



Attachment B

EEO Public File Report August 1, 2015-July 31, 2016

KUSI List of Supplemental Outreach Initiatives

- 1. Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment. (Number v according to the FCC Rules)**

Internship Program from June-December 2016 (26 Interns participated)

- 2. Listed each upper-level category openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities. (List represents listings between 08-01-015 to 07-31-16) (Number xii according to the FCC Rules)**

Positions:

News Anchor/Reporter
Weather Anchor/Reporter
National/Regional Sales Manager
Director of Planning

Listed with:

1. AAJA LA (Asian American Journalist Assoc)
2. AAJA SD
3. AWRT (America Women in Radio & TV)
4. CCNMA SD (Ca Chicano News Media Assoc)
5. CCNMA LA
6. CCNMA Inland Empire
7. CCNMA Central Valley
8. NABJ (National Assoc of Black Journalists)
9. NOW (National Organization for Women)
10. San Diego Chapter ABJ
11. Chicano Federation of San Diego
12. National Assoc of Hispanic Journalists
13. Chicano News Media
14. National Association of Hispanic Journalists

- 3. Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination (Number xiv according to the FCC Rules)**

Training Date: April 18, 2016

The Director of Human Resources provided training to Station Department Heads such as the News Director, General Manager, Operations Manager, Director of Creative Services, Chief Engineering, CFO, and the General Sales Manager. Training consisted of all aspects of FCC and EEOC compliance requirements and rules and other related issues as it relates to preventing discrimination and being an EEO employer.

3. 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. (Number XVI according to the FCC Rules)

In order to direct the public to our open positions at the Station, KUSI established a Job Hotline in 2002 which has continued uninterrupted through July 31, 2016. We also have run classified ads in mediums such as the San Diego Union Tribune, Broadcasting and Cable Magazine, Television Weekly, Spots n Dots, etc. Additionally, we always post the open positions internally for our employees to apply and also to inform employees of openings to gain employee referrals. We also post our open positions on our website and with Caljobs, the EDD (Employment Development Department), and Workforce Partnership.

4. Establishment of Training Programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. (Number VIII according to the FCC Rules)

KUSI believes in career tracking our employees to offer them room for growth and career opportunities. As a result of multiple training programs we have established and implemented in several departments, we have promoted seven (7) employees from August 1, 2015 to July 31, 2016.

6. Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (Number x according to the FCC Rules)

KUSI works with several specialty colleges such as Platt College and the Art Institute in mentoring students. In fact, we have hired many students from such specialty colleges and trade schools. Also, we host many job shadowing opportunities for our local community to include several Boys and Girls Clubs to include the Boy Scouts of America.