

KSWB-TV

EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KSWB-TV, San Diego, California.

KSWB-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 858-573-6500.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Associate Producer	1-4, 6-8, 11, 13-18, 21, 23, 25-28, 30-31, 33, 35, 37, 40-41, 43-44, 46-54, 56-57, 59-63	25
Producer, Line	1-4, 6-8, 11, 13-18, 21, 23, 26-31, 33, 35, 37, 40-41, 43-44, 46-54, 57, 59-63	27
Anchor/Reporter	23, 27, 45	27
Anchor	1-4, 6-7, 11, 13-18, 21, 23, 25-28, 30-31, 33, 35, 37, 40-41, 43-44, 47-54, 59-63	25
Line Producer	1-4, 6-7, 11, 13-18, 21, 23, 25-31, 33, 35, 37, 40-41, 43-44, 47-54, 56, 59-63	25
Editor, Assignment	1-4, 6-7, 11, 13-18, 21, 26-28, 31, 33, 35, 37, 40-41, 43-44, 47-54, 56, 59-63	27
Photographer	1-4, 6-7, 11, 13-18, 21, 26, 28, 31, 33, 35, 37, 40-41, 43-44, 47-54, 59-63	61
Photographer/Editor	1-4, 6-7, 11, 13-18, 21, 26, 28, 30-31, 33, 35, 37, 40-41, 43-44, 47-54, 59-63	33
Photographer	1-4, 6-7, 11, 13-18, 21, 24, 26-28, 30-31, 33, 35, 37, 40-41, 43-44, 47-54, 58-63	24
Producer, Executive News	1-4, 6-7, 11, 13-18, 21, 25-26, 28, 30-31, 33, 35, 37, 40-41, 43-44, 47-54, 56, 59-63	25

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	2-4, 6-7, 11, 13-18, 21, 23, 26-28, 30-31, 33, 37, 39-41, 43-44, 47-54, 56, 58-63	63
Digital Sales Coordinator	1-4, 6-7, 11, 13-14, 16-18, 21, 26-28, 31, 33, 35, 37, 40-41, 43-44, 47-54, 56, 58-63	33
Photographer	2-7, 9-22, 26, 28, 31-34, 36-38, 40-44, 47-56, 58-65	61
Digital Content Producer	2-7, 9-22, 25-26, 28, 31-33, 36-38, 40-44, 47-56, 58-65	25
Photographer/Editor	27, 33, 56, 61	27

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Url : allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	America's Job Center of California 1111 Bay Blvd Suite E Chula Vista, California 91911 Phone : 619 628-0341 Email : enemias.rocha@edd.ca.gov Fax : 1-619-424-2218 Enemias Rocha	Y	0
3	American Women in Radio & Television 8405 Greensboro Dr Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org/careers/post-job.php Job Postings Manual Posting	N	0
4	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org/membership/corporate_membershi Job Postings Manual Posting	N	0
5	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
6	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : bobbutler@comcast.net Bob Butler	N	0

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7	CA Broadcasters Association 915 L Street #1150 Sacramento, California 95814 Url : http://www.yourcba.com Job Postings Manual Posting	N	0
8	CA Chicano News Media Association 3800 S Figueroa St Los Angeles, California 90037 Phone : 213 437-4408 Email : sylvia@ccnma.org Silvia Wells	N	0
9	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka	N	0
10	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
11	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
12	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0

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13	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : ann.morey@csun.edu Ann Morey	N	0
14	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
15	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	0
16	California State University of Northridge 18111 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : linda.s.bowen@csun.edu Linda Bowen	N	0
17	Caljobs PO Box 826880 Sacramento, California 94280 Url : http://www.caljobs.ca.gov Job Postings Manual Posting	N	0
18	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	0
19	Career Planning & Placement 9001 Stockdale Highway Bakersfield, California 93311 Phone : 661-664-3033 Email : career@csb.edu Bill Perry	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Fax : 1-916-393-7347 Justo Gaitan	N	0
21	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
22	Community Resource Council 133 Church Street Roseville, California 95678-2294 Phone : 916-783-0481 Email : pancrcfb@foothill.net Fax : 1-916-783-4013 Job Coordinator	N	0
23	Current Employee	N	9
24	Current Employee - Transfer/Promotion	N	1
25	Current Employee/Internal Promotion	N	5
26	Cuyanaca College 900 Rancho San Diego Parkway El Cajon, California 92101 Phone : 619 660-4436 Cindy Morrin Manual Posting	N	0
27	Employee Referral	N	19
28	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting	N	0
29	Former Employee	N	2

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30	Idaho Stateman 1200 N. Curtis Rd Boise, Idaho 83706 Phone : 208 377-6200 Fax : 1-208-377-6309 Tina Bartlett	N	0
31	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
32	In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : www.inallianceinc.com Email : info@inalliance.com Fax : 1-916-381-9026 Job Developer	N	0
33	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	6
34	Internal Candidate	N	1
35	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
36	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Job Journal 3050 Fite Circle Sacramento, California 95827 Phone : 800-655-5627 Url : http://www.jobjournal.com Kathy Mesera Manual Posting	N	0
38	La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson	N	0
39	Linked In	N	1
40	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : rich@medialine.com Rich Shilstone	N	0
41	Mediamatch 8112 1/2 West 3rd Street Los Angeles, California 90048 Url : http://www.mediamatch.com Job Postings Manual Posting	N	0
42	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
43	NAACP PO Box 152086 San Diego, California 92195 Phone : 619 263-7823 Doug Oden Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
45	Non-Employee Referral	N	2
46	Palomar College 1140 W. Mission Rd San Marcos, California 92069 Url : http://www.palomar.edu/counseling/careercenter/ Email : phahn@palomar.edu Pat Hahn	N	0
47	Palomar College 1140 West Mission Road San Marcos, California 92069 Url : http://www.palomar.edu/counseling/careercenter/ Email : ppierce@palomar.edu Pippa Pierce	N	0
48	Production Hub 662 N Van Ness Ave Suite 201 Los Angeles, California 90004 Url : http://www.productionhub.com Job Postings Manual Posting	N	0
49	San Diego Chinese Center 428 Third Ave San Diego, California 92101 Url : http://www.sdchinesecenter.org Email : sdchinesecenter@yahoo.com Chewfun Luen	N	0
50	San Diego City College-Radio/TV Program 1313 Park Blvd San Diego, California 92101 Email : lcastane@sdccd.edu Laura Castaneda	N	0

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51	San Diego Mesa College 7250 Mesa College Dr San Diego, California 92111 Phone : 619 388-2777 Url : http://www.sdmesa.edu/career-center Email : mesacareer@sdccd.edu Job Postings	N	0
52	San Diego State University 5500 Campanile Drive San Diego, California 92182 Phone : 619 594-6851 Url : http://www.career.sdsu.edu Email : pnieves@mail.sdsu.edu Fax : 1-619-594-2650 Patricia Nieves	N	0
53	San Diego Workforce Partnership 3910 University Avenue Suite 400 San Diego, California 92105 Phone : 619-228-2900 Url : http://www.workforce.org Email : danilo@workforce.org Job Postings	N	0
54	Society of Broadcast Engineers, Inc (SBE jobs online) 9102 North Meridian St Indianapolis, Indiana 46260 Phone : 317 846-9000 Scott Jones Manual Posting	N	0
55	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton	N	0
56	Station Website	N	16

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57	The Art Institute of CA 7650 Mission Valley Rd San Diego, California 92108 Phone : 858 598-1431 Url : http://new.artinstitutes.edu/san-diego Email : adowsing@aai.edu Fax : 1-858-598-1550 Annette Dowsing	N	0
58	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Elysia Niemi	N	0
59	The National academy of Television Arts & Sciences (NATAS) PO Box 80255 San Diego, California 92138 Phone : 619 269-9803 Url : http://www.emmyonline.org Jeanne Phillips Manual Posting	N	0
60	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	0
61	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	16
62	TVB Website 3 East 54th St New York, New York 10022 Phone : 212 486-1111 Url : http://www.tvb.org Hope Etheridge Manual Posting	N	0

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63	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	N	1
64	University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : jcarvana@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer	N	0
65	Women's Civic Improvement Club 3555 3rd Avenue Sacramento, California 95817 Phone : 916-457-8661 Email : wcicinc@sbcglobal.net Fax : 1-916-457-0109 Charles Coger	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			79

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/3/2016	Participation in Job Fairs	Tribune Media was represented at the National Association of Black Journalists and the National Association of Hispanic Journalists Career Fair held at the Marriott Wardman Park Hotel in Washington D.C. Company representatives spoke to over 150 journalists about full time and internship opportunities with all of Tribune Media Stations.	6	Sr. Director, Talent Aquisition HR Director HR Manager HR Manager
2	9/1/2016	Establishment of an intern program designed to assist members of the community	Internship Program: Ongoing program providing paid internships (for academic credit) for college students interested in pursuing a broadcast career.	2	News Director News Anchor
3	10/7/2016	Participation in events or programs sponsored by educational institutions	America's Finest Charter School: Jason Handman, Weather Anchor spoke to a group of students about career opportunities in broadcasting. Students asked questions about news and jobs.	1	Weather Anchor
4	11/4/2016	Participation in events sponsored by community groups	San Diego's 16th Annual Diversity Employment Day Career Fair: News Operations Manager, Media Manager, Local Sales Manager, Executive Producer and Promotion Manager attended the job expo, discussed career opportunities and internship positions with attendees, accepted resumes for employment and internship program.	5	Media Manager Local Sales Manager Executive Producer News Operations Manager
5	1/1/2017	Establishment of a mentoring program	Internal Training Program: KSWB Sales manager provides sales-motivational training for existing account executives, sales managers and Fox 5 staff. He assists individuals in achieving their goals when pursuing promotions and how to be a proficient sales rep. Also provides training modules and timely tips.	1	Local Sales Manager

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6	3/23/2017	Participation in Job Fairs	University of Southern California(USC), Annenberg School of Journalism, Connection Internship and Job Fair: A job fair exclusively for communications and journalism majors. The station's Human Resources Generalist discussed career opportunities with attendees, accepted resumes for employment and recruited actively for all open positions.	1	HR Generalist
7	4/4/2017	Participation in events or programs sponsored by educational institutions	San Diego Unified Education: Anchor was invited to speak to San Diego Unified Education executives about careers in broadcasting and media.	1	Anchor
8	4/4/2017	Participation in events or programs sponsored by educational institutions	Marston Middle School: Anchor was a guest speaker to a group of students about careers in the industry. Spoke about job opportunities and the importance of internships.	1	Anchor
9	4/26/2017	Participation in Job Fairs	Palomar College Job Expo: Assistant News Director, General Sales Manager, News Operations Manager and Executive Producer attended the job expo, discussed career opportunities and internship positions with attendees, accepted resumes for employment and internship program.	4	General Sales Manager News Operations Manager Executive Producer Assistant News Director