

2020-2021 ANNUAL PUBLIC FILE EEO REPORT

August 1, 2020 – July 31, 2021

Call Sign of Station(s): **KNTV and KSTS**

1. List all full-time job vacancies filled by any station covered by this report during the past year

KNTV

Vice President, Creative & Strategic Marketing

Correspondent – CA LIVE

Consumer Content Producer

Photographer/Editor – CA LIVE

Promotions and Commercial Production Specialist

Producer (4)

Account Executive

Digital Editor

KSTS

Producer

Reporter/VJ (2)

Content Producer (2)

APC Operator

Weather and Traffic Anchor/Reporter

Managing Editor

Marketing Coordinator

2. Attached is a summary of the Recruitment Source Data Forms relevant for the jobs listed.
3. In total, how many interviewees did the station interview for all the full-time job vacancies identified in response to Question 1?

KNTV: 35

KSTS: 19

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station?

Name of Recruitment Source - KNTV	Total Number of Interviewees
NBCUnicareers.com	15
Employee Referral	4
Internal	4
Intern	0
LinkedIn	6
Yoh Contractor	6
Agent	0
Talent Acquisition	0
TVJobs.com	0
602communications.com	0
San Francisco State University	0
City College of San Francisco	0
San Jose State University	0
UC Berkeley	0
Santa Clara University	0
Stanford University	0
Emma Bowen Foundation	0
National Association of Hispanic Journalists	0
National Association of Black Journalists	0
Asian American Journalists Association	0
California Employment Development Department	0
IRE	0
Job Train	0

Name of Recruitment Source – KSTS	Total Number of Interviewees
NBCUnicareers.com	3
Employee Referral	2
Internal	6
Intern	1
LinkedIn	2
Yoh Contractor	3
Agent	0
Talent Acquisition	2
TVJobs.com	0
602communications.com	0
San Francisco State University	0
City College of San Francisco	0
San Jose State University	0
UC Berkeley	0
Santa Clara University	0
Stanford University	0
Emma Bowen Foundation	0
National Association of Hispanic Journalists	0
National Association of Black Journalists	0
Asian American Journalists Association	0
California Employment Development Department	0
IRE	0
Job Train	0

5. Please summarize the station’s broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the stations participation in each initiative.

Annual Public Report-Broad Outreach:

The Station engages in broad outreach in recruiting for its full-time vacancies and has widely disseminated information concerning these vacancies to recruiting organizations reasonably calculated to reach the entire community. The Station sends job opening notices to community organizations who have requested such notification and to additional organizations the Station has identified. The list of organizations is periodically reviewed and updated. The Stations’ websites, www.nbcbayarea.com and www.telemundo48.com, direct interested applicants to apply for open positions at www.nbcunicareers.com.

The station has undertaken the following recruitment /outreach initiatives during the reporting period:

I. RECRUITMENT/OUTREACH INITIATIVES:

- Online Recruitment: All positions are posted on NBCUnicareers.com. During this period, positions were also posted on the following sites:
 - Mediabistro
 - TV News Check
 - Handshake
 - LinkedIn

In addition, postings have been sent to organizations who have broad and diverse outreach:

California Employment Development Department
800 Capital Mall
MIC 83
Sacramento, CA 95814
619-266-4290

National Association of Hispanic Journalists
1000 National Press Blvd.
Washington, DC 20045
202-622-7145

Asian American Journalists Association
5 Third Street
San Francisco, CA 94111
415-346-2051

National Association of Black Journalists
1100 Knight Hall #3100
College Park, Maryland 20742
301-405-0248

- Website Access: Interested community organizations can also obtain a request form from our station websites at www.nbcbayarea.com and www.telemundo48.com.

II. INTERNSHIPS & EDUCATION:

1. College Internship Program: Fall 2020 – Summer 2021

News (KNTV): 0
News (KSTS): 0
Sales/Marketing (KNTV): 1
Marketing (KSTS): 1
Production (KNTV): 0
Community Relations (KNTV): 0
Creative Services (KNTV): 1
Digital (KNTV): 0
Engineering (KNTV/KSTS): 0

Total Students: 3

Description: KNTV/KSTS offers a wide range of internship opportunities for students interested in careers in broadcasting. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. Students have the opportunity to work in Advertising/Promotion, Community Relations, Creative Services, Sales/Marketing, Production, Commercial Production, News, Digital and Engineering. Students may receive college credit for participating in the internship program *and* are paid an hourly wage.

Due to the COVID-19 Pandemic, our internship program was on hold. We re-established the program beginning Summer 2021. We are actively recruiting for Fall 2021 at this time.

Participating Staff:

Ileana Prado, Director of Human Resources
Natalie Wise, Human Resources Generalist
Eric Rich, Executive Producer
Jennifer Garcia, Scheduling Coordinator
Willie McGrady, Director, Broadcast Operations
Lance Lew, Director, Community & Event Marketing
Erika Diaz, Community & Marketing Director
Melanie Wellbeloved, Manager, Integrated Sales Marketing
Sara Bueno, VP, Integrated Media
Stephanie Adrouny, VP, News (KNTV)
Rossyris Silva, VP, News (KSTS)
Francis Sandico, VP, Technology
Wendy Collins, Sales Production Manager
Ruben Martinez, Commercial Producer
Sandra Perez, Managing Editor
Gonzo Rojas, Assignment Manager

III. EMPLOYEE TRAINING:

EEO Outreach/Training Initiatives

Station personnel, including management and on-air talent are encouraged to actively participate in community organizations and outreach events. Listed in section IV below are station events and organizations representative of participation August 1, 2020 through July 31, 2021.

EEO / Human Resources Training: The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. Compliance Training is mandatory for all employees. During the reporting period, courses taken have included Code of Conduct, Conflict of Interest, Diversity and Inclusion in the Workplace and Comcast NBCUniversal Listens.

In-person “Legal and Standards” Training was provided to all employees and attendance was mandatory.

Diversity, Equity and Inclusion (DEI) Training: Meet the Moment, created by NBCUniversal, is an actionable Diversity, Equity and Inclusion (DEI) initiative to challenge, inspire and unite us in ways that create lasting, meaningful change. Meet the Moment enables us to come together as one company and commit to building a more diverse, equitable and inclusive workplace. These trainings occurred on October 13, 2020, January 26, 2021 and April 27, 2021.

Skills Enhancement Training: Employees of the Stations are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various courses are provided via external vendors and internal NBCU sponsored programs. During the reporting period, Station employees participated in the following development courses:

Leadership Training: Nominated KNTV and KSTS employees attend NBCU Leadership courses when selected. During the period August 1, 2020 through July 31, 2021, our nominated employees attended INFLUENCE. All courses are designed to develop current employees demonstrating leadership potential into high performing effective leaders. The courses are also designed to enhance leadership skills growth and development and provide specific tools to strengthen management style and team performance.

Sales/Research Training: During the period August 1, 2020 – July 31, 2021, KNTV and KSTS Sales & Research Department employees participated in the following trainings:

- Digital Training Sessions (5)
- Simmons Research
- Ad Impact Political Research
- FCC Children’s Programming Training
- Claritas Research
- TV Squared
- Comscore
- SharePoint

News Training: During the period August 1, 2020 – July 31, 2021, KNTV and KSTS News employees participated in a variety of training programs designed to enhance skills necessary to keep current with the industry and perform at a high level of competency. Writing, shooting, editing and navigating digital and social media platforms were highlights of training opportunities for news along with technical skills training. Some of the specific courses provided to and taken by news employees during the reporting period were:

- Situational Awareness – August 2020
- Edius Training – September 2020
- Racial Justice News Coverage – September 2020
- Social Media Security Training – October 2020
- Weather Summit – October 2020
- OTT Training – October 2020
- Intelligence Briefing: Protests Groups – January 2021
- Talent Lab Debiasing Performance Feedback – January 2021
- Legal and Standards Training – February 2021
- Talent Coach Tony Martinez – February 2021
- Talent Lab Influence – March- April 2021
- MMJ Training – April 2021
- Talent Coach Tony Martinez – April 2021
- Image Coach Audrey Mansfield – May 2021
- Look-S new graphic look – May-June 2021
- NAHJ Virtual Conference – June 2021
- NABJ Virtual Conference – June 2021
- IRE – June 2021
- Producers Virtual Offsite – June 2021
- MMJ Virtual Offsite – July 2021
- Security Training – July 2021

JOB FAIR PARTICIPATION:

Representatives of KNTV and KSTS participated in the following job fairs during the period August 1, 2020 –July 31, 2021:

Northern California Diversity Career Fair (VIRTUAL) – Natalie Wise, Human Resources Generalist – September 2020

Bay Area Diversity Career Fair (VIRTUAL) – Natalie Wise, Human Resources Generalist – January 2021

City of San Francisco Diversity Career Fair (VIRTUAL) – Natalie Wise, Human Resources Generalist – April 2021

Silicon Valley (San Jose) Diversity Career Fair (VIRTUAL) – Natalie Wise, Human Resources Generalist – June 2021

IV. EVENT PARTICIPATION:

Employee representatives of KNTV and KSTS are engaged in the community and outreach. The following employees participated in the following community events during the reporting period August 1, 2020 – July 31, 2021:

Event Date	Event Name	Talent
August 2020		
8/22 - 8/25/2020	Clear the Shelters Berkeley Humane and SJ Animal Care & Control	All News Talent
8/25/2020	Asian Pacific Fund	Raj Mathai
September 2020		
9/6, 9/12 & 9/13/2020	COVID-19 Sanacion y Recuperacion	Pilar Alvarez
9/10/2020	Family Justice	Candice Nguyen
9/11/2020	Asian American for Community Involvement	Mike Inouye
9/23/2020	Uplift Family Services	Mike Inouye
October 2020		
10/1/2020	Dia De Los Muertos Virtual Event	Various News Talent

10/3/2020	Telemundo Virtual Health Fair	Flavio Lacayo
10/7/2020	JDRF	Bob Redell
10/7/2020	Cystic Fibrosis Gala	Chris Chmura
10/7/2020	Candidates Forum	Marcus Washington
10/7/2020	Candidates Forum	Scott Budman
10/15/2020	East Bay Economic Dev. Alliance	Scott McGrew
10/17/2020	Asian Pacific Fund Gala	Raj Mathai
10/22/2020	Notre Dame High School Women of Impact	Laura Garcia
10/24/2020	Dia De Los Muertos Virtual Event	Various News Talent
10/29/2020	YWCA Inspiration Awards	YWCA Inspiration Awards
November 2020		
11/12/2020	Grandview League	Laura Garcia
11/14/2020	Leshar Arts High School Notes	Marcus Washington
11/21/2020	Safeway Holiday Food Drive	All News Talent
December 2020		
December 2020	Virgen de Guadalupe Event	Various News Talent
12/27/2020	Japantown Community Congress	Mike Inouye
January 2021		
1/18/2021	MLK Jr Luncheon	Marcus Washington
February 2021		
2/1/2021	Notre Dame High School Black History Month	Kari Hall
2/4/2021	Coastside Hope	Robert Handa
2/6/2021	Scienceploozza Eastside Union District Science Fair	Guillermo Quiroz
2/11/2021	Scienceploozza Eastside Union District Science Fair	Scott McGrew

2/11/2021	Hearts In San Francisco/SF General Virtual Event	Various News Talent
2/27/2021	Yu Ai Kai 47th Anniversary	Mike Inouye
March 2021		
3/17/2021	Peninsula Health Care District	Robert Handa
3/23/2021	Summer Search	Marcus Washington
3/20/2021	Jr League Trivia Challenge	Chris Chmura
3/22/2021	Global Shapers Women in Media	Fatima Navarrete
3/24/2021	Latino Leadership Alliance	Damian Trujillo
3/25/2021	Watermark Conference	Jessica Aguirre
3/27/2021	Bay Area Proud Blood Drive	Garvin Thomas
April 2021		
4/6/2021	DeAnza College	Robert Handa
4/10/2021	Cherry Blossom Virtual Event	Mike Inouye
4/11/2021	Cherry Blossom Virtual Event	Robert Handa
4/14/2021	100 Days from Tokyo 2020	Raj Mathai
4/22/2021	NASA Destination Space	Guillermo Quiroz
4/23/2021	Volunteer Recognition Luncheon	Laura Garcia
May 2021		
5/1/2021	Notre Dame High School Asian Pacific American Heritage month	Janelle Wang
5/2/2021	Cinco De Mayo Bike Ride Out- SF Latino Task Force	Various News Talent

5/3/2021	San Jose State University Chicano Commencement	Damian Trujillo
5/4/2021	Notre Dame High School Vision Roundtable	Damian Trujillo
5/6/2021	Tri Valley Innovations Dreammakers Student Awards	Jessica Aguirre
5/12/2021	Women Investing in Education / City Year	Jessica Aguirre
5/15/2021	JDRF	Raj Mathai
5/19/2021	NorCal Event Summit	
5/20/2021	Asian Pacific Islander Summit with Asian Pacific Fund	Raj Mathai
5/29 & 5/30/2020	Carnaval SF Health Resource Fair	Various News Talent
5/TBA	Asian Pacific American Heritage Month Awards Program, AACI	Robert Handa
5/TBA	Asian Pacific American Heritage Month Awards Program, AACI	Janelle Wang
June 2021		
6/10/2021	Bay Area Gardeners Scholarship Foundation (BAGSF) Scholarship Gala	Damian Trujillo
6/12/2021	Juneteenth African American Community Service Agency	Marcus Washington
6/12 - 6/16/2021	Supporting Our Schools	Arlen Fernandez
6/26/2021	Asian Pacific Fund Auction Dinner	Raj Mathai
6/26/2021	YWCA Walk a Mile	Marcus Washington
6/25/2021	Uplift Family Services	Mike Inouye

Board and Non-Profit Participation:

Silicon Valley Leadership Group – Board Member – NBC Bay Area/Telemundo 48 President and General Manager, Stacy Owen

Asian Pacific Fund – Co -Chair Growing up Asian in America Program Advisory Council – KNTV Community Event Director, Lance Lew

Farrington Historical Foundation – Board Member - KNTV Community Event Director, Lance Lew

San Jose State University – San Jose State Journalism and Media Committee Member – KNTV/KSTS VP, Technology, Francis Sandico

San Francisco Chamber of Commerce – Board Member – KNTV VP, Sales, Jordan Knopf

Marin Catholic College Preparatory – Board of Regents – KNTV VP, Sales, Jordan Knopf

Silicon Valley Leadership Group – Education Committee – Board Member – NBC Bay Area/Telemundo 48 Director, Human Resources, Ileana Prado

Casa Circulo Cultural - Redwood City – Governing Board Member – KSTS Community & Marketing Director, Erika Diaz

General Broad Outreach:

During the course of the year, employees of KNTV and KSTS participate in general outreach initiatives that provide an opportunity for dialogue to a broad and diverse audience about careers in broadcasting.

- **Clear The Shelters Day, August 2020**

Participants: All Station Event – Held at various Bay Area Animal Shelters providing awareness, education around adoption of shelter dogs, cats and other animals, resulting in the adoption of over 200 shelter animals in our DMA.

- **NBC Bay Area & Safeway Feed The Need Food Drive, November 2020**

Participants: All Station Event – Held at various Safeway stores throughout the Bay Area to benefit local food banks. A month-long effort to fight hunger in the Bay Area.

- **Virtual Take Our Kids To Work Day, April 2021**

Participants: All Station Event – Staff had the opportunity to spend the day creating a unique digital experience to share with their kids from home and were able to curate their very own NBCU Kids Day experience!

- **Supporting Our Schools, June 2021**

Participants: All Station Event – KNTV and KSTS partner with Family Giving Tree in an effort to provide school supplies for underprivileged students, teachers and schools in the Bay Area. This year, approximately 250 qualifying schools throughout the Bay Area received backpacks through the program.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Vice President, Creative & Strategic Marketing

Date Job Filled: 12/14/2020

Recruitment Source: Internal

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	3	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral	1	N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Correspondent – CA LIVE

Date Job Filled: 09/28/2020

Recruitment Source: Yoh Contractor

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Consumer Content Producer

Date Job Filled: 04/19/2021

Recruitment Source: NBCUnicareers.com

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Photographer/Editor - CA LIVE

Date Job Filled: 06/07/2021

Recruitment Source: NBCUnicareers.com

Total Interviews: 14

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	7	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral	1	N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	4				N
Yoh Contractor	2	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Promotions & Commercial Production Specialist

Date Job Filled: 03/22/2021

Recruitment Source: Yoh Contractor

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
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IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Producer

Date Job Filled: 03/29/2021

Recruitment Source: Internal

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Account Executive

Date Job Filled: 06/07/2021

Recruitment Source: NBCUnicareers.com

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Producer

Date Job Filled: 05/01/2021

Recruitment Source: Internal

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Digital Editor

Date Job Filled: 05/24/2021

Recruitment Source: Yoh Contractor

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	1				N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Producer

Date Job Filled: 05/03/2021

Recruitment Source: Yoh Contractor

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KNTV

Job Title: Producer

Date Job Filled: 07/06/2021

Recruitment Source: Referral

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral	2	N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	1				N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: Producer

Date Job Filled: 12/07/2020

Recruitment Source: Internal

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title Reporter/VJ

Date Job Filled: 12/21/2020

Recruitment Source: Talent Acquisition

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition	1				
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: Reporter/VJ

Date Job Filled: 02/02/2021

Recruitment Source: Intern

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern	1		Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: Content Producer

Date Job Filled: 03/01/2021

Recruitment Source: Yoh Contractor

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: Content Producer

Date Job Filled: 01/18/2021

Recruitment Source: Yoh Contractor

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: Weather & Traffic Anchor/Reporter

Date Job Filled: 04/05/2021

Recruitment Source: Talent Acquisition

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition	1				
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: APC Operator

Date Job Filled: 05/17/2021

Recruitment Source: Internal

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral	1	N/A	N/A	N/A	N
Internal	1	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn					N
Yoh Contractor	1	10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: Managing Editor

Date Job Filled: 07/05/2021

Recruitment Source: Internal

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral		N/A	N/A	N/A	N
Internal	4	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	1				N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)**

Station: KSTS

Job Title: Marketing Coordinator

Date Job Filled: 07/06/2021

Recruitment Source: Referral

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Nbcunicareers.com	2	2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Employee Referral	1	N/A	N/A	N/A	N
Internal		2450 N. 1 st St. San Jose, CA 95131	Natalie Wise	408.432.4501	N
Intern			Natalie Wise	408.432.4501	N
LinkedIn	1				N
Yoh Contractor		10 Universal City Plaza - Universal City, CA 91608	Theresa Glenn	818.777.9725	N
Agent		N/A	Natalie Wise	408.432.4501	N
Talent Acquisition					
TVJobs.com		Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054	Mark Holloway	760.754.8177	Y
602communications.com		1011 Lyndhurst Falls Lane Knightdale, NC 27545	Graeme Newell	919.217.4438	

San Francisco State University		1600 Holloway Ave. San Francisco, CA 94132		415.338.1111	Y
City College of San Francisco		50 Phelan Ave San Francisco, CA 94112		415.239.3000	Y
San Jose State University		1 Washington Sq. San Jose, CA 95192		408.924.1000	Y
UC Berkeley		110 Sproul Hall #5800 Berkeley, CA 94720		510.642.3175	Y
Santa Clara University		500 El Camino Real Santa Clara, CA 95053		408.554.4000	Y
Stanford University		450 Serra Mall Stanford, CA 94305		650.723.2300	Y
Emma Bowen Foundation					
National Association of Hispanic Journalists		1000 National Press Blvd. Washington, DC 20045		202.622.7145	Y
National Association of Black Journalists		1100 Knight Hall, Suite 3100 College Park, MD 20742		301.405.0248	Y
Asian American Journalists Association		1183 Market St., Ste. 320 San Francisco, CA 94102		415.346.2051	Y
California Employment Development Department		800 Capital Mall MIC 83 Sacramento, CA 95814		619.266.4290	Y
IRE		141 Neff Annex Missouri School of Journalism Columbia, MO 65211		573.882.2042	Y
Job Train		1200 O'Brien Dr. Menlo Park, CA 94025		650-330-6429	Y