the company website. at www.LA18.tv	17	1. Post Production Coordinator (3) 8. Studio Tech (1) 2. Anchor/Korean News Reporter (2) 9. Marketing Specialist (1) 3. Mandarin On-Air Host 10. Mandarin News Reporter (3) 4. Receptionb/AP Clerk (1) 11. Sales Account Executive (1) 5. Studio Tech (1) 12. Broadcast Engineer 6. Event Coordinator (2) 13. Kababayan TV Host (1) 7. Sales Assistant (1)
4 Word of Mouth (or unspecified)	2	2. Anchor/Korean News Reporter (2)
5 Job Notice Advertised on air at KSCI-TV 18 Some job vacancy notices are aired in-language in various programs on KSCI-TV	10	2. Anchor/Korean News Reporter (8) 10. Mandarin News Reporter (1) 13. Kababayan TV Host (1)
<b>RECRUITMENT THROUGH COMMUNITY ORGANIZATIONS</b>		
6 Abram Friedman Occupational Center 1646 S. Olive Street Los Angeles, CA 90015 Contact: Career Center 213 765-2400 / Fax 213 748-7406		2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive 13. Kababayan TV Host
7 Asian American Advertising Federation PO Box 69851 West Hollywood, CA 90069 Contact: Genny Hom-Franzen <a href="mailto:ghomfranzen@3AE.org">ghomfranzen@3AE.org</a>		3. Mandarin On-Air Host 13. Kababayan TV Host 2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive
8 Asian American Economic Development Enterprise 216 W. Garvey Avenue, Unit E Monterey Park, CA 91754 Contact: Bill Chang 626 572-7021 or fax 626 572-6533		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 4. Receptionb/AP Clerk 5. Studio Tech 13. Kababayan TV Host
9 Asian American Journalists Association 5 Third Street, Suite 1108 San Francisco, CA 94103 Contact: Albert Lee at <a href="mailto:albertl@aaaja.org">albertl@aaaja.org</a> 415 346-2051 / Fax 415 346-6343 *Local Branch Contact John Sakata 310 533-7261	2	1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 4. Receptionb/AP Clerk 5. Studio Tech 13. Kababayan TV Host (2)
10 Asian Business Association 1111 Corporate Center Drive, Suite 305B Monterey Park, CA 91754 Contact: Dennis Huang 213 628-1222 / Fax 213 628-3222 <a href="mailto:dennis@aba-la.org">dennis@aba-la.org</a>		1. Post Production Coordinator 8. Studio Tech 2. Anchor/Korean News Reporter 9. Marketing Specialist 3. Mandarin On-Air Host 13. Kababayan TV Host 4. Receptionb/AP Clerk 5. Studio Tech 6. Event Coordinator 7. Sales Assistant
11 Asian Business League 320 E. Second Street, Suite 316 Los Angeles, CA 90012 Contact: Yuko Ebina Phone: 213-624-9975 / Fax 213 624-9977 <a href="mailto:ablsocal@aol.com">ablsocal@aol.com</a>		
12 Asian Pacific American Legal Center 1145 Wilshire Blvd., 2nd Floor Los Angeles, CA 90017 Contact: Janet Park 213 977-7500 / Fax 213 977-7595		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 13. Kababayan TV Host

	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
13 <b>Asian Youth Center</b> 100 West Clary Ave. San Gabriel, CA 91776 Contact: Florence 626 309-0622 x 103 / Fax 626 309-0362 <a href="mailto:admin@asianyouthcenter.org">admin@asianyouthcenter.org</a>		2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 13. Kababayan TV Host
14 <b>APEX Asian Professional Exchange</b> 207 E. Franklin Avenue, Suite B El Segundo, CA 90245 Contact: Hogan Lee 213 388-3333 x 104 <a href="mailto:hogan@apex.org">hogan@apex.org</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 5. Studio Tech 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive 13. Kababayan TV Host
15 <b>CAPE-Coalition of Asian Pacifics in Entertainment</b> 10 Universal City Plaza, 20th Fl. Universal City, CA 91608 Contact: Jennifer Sanderson 818 753-2336 <a href="mailto:info@capeusa.org">info@capeusa.org</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 8. Studio Tech 13. Kababayan TV Host
16 <b>Career Transition Center</b> 3447 Atlantic Avenue Long Beach, CA 90807 Contact: Sandra Guerrero 562 570-3658 / Fax 562-570-3653 <a href="mailto:sguerrero@edd.ca.gov">sguerrero@edd.ca.gov</a>		2. Anchor/Korean News Reporter 13. Kababayan TV Host
17 <b>Chatsworth Work Source Center</b> 20500 Nordhoff Street Chatsworth, CA 91311 Contact: Georgia Lyon or Ray 818 701-9800 / Fax 818 701-9801 <a href="mailto:frontdesk@builddonestop.com">frontdesk@builddonestop.com</a>		2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive
18 <b>Chinatown Service Center</b> 767 N. Hill Street, Suite 400 Los Angeles, CA 90012-2381 Contact: Aiman Hwang 213 808-1735 / Fax 213 253-0877 <a href="mailto:ahwang@cscla.org">ahwang@cscla.org</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 5. Studio Tech 8. Studio Tech
19 <b>Chinese Chamber of Commerce</b> 977 N. Broadway, Grnd Floor #E Los Angeles, CA 90012 Contact: Nicki Ung 213 617-0396 / Fax 213 617-2128		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 4. Receptionb/AP Clerk
20 <b>Crenshaw/West LA Workforce Service Office</b> 5401 Crenshaw Blvd Los Angeles CA 90043 Contact: Pamela Gutierrez 323-290-5290 / Fax 323 290-5110 <a href="mailto:pgutierr@edd.ca.gov">pgutierr@edd.ca.gov</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive 13. Kababayan TV Host
21 <b>Dayle McIntosh Center</b> 13272 Garden Grove Blvd. Garden Grove, CA 92843 Contact: Dolores Kollmer 714 621-3300 / Fax 714 663-2094		1. Post Production Coordinator 2. Anchor/Korean News Reporter 13. Kababayan TV Host
22 <b>Department of Veteran Affairs</b> 11000 Wilshire Boulevard Los Angeles, CA 90024 Contact: Joseph Bebe 310 235-7199 / Fax 310 235-6247		2. Anchor/Korean News Reporter

	<u>Recruitment Source &amp; Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
23	<b>East LA Employment Business Center</b> 5301 Whittier Blvd. Los Angeles, CA 90022 Contact: Michael Cisneros 323 887-7122 x 1211 / Fax 323 887-8236		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 11. Sales Account Executive
24	<b>Employment Development Dept (EDD)</b> 5401 S. Crenshaw Blvd. Los Angeles, CA 90043 Contact: Lela Bluit 323 290-5157 / Fax 323 290-5110 <a href="mailto:lbluitt@edd.ca.gov">lbluitt@edd.ca.gov</a>		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 13. Kababayan TV Host
25	<b>Goodwill Industries/ Metro North WorkSource</b> 342 San Fernando Road Los Angeles, CA 90031 Contact: Ramon Lupia 323 539-2194 / Fax 323 539-2022 <a href="mailto:rlupian@goodwillsocial.org">rlupian@goodwillsocial.org</a>		1. Post Produciton Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 13. Kababayan TV Host
26	<b>Housing Authority for City of LA</b> 2500 Wilshire Blvd., 6th Floor Los Angeles, CA 90057 Contact: Jane Watts 213 252-6161 / Fax 213 252-1881		2. Anchor/Korean News Reporter
27	<b>Inglewood Community Adult Education</b> 106 E. Manchester Blvd., #350 Inglewood, CA 90301 Contact: Corey Bruner 310 330-5225 / Fax 310 330-9153		1. Post Produciton Coordinator 2. Anchor/Korean News Reporter 8. Studio Tech 13. Kababayan TV Host
28	<b>Jewish Vocational Services</b> 6505 Wilshire Blvd. Suite 200 Los Angeles, CA 90048 Contact: Lydia Buchman 323 761-8888 Ext: 8881 / Fax 323 761-8575		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 13. Kababayan TV Host
29	<b>Job Korea USA</b> 3700 Wilshire Boulevard, #600B Los Angeles, CA 90010 Contact: Young Lee 213-384-1004 / Fax 213 367-9937 <a href="mailto:jobkoreausa@gmail.com">jobkoreausa@gmail.com</a>		1. Post Produciton Coordinator 2. Anchor/Korean News Reporter 5. Studio Tech
30	<b>Korean American Coalition National Headquarters</b> 3727 West Sixth Street Suite 501 Los Angeles, CA 90020 Contact: Charles Kim 213 385-5226 / Fax 213 385-5282 <a href="mailto:kacnational@gmail.com">kacnational@gmail.com</a>		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 11. Sales Account Executive
31	<b>Korean American United Foundation</b> 981 S. Western Avenue, Suite 400 Los Angeles, CA 90006 Contact: Mr. Shin 323 732-2371 / Fax 323 732-0757		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive
32	<b>Korean Churches for Community Develop.</b> 3550 Wilshire Blvd. Suite 500 Los Angeles, CA 90010 Contact: Ms. Hypin Im, President & CEO 213 985-1500 <a href="mailto:hypln@gmail.com">hypln@gmail.com</a>		2. Anchor/Korean News Reporter 5. Studio Tech 8. Studio Tech
33	<b>Korean Youth Community Center</b> 680 South Wilton Place Los Angeles, CA 90005 Contact: Ashley Kim 213 365-7400 / Fax 213 927-0017 <a href="mailto:akim@kycc.la.org">akim@kycc.la.org</a>		1. Post Produciton Coordinator 2. Anchor/Korean News Reporter

	<b>Total Number of Interviewees Referred</b>	<b>Full-time Positions for which Source was utilized</b>
34 <b>Latin Business Association</b> 5400 E. Olympic Blvd, #130 Los Angeles, CA 90022 Contact: Peter Beltran 213 628-8510 / Fax 213 628-8519 <a href="mailto:membership@lbausa.com">membership@lbausa.com</a>		2. Anchor/Korean News Reporter
35 <b>Little Tokyo Service Center</b> 231 E. Third Street, #G104 Los Angeles, CA 90013 Contact: Tom Sogi 213 473-3030 / Fax 213 473-3031		1. Post Production Coordinator 2. Anchor/Korean News Reporter 8. Studio Tech 13. Kababayan TV Host
36 <b>Los Angeles Job Corps Center</b> 217 W. 11th St. Los Angeles, CA 90015 Contact: David Santamaria 213 741-5385 / Fax 213 741-5379 <a href="mailto:santamaria.david@jobcorps.org">santamaria.david@jobcorps.org</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 11. Sales Account Executive 13. Kababayan TV Host
37 <b>Los Angeles Urban League - Career Center</b> 12700 S. Avalon Blvd. Los Angeles, CA 90061 Contact: Elainea Robbins 323 600-1137 / Fax 323 600-0186 <a href="mailto:erobbins@laul.org">erobbins@laul.org</a>		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 8. Studio Tech 13. Kababayan TV Host
38 <b>Mexican American Opportunity Foundation</b> 972 S. Goodrich Blvd. Commerce, CA 90022 Contact: Terri Gallego 323 890-1555 / Fax 323 890-1556 <a href="mailto:tergallego@maof.org">tergallego@maof.org</a>		5. Studio Tech 8. Studio Tech
39 <b>NAACP</b> PO Box 2349 Hollywood, CA 90078-2349 Contact: Joyce Norfleet 323 464-7616 / Fax 323 464-1927 <a href="mailto:joyfleet@aol.com">joyfleet@aol.com</a>		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 13. Kababayan TV Host
40 <b>Pacific Asian Consortium in Employment</b> 1055 Wilshire Blvd., Suite 900A Los Angeles, CA 90017 Contact: Mary Ishiara 213 353-1677 / Fax 213 353-1666 <a href="mailto:mishiara@westlake-workforce.org">mishiara@westlake-workforce.org</a>		2. Anchor/Korean News Reporter 13. Kababayan TV Host
41 <b>Pacifico Employment</b> 1111 W. Sixth St. Suite 101 Los Angeles, CA 90017 Contact: Georgina Flores 213 481-0103 Ext. 18 <a href="mailto:genomas@aol.com">genomas@aol.com</a>		2. Anchor/Korean News Reporter
42 <b>Santa Monica/Venice NAACP Branch</b> 1705 Pico Boulevard, Suite 143 Santa Monica, CA 90404 Contact: Darrell Goode 213 261-5944		2. Anchor/Korean News Reporter 8. Studio Tech 13. Kababayan TV Host
43 <b>Second Careers</b> 8134 Van Nuys Blvd., #200 Panorama City, CA 91402 Contact: Job Desk 818 908-5066 / Fax 818 908-5147 <a href="mailto:assistant@vcla.net">assistant@vcla.net</a>		2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 11. Sales Account Executive 13. Kababayan TV Host
44 <b>SFV Japanese/American Center</b> 12953 Branford Street Pacoima, CA 91331 Contact: Kay Yamada 818 899-1989		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host

Recruitment Source & Contact Info	Total Number of Interviewees Referred	Full-time Positions for which Source was utilized
45 <b>SIPA</b> 3200 W. Temple Street Los Angeles, CA 90026 Contact: Dorothy Gamoning 213 382-1819 / Fax 213 382-7445 <a href="mailto:dgamoning@esipa.org">dgamoning@esipa.org</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech
46 <b>Southern California Indian Center</b> 10175 Slater Avenue, #150 Fountain Valley, CA 92708 Contact: Michele Guillen 714 962-6673 / Fax 714 962-6343 <a href="mailto:mguillen@indiancenter.org">mguillen@indiancenter.org</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter
47 <b>State Department of Rehabilitation</b> 6125 Washington Blvd., 2nd Floor Culver City, CA 90232 Contact: Greg Hernandez 310 558-5582 / Fax 310 558-5584		2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive
48 <b>Step Up on Second</b> 1328 Second Street Santa Monica, CA 90401 Contact: Lance Moore 310 394-6889 / Fax 310 394-6883 <a href="mailto:lance@stepuponsecond.org">lance@stepuponsecond.org</a>		2. Anchor/Korean News Reporter
49 <b>Turning Point Transitional Housing</b> Ocean Park Community Center 1447 16th Street Santa Monica, CA 90404 Contact: Viveca Cole 310 828-6717 / Fax 310 828-1337		2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive 13. Kababayan TV Host
50 <b>Venice Skills Center</b> 611 Fifth Avenue Venice, CA 90291 Contact: Counseling Office 310 664-5820/ Fax 310 392-3461		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 8. Studio Tech 13. Kababayan TV Host
51 <b>Verdugo Job Center</b> 1255 S. Central Avenue Glendale, CA 91204 Contact: Gerald Washington 818 409-0476 / Fax 818 409-0496 <a href="mailto:gwashington@ci.glendale.ca.us">gwashington@ci.glendale.ca.us</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 8. Studio Tech 13. Kababayan TV Host
52 <b>Inglewood One-Stop</b> 8929 S. Sepulveda Blvd., #400 Los Angeles, CA 90045 Contact: LaToya Thomas 310 680-3700 / Fax 310 680-4098		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive 13. Kababayan TV Host
53 <b>Women at Work</b> 3871 E. Colorado Blvd. Pasadena, CA 91107 626 796-6870 / Fax 626 793-7396 Contact: Artie Morris <a href="mailto:jobs@womenatwork.org">jobs@womenatwork.org</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 8. Studio Tech 13. Kababayan TV Host
54 <b>Workplace Hollywood</b> 1201 W. 5th Street, Suite, T-550 Los Angeles, CA 90017 Contact: Marcia Cole <a href="http://www.workplacehollywood.org">www.workplacehollywood.org</a> 213-250-9921 / Fax 213 250-9092		1. Post Production Coordinator 2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 11. Sales Account Executive 13. Kababayan TV Host
55 <b>Worksource</b> 1055 Wilshire Blvd., Suite 900-A Los Angeles, CA 90017 Contact: Marcella Wong 213 207-1333 / Fax 213 353-1686 <a href="mailto:mwong@westlake-worksource.org">mwong@westlake-worksource.org</a>		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 8. Studio Tech 13. Kababayan TV Host

Recruitment Source & Contact Info	Total Number of Interviewees Referred	Full-time Positions for which Source was utilized
<b>RECRUITMENT THROUGH SCHOOLS</b>		
56 <b>Art Center College of Design</b> 950 S. Raymond Avenue Pasadena, CA 91105 Contact: Jean Mitsunaga Career Service Director 626 396-2320 <a href="mailto:jobs@artcenter.edu">jobs@artcenter.edu</a>		13. Kababayan TV Host
57 <b>Art Institute of California</b> 3601 West Sunflower Avenue Santa Ana, CA 92704 Contact: Genevieve Caton Career Service Advisor 714 830-0244 / Fax 714 546-2184		13. Kababayan TV Host
58 <b>Art Institute of Los Angeles</b> 2900 31st Street Santa Monica, CA 90405 Contact: Jennette Reece 310 314-6120 / Fax 310 314-6055		12. Broadcast Engineer 13. Kababayan TV Host
59 <b>California Institute of Arts</b> 25700 McBean Parkway Santa Clarita, CA 91355 Contact: Amy Young 661 253-7892 <a href="mailto:ayoung@calarts.edu">ayoung@calarts.edu</a>		2. Anchor/Korean News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
60 <b>California Lutheran University</b> 60 W. Olsen Road Thousand Oaks, CA 91360 Contact: Cindy Lewis 805 493-3199 / Fax 805 493-3201		2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host
61 <b>California State University Fullerton - Career Planning &amp; Placement</b> Box 6830 Fullerton, CA 92634 Contact: Laura Neal 714 278-3791 <a href="mailto:lneal@fullerton.edu">lneal@fullerton.edu</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 10. Mandarin News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
62 <b>California State University Long Beach - Career Development Center</b> 1250 Bellflower Blvd. Long Beach, CA 90840 Contact: Cindy Hale 562 985-9251 / Fax 562 985-1641		2. Anchor/Korean News Reporter 5. Studio Tech 8. Studio Tech 10. Mandarin News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
63 <b>California State University Los Angeles</b> 5151 State University Drive Los Angeles, CA 90032 Contact: Career Development Center 323 343-3277 / Fax 323 343-3649		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 4. Receptionist/ AP Clerk 5. Studio Tech 8. Studio Tech 10. Mandarin News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
64 <b>California State University Media Internship Program</b> CSU Campuses Contact: Robert Vianello 323 343-4213 <a href="mailto:rvianel@calstatela.edu">rvianel@calstatela.edu</a>		13. Kababayan TV Host
65 <b>California State University Northridge - Cinema &amp; TV Arts Department</b> 18111 Nordhoff Street Northridge, CA 91330 Contact: Olivia Gonzalez 818 677-3192 / Fax 818 677-4919		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host
66 <b>California State University Northridge - Career Center</b> 18111 Nordhoff Street Northridge, CA 91330 Contact: Career Center 818 677-1200 / Fax 818 677-4593		2. Anchor/Korean News Reporter 5. Studio Tech 8. Studio Tech 10. Mandarin News Reporter 12. Broadcast Engineer 13. Kababayan TV Host

	<b>Recruitment Source &amp; Contact Info</b>	<b>Total Number of Interviewees Referred</b>	<b>Full-time Positions for which Source was utilized</b>
67	<b>LACC - Cinema/TV Department</b> 855 N. Vermont Avenue Los Angeles, CA 90029 Contact: Vaughn Obern 323 953-4000 ext. 2620 / Fax 323 953-4013		1. Post Production Coordinator 2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host
68	<b>LA Ort Technical Institute</b> 6435 Wilshire Boulevard Los Angeles, CA 90048 Contact: Narineh Derafshkavan 323 966-5444 ext. 232 / Fax 323 966-5455		2. Anchor/Korean News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
69	<b>LA Trade Technical College</b> 400 W. Washington Blvd. Los Angeles, CA 90015 Contact: Helen Baird 213 763-7124 / Fax 213 763-5353		2. Anchor/Korean News Reporter 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host
70	<b>Los Angeles Valley College</b> 5800 Fulton Avenue Valley Glen, CA 91401 Contact: Doug Marriott 818 947-2333 / Fax 818 947-2978 <a href="mailto:coop@lavc.edu">coop@lavc.edu</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 8. Studio Tech 12. Broadcast Engineer 13. Kababayan TV Host
71	<b>Loyola Marymount University - Career Development</b> One LMU Drive Los Angeles, CA 90045-8460 Contact: Jeff Hardt 310 338-2700 or 338-7606 / Fax 310 338-1946 <a href="mailto:jeffrey.hardt@lmu.edu">jeffrey.hardt@lmu.edu</a>		2. Anchor/Korean News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
72	<b>Santa Monica College</b> 1900 Pico Blvd. Santa Monica, CA 90404 Contact: Brad Lemonds, Dept. of Communications 310 434-4763 <a href="mailto:lemonds_bradley@smc.edu">lemonds_bradley@smc.edu</a>		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 4. Receptionist/ AP Clerk 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 10. Mandarin News Reporter 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host
73	<b>Santa Monica College</b> 1900 Pico Blvd. Santa Monica, CA 90404 Contact: Judy White 310 434-4337 / Fax 310 434-4312		
74	<b>UCLA Asian American Studies Center</b> 3230 Campbell Hall Los Angeles, CA 90024 Contact: Meg Thornton 310 825-1006 / Fax 310 206-9844		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 4. Receptionist/ AP Clerk 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 10. Mandarin News Reporter 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host
75	<b>UCLA Career Center</b> UCLA Los Angeles, CA 90024 Contact: Kathy Sims 310 206-1902 <a href="http://www.career.ucla.edu">www.career.ucla.edu</a>		2. Anchor/Korean News Reporter 4. Receptionist/ AP Clerk 10. Mandarin News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
76	<b>UCLA - Dept of E. Asian Languages</b> B316 Murphy Hall PO Box 951540 Los Angeles, CA 90095-1540 Contact: Anna Ramos 310 206-8235 / Fax 310 825-8808		3. Mandarin On-Air Host 4. Receptionist/ AP Clerk 10. Mandarin News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
77	<b>UCLA Extension</b> 10995 Le Conte Avenue Los Angeles, CA 90013 Contact: Drew Conrad 310 206-5064 / Fax 310 206-7435		2. Anchor/Korean News Reporter 4. Receptionist/ AP Clerk 6. Event Coordinator 7. Sales Assistant 9. Sales/ Marketing Specialist 10. Mandarin News Reporter 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host
78	<b>USC - Asian Pacific American Studies Center</b> Student Union 410, University Park Los Angeles, CA 90089-4851 Contact: Jade Agua 213 740-4999 / 213 740-5284	1	2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 4. Receptionist/ AP Clerk 6. Event Coordinator (1) 7. Sales Assistant 9. Sales/ Marketing Specialist 10. Mandarin News Reporter 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host



<u>Recruitment Source &amp; Contact Info</u>	<u>Total Number of Interviewees Referred</u>	<u>Full-time Positions for which Source was utilized</u>
79 <b>USC Annenberg School for Communication</b> University of Southern California Los Angeles, CA 90089 Contact: Suzanne Alcantera 213 740-6045 / Fax 213 740-8036		1. Post Production Coordinator 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 5. Studio Tech 8. Studio Tech 10. Mandarin News Reporter 12. Broadcast Engineer 13. Kababayan TV Host
80 <b>West LA College - Placement Center</b> 4800 Freshman Drive Culver City, CA 90230 Contact: Placement Office 310 287-4356 / 310 287-4355		2. Anchor/Korean News Reporter 4. Receptionist/ AP Clerk 5. Studio Tech 6. Event Coordinator 7. Sales Assistant 8. Studio Tech 9. Sales/ Marketing Specialist 11. Sales Account Executive 12. Broadcast Engineer 13. Kababayan TV Host

**RECRUITMENT THROUGH WEBSITES & TRADE ORGANIZATIONS**

81 <b>Bond &amp; Associates</b> 1219 Morningside Drive, Suite 216 Manhattan Beach, CA 90266 Contact: Cindy Bond, President 310 302-1201		
82 <b>California Broadcasters Association</b> 915 "L" Street, Suite 1150 Sacramento, CA 95814 Contact: Joe Berry 916 444-2237		2. Anchor/Korean News Reporter 3. Mandarin On-Air Host 4. Receptionist/ AP Clerk 13. Kababayan TV Host
83 <b>Craigslist</b> craigslist.org 1381 9th Avenue San Francisco, CA 94122 415 566-6394 www.craigslist.org	22	1. Post Production Coordinator (1) 2. Anchor/Korean News Reporter 3. Mandarin On-Air Host (2) 4. Receptionist/ AP Clerk (3) 5. Studio Tech (3) 7. Sales Assistant (2) 8. Studio Tech (3) 9. Marketing Specialist (2) 10. Mandarin News Reporter 11. Sales Account Executive (2) 12. Broadcast Engineer (3) 13. Kababayan TV Host (1)
84 <b>The Lucas Group</b> 1925 Century Park East, Suite 750 Los Angeles, CA 90067 Contact: Marie Bernardino 310 595-2629		
85 <b>Radio Korea Media Group</b> 3700 Wilshire Blvd., #670 Los Angeles, CA 90010 213 487-1300 / Fax 213 487-7455		
86 <b>Society of Broadcast Engineers</b> Indianapolis, Indiana Contact: Scott Jones 317 846-9000		12. Broadcast Engineer
87 <b>Facebook.com</b> 1601 S. California Avenue Palo Alto CA 94304 (650) 543-4800	1	13. Kababayan TV Host (1)
88 <b>TVJobs.com</b> Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800 374-0119 Contact: Mark Holloway, President		
89 <b>Monster.com</b> 1560 W. Fountainhead Parkway, Ste 175 Tempe, AZ 85282 (480) 567-3789 www.monster.com	3	12. Broadcast Engineer (3)

**Total**

## **KSCI Station Employment Unit<sup>1</sup> EEO Initiatives (August 1, 2013 through July 31<sup>st</sup> 2014)**

Initiative: Section 73.2080(c)(2)(i) - Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Job Fair on 8/21/13: KSCI participated in the Los Angeles 13<sup>th</sup> Annual Diversity Day Career fair. KSCI staffed a booth and made a presentation on the opportunities of working in the broadcasting environment. The job fair was attended by our Human Resources Director and Director of Community Relations.

Job Fair on 6/11/14: KSCI participated in the JobKoreaUSA and JobAsiaUSA job fair sponsored by the Korean American Chamber of Commerce Los Angeles. KSCI staffed a booth and made a presentation on the opportunities of working in the broadcasting environment. The job fair was attended by our Human Resources Director and Director of Community Relations and Sales Manager.

Initiative Section 73.2080(c)(2)(v) - Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

January 2014: KSCI hosted a student from USC who was involved with the creative process of developing newsroom skills in TV reporting and interviewing.

May 2014: KSCI hosted a student from California State University Long Beach who was involved with the creative process and development of producing commercials for station advertisers that are effective and informative.

May 2014: KSCI hosted a student from USC who was involved with developing an understanding of programming at a TV station with various types of programs in the Korean language and evaluating the results of the viewing audience.

May 2014: KSCI hosted a student from Biola University who was

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<sup>1</sup> The KSCI Station Employment Unit includes commonly-controlled TV stations KSCI, KNLA-CD, KNET-CD and KSKJ-CD. KSCI, KNLA-CD and KNET-CD have been part of this group for the entire reporting period, while KSKJ-CD was acquired and integrated into the employment unit in December 2013. This report is being included in the public files of all four TV stations in the group, however its applicability for each station is limited to the time period during which each respective station was a member of the group, as outlined above.

involved with developing a broader skill level in video production and editing skills.

Initiative: Section 73.2080(c)(2)(vii) - Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Scholarship May 2014:

KSCI produced a PSA in three different languages (Mandarin, Korean and Tagalog) announcing the opportunity to submit applications for 110 scholarships of \$3,000 each to be awarded in four categories, African American Future Achievers, Asian Pacific American Students Increasing Achievement, Hispanic American Commitment to Education Resources, and Asian Scholars. KSCI broadcasts those three PSA's for three weeks in advance of the scholarship application deadline to make the Asian community aware of the scholarship opportunity. A KSCI employee participated on the evaluation committee reading scholarship applications, essays and judging those entries to finalize the scholarship winners. KSCI participates at the awards ceremony and meets and congratulates all the Asian scholarship winners. After the awards ceremony KSCI produced a PSA in three different languages (Mandarin, Korean and Tagalog) announcing the winners and congratulating all of the participants. The three PSA's were broadcast on KSCI for a three week period after the awards ceremony to announce the winners and congratulate all of the participants

Initiative: Section 73.2080(c)(2)(viii) – Establishment of training programs designated to enable station personnel to acquire skills that could qualify them for higher level positions.

June 2014:

Two hour training session held in the news studio to instruct Mandarin News Report on the skills to become a news anchor and how the news equipment and process works. Training included speech, posture, camera angles, teleprompter operation and reading speeds.

July 2014:

Korean News department had a training session that was attended by 6 members of the news staff to learn basic techniques in how to shoot, edit and publish for various media platforms. The training included some basic social media tips to help publicize the news

content that is informative and educational.

Initiative: Section 73.2080(c)(2)(xii) – Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

KSCI lists all job openings in the newsletters of the Asian American Journalists Association, the Asian American media studies at USC and the Asian American media studies at UCLA.

KSCI lists all job openings in the job bank at the California Broadcasters Association and all jobs related to engineering in Society of Broadcast Engineers job bank.

Initiative: Section 73.2080(c)(2)(xiv) – Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

February 2014:

KSCI trained all management personnel to prevent harassment and promote equal opportunities through an on line training program that included testing, case studies and policy review. The training included training managers in recognizing harassment and discrimination, handling these types of complaints and retaliation.

Initiative: Section 73.2080(c)(2)(xvi) - Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

PIRATES Panel discussion:

An employee of KSCI participated on January 15, 2014 on a panel of media experts for the Print Interactive Radio and Television Education Society discussing the opportunities of working in the media industry and the interaction with various types of profit and nonprofit organizations in the local community.

Job Bank:

KSCI posts job openings with many different organizations in the stations coverage area with over half of those posting with organizations centered on women or minority based membership. KSCI also posts job openings on internet job listings sites such as Craigslist, Monster, California Broadcasters Association

and the Society of Broadcasting Engineers and the TV stations website LA18.com. In addition KSCI advertises job opening on the air on the main channel 18.1 and digital channel 18.8.

**Boy Scouts:**

KSCI hosted the local Boy Scout club on February 14, 2014 at the station to show them how the prime time newscast is prepared and how the anchors are able to deliver the newscast in the studio. All the scouts were given opportunities to be on camera and deliver a news presentation which was taped for them to keep. The news anchors explained what the path is to becoming a news anchor and what training is important for that type of job.