

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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
Weather Anchor	2-8, 13-15, 18-28, 30-37, 39, 66, 69, 71 -72, 78, 98, 115-116	31
Account Executive 33886	2, 4-9, 12, 15, 18-29, 32-40, 42-43, 45- 48, 50-52, 54, 56, 58-66, 68-70, 72, 74- 77, 79-80, 83-89, 91, 93-96, 98-109, 111-114, 116-118, 120-125	70
Account Executive #34754	2, 4-9, 12-13, 15, 18-19, 21-29, 32-38, 42-43, 45-48, 50-52, 54, 56, 58-66, 68- 70, 72, 74-77, 79, 83-84, 98, 112, 115- 117	38
Video Journalist	2-8, 10, 13-15, 18-19, 21-22, 24-29, 32- 37, 39-40, 42-43, 45-46, 48, 50-52, 54, 56-66, 68-72, 74-77, 79-80, 82-84, 86- 89, 91-96, 98, 100-109, 111, 113-118, 120-125	82
Chief Engineer	2, 4-8, 12-13, 15, 18-19, 21-22, 24-27, 30, 32-37, 39-40, 42-43, 45-46, 50-52, 56, 58-66, 68-70, 72, 74-77, 79-80, 83- 84, 88-91, 93-96, 98, 100-111, 113- 114, 116-118, 120-125	90
Web Producer	2, 4-9, 13, 15, 18-19, 21-22, 24-29, 32- 37, 39-40, 42-43, 45-46, 48, 50-52, 54, 56-66, 68-72, 74-77, 79-80, 83-84, 86, 88-89, 91, 93-96, 98, 100-109, 111, 113 -114, 116, 118, 120-125	70
Account Executive	2, 4, 6-8, 15-16, 18-21, 23, 27-28, 33, 35-36, 39, 42-43, 49-54, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 116, 120- 121, 123-125	53
Digital Account Executive	2, 4, 6-8, 15-16, 18-21, 23, 27-28, 33, 35-36, 38-39, 42-43, 49-52, 54, 56, 59- 60, 63, 67-68, 71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 116, 120-121, 123-125	49
Executive Producer	2, 4-8, 13-16, 18-21, 23-24, 26-28, 31- 40, 42-43, 45-46, 50-52, 54, 56, 58-66, 68-71, 73-77, 79-80, 83-84, 86-89, 91, 93-97, 100-109, 111, 113-116, 118, 120 -125	31

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

I. VACANCY LIST

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Newscast Producer	2, 4, 6-8, 15-16, 18-21, 23, 27-28, 31, 33, 35-36, 38-39, 42-43, 50-52, 54-56, 59-60, 63, 66, 68-71, 73-74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 115-116, 120-121, 123-125	31
Account Executive	2, 4-8, 15-16, 18-21, 23-24, 26-27, 32-37, 39-40, 42-43, 45, 49-52, 54, 56, 58-65, 68, 70-71, 74-77, 79-80, 83-84, 86-91, 93-97, 100-109, 111, 113-114, 118, 120-125	49
Maintenance Engineer	2, 4, 6-8, 12, 15-16, 18-21, 23, 27, 30-31, 33, 35-36, 39, 42-43, 49-52, 54, 56, 59-60, 63, 66, 68, 71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-110, 113, 117, 120-121, 123-125	31
Newscast Producer	2, 4, 6-8, 15-16, 18-21, 23, 27, 31, 33, 35-36, 38-39, 42-43, 50-52, 54, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 90-91, 93-94, 97, 101, 103, 107-109, 113, 115, 120-121, 123-125	31
Account Executive	2, 4, 6-7, 15-16, 18-21, 23, 27, 33, 35-36, 39, 42-43, 50-52, 54, 56, 59-60, 63, 68, 71, 74, 77, 83, 86-87, 90-91, 93-94, 97, 101, 103, 107-109, 113, 119-121, 123, 125	90
Account Executive	2, 4, 6-7, 15-16, 18-21, 23, 27, 33, 35-36, 38-39, 42-43, 48, 50-52, 54, 56, 59-60, 63, 67-71, 74, 77, 83, 86-87, 90-91, 93-94, 97, 101, 103, 107-109, 112-113, 120-121, 123, 125	48
Weather Anchor	1-2, 4, 6-7, 11, 14-16, 18-21, 23, 27, 33, 35-36, 39, 42-43, 50-52, 54, 56, 59-60, 63, 68, 71, 74, 77, 81, 83, 86-87, 91-94, 97, 101, 103, 107-109, 113, 120-121, 123, 125	14
Traffic Reporter	2, 4, 6-7, 15-16, 18-21, 23, 27, 31, 33, 35-36, 39, 42-44, 50-52, 54, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 115, 120-121, 123, 125	31
Assignment Desk	2, 4, 6-7, 15-16, 18-21, 23, 27, 31, 33, 35-36, 39, 42-43, 50-52, 54, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 116, 120-121, 123, 125	31

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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Sales Assistant	2, 4, 6-7, 9, 15-16, 18-21, 23, 27, 31, 33, 35-36, 38-39, 42-43, 49-52, 54, 56, 59-60, 63, 66, 68-69, 71, 74, 77, 83, 86-87, 90-91, 93-94, 97, 101, 103, 107-109, 112-113, 115-116, 120-121, 123, 125	31
Studio Remote Technician	2, 4, 6-7, 15-16, 18-21, 23, 27, 30-31, 33, 35-36, 39, 42-43, 49-52, 54, 56, 59-60, 63, 68, 71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 120-121, 123, 125	31
Associate Producer	2, 4, 6-7, 15-16, 18-21, 23, 27, 33, 35-36, 38-39, 42-43, 50-52, 54, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 120-121, 123, 125	38
Newscast Producer	2, 4, 6-7, 15-16, 18-21, 23, 27, 30, 33, 35-36, 39, 42-43, 50-52, 54, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 115, 120-121, 123, 125	115
Senior Sports Reporter	2, 4, 6-7, 15-21, 23, 27, 31, 33, 35-36, 39, 42-43, 50-52, 54, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 90-91, 93-94, 97, 101, 103, 107-109, 113, 115, 120-121, 123, 125	31
Creative Services Director	2, 4, 6-7, 14-16, 18-21, 23, 27, 33, 35-36, 39, 41-43, 50-52, 54, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 120-121, 123, 125	14
Studio Remote Technician	2, 4, 6-7, 15-16, 18-21, 23, 27, 30, 33, 35-36, 39, 42-43, 49-52, 54, 56, 59-60, 63, 68, 71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-110, 113, 115, 120-121, 123, 125	49
Video Journalist	2, 4, 6-7, 15-16, 18-21, 23, 27, 33, 35-36, 39, 42-43, 50-52, 56, 59-60, 63, 68-71, 74, 77, 81, 83, 86-87, 91-94, 97, 101, 103, 107-109, 113, 115-116, 120-121, 123, 125	92

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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Video Journalist	2, 4, 6-7, 15-16, 18-21, 23, 27, 31, 33, 35-36, 39, 42-43, 50-52, 56, 59-60, 63, 68-71, 74, 77, 81, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 115-116, 120-121, 123, 125	115
News Anchor	1-2, 4, 6-7, 15-16, 18-21, 23, 27, 33, 35-36, 39, 42-43, 50-52, 56, 59-60, 63, 68, 71, 74, 77, 81, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 115, 120-121, 123, 125	1
Newscast Producer	2, 4, 6-7, 12, 15-16, 18-21, 23, 27, 30, 33, 35-36, 38-39, 42-43, 50-52, 54, 56, 59-60, 63, 68-69, 71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 115, 119-121, 123, 125	38
Assignment Desk	2, 4, 6-7, 15-16, 18-21, 23, 27, 33, 35-36, 39, 41-43, 50-52, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 91, 93-94, 97, 101, 103, 107-109, 113, 120-121, 123, 125	70
Sales Assistant & Media Traffic Coordinator	2, 4, 6-7, 15-16, 18-21, 23, 27, 35-36, 39, 42-43, 50-52, 56, 59-60, 63, 68, 70-71, 74, 77, 83, 86-87, 90-91, 93-94, 97, 101, 103, 107-109, 113, 120-121, 123, 125	90
Video Journalist	2, 4, 6-7, 15-16, 18-21, 23, 27, 35-36, 39, 41-43, 50-52, 56, 59-60, 63, 68-69, 71, 74, 77, 81, 83, 86-87, 91-94, 97, 101, 103, 107-109, 113, 115-116, 120-121, 123, 125	81

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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	A United Talent Agency Company 250 West 57th Street Suite 333 New York, New York 10107 Phone : 212-756-3040 Steve Sadicario Manual Posting	N	3
2	Academy of Art College 79 New Montgomery San Francisco, California 94105 Phone : 800-544-2787 Email : industryoncampus@academyart.edu Ellen Supple	N	0
3	Adams Broadcast Consulting 17350 Mallard Drive Sonoma, California 95476 Email : dana@adamsconsulting.tv Dana Adams	N	2
4	Alumni Career Services 1 Alumni House - UCB Berkeley, California 94720 Phone : 510-642-1716 Email : ocr@berkeley.edu Nancy McNeil	N	0
5	ARC 1500 Howard Street San Francisco, California 94103 Phone : 415-255-7200 Url : http://www.california-webbusiness.com Kristen Pederson Manual Posting	N	0
6	Art Institute of Cal-Sunnyvale 1120 Kifer Road Sunnyvale, California 94086 Phone : 408-962-6400 Email : afbryant@aii.edu Darchele Smith	N	0
7	Art Institute of California, SF 1170 Market Street San Francisco, California 94102 Phone : 415-865-0198 Email : pmanley@aii.edu Philippa Manley	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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8	Art Institute of Seattle 2323 Elliott Avenue Seattle, Washington 98121 Phone : 206-448-6600 Email : aegbert@aii.edu Allison Egbert	N	0
9	Bay Area Star 900 Front Street San Francisco, California Liz Becker Manual Posting	N	0
10	Bell Talent 81-112 Avenida Castelar Indio, California 92203 Phone : 7603470500 Url : www.belltalent.com Email : belltalent@aol.com Fax : 1-760-347-0501 Roger Bell	N	1
11	Britomart Associates 9615 W. Bexhill Drive Kennington, Maryland 20895 Betsy Muller Manual Posting	N	1
12	Broadcast Cable Broadcast and Cable 12th Floor New York, New York 10016 Email : admin@tvjobs.com Jobs Listing	N	0
13	Broadcast Employment Services P.O. Box 4116, Oceanside Oceanside, California 94703 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Jobs Listing	N	0
14	Broadcast Image Group P O Box 6105 San Antonio, Texas 78209 Steve Minium Manual Posting	N	6

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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15	Cal State University, Chico Recruiting Chico, California 95929 Phone : 530-898-4636 Email : studemploy@csuchico.edu Jodie Veale	N	0
16	California Broadcasting Association 915 L St #1150 Sacramento, California Email : jberry@yourCBA.com Joe Berry	N	0
17	CBK Media Management 1621 Emma Street Augusta, Georgia 30909 Phone : 412-770-6749 C.J. Kane Manual Posting	N	1
18	Center for Independent Living 3075 Adeline St, Ste 110 Berkeley, California 94703 Phone : 510-841-4776 Email : pcortopassi@cilberkeley.org Paul Cortopassi	N	0
19	Centro Latino de SF, Inc. 1656 15th Street, SF San Francisco, California 94103 Phone : 415-861-8790 Email : olgapoveda@yahoo.com Maria Eugenia Sarti	N	0
20	City College Job Development Group John Adams Campus 1860 Hayes Street, Rm 234 San Francisco, California 94117 Phone : 415-561-1900 Email : sorille@ccsf.edu Shelly Orille	N	0
21	City College of San Francisco 50 Phelan Avenue San Francisco, California 94112 Phone : 415-239-3000 Email : jubungen@ccsf.edu Josephine Ubungen	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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22	City College of San Francisco 1400 Evans Avenue San Francisco, California 94124 Phone : 415-550-4440 Jobs Listing Manual Posting	N	0
23	City of Pasadena - Telecommunications Admin. 2057 N. Los Robles Avenue Suite 2 Pasadena, California 91104 Phone : 626-744-4366 Email : humanresources@cityofpasadena.net Alexis Alva	N	0
24	College of Alameda 555 Atlantic Avenue Alameda, California 94501 Phone : 510-522-7221 Url : http://alameda.peralta.edu/one-stop-career-center/ Monique Perkins Manual Posting	N	0
25	College of Marin 835 College Avenue Kentfield, California 94904 Phone : 415-457-8811 Email : job.placement@marin.edu Carol Perez	N	0
26	College of San Mateo - Student Employment Center 1700 West Hillsdale Blvd. San Mateo, California 94402 Phone : 650-574-6619 Url : https://collegeofsanmateo-csm.symplicity.com/emplo Eileen O'Brien Manual Posting	N	0
27	Commission on the Status of Women 100 N. Garfield Room 321 Pasadena, California 91104 Phone : 626-744-6530 Email : jchilin@cityofpasadena.net Yesceni Ramirez	N	0

KRON-TV

EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Contra Costa College - Job Placement 2600 Mission Belle Drive San Pablo, California 94806 Phone : 510-235-7800 Email : tarchaga@contracosta.edu Jobs Listing	N	0
29	Craigslist 1381 9th Avenue San Francisco, California 94122 Jobs Listing Manual Posting	N	2
30	Current Employee	N	12
31	Current Employee/Internal Promotion	N	11
32	De Anza College Placement Center 21250 Stevens Creek Blvd. Cupertino, California 95014 Phone : 408-864-8717 Cindy Lister Manual Posting	N	0
33	Department of Rehabilitation 301 Howard Street 7th Floor San Francisco, California 94015 Phone : 415-904-7100 Email : perry.wong@dor.ca.gov Perry Wong	N	0
34	Department on the Status of Women 25 Van Ness Avenue Suite 130 San Francisco, California 94102 Phone : 415-252-2570 Email : jchilin@cityofpasadena.net Jobs Listing	N	0
35	Ecology Center 2530 San Pablo Avenue Berkeley, California 94702 Phone : 510-548-3402 Email : calendar@ecologycenter.org Jennifer Bresee	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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36	EDD 801 Turk Street San Francisco, California 94104 Phone : 415-749-7503 Email : sfjobs@edd.ca.gov Jobs Listing	N	0
37	EDD/Civic Center 801 Turk Street San Francisco, California 94104 Phone : 415-749-7503 Jobs Listing Manual Posting	N	0
38	Employee Referral	N	11
39	Entertainment Employment Journal P.O. Box 60163 Corpus Christi, Texas 78466 Phone : 716-673-3327 Email : careers@fredonia.edu Gregorio Carbajal	N	0
40	Filipinos for Affirmative Action 310 8th Street #308 Oakland, California 94607 Phone : 510-465-9876 Eduardo Valladares Manual Posting	N	0
41	Former Employee	N	3
42	Goodwill Industries 1500 Mission Street San Francisco, California 94103 Phone : 415-575-2101 Email : psmith@sfgoodwill.org Peter Smith	N	0
43	Goodwill Industries of the Greater Bay Area 1301 30th Avenue Oakland, California 94601 Phone : 510-698-7200 Email : berben@eastbaygoodwill.org Fatima England	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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44	Headline Media Management 888 Seventh Avenue Suite 503 New York, New York 10106 Phone : 212-728-2062 Email : Leff@Headlinemedia.tv Carol Leff	N	1
45	Hispanic Chamber of Commerce 100 E Santa Clara St San Jose, California 95113 Phone : 408-351-3610 Elena Barrientos Manual Posting	N	0
46	Holy Names University 3500 Mountain Blvd. Oakland, California 94619 Phone : 510-436-1000 Email : careercouncilor@hnu.edu Jobs Listing	N	0
47	IHire Broadcasting 41 East all Saints Street Frederick, Maryland Phone : 877-433-8860 Job Listing Manual Posting	N	0
48	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 650-282-8066 Sunday Bejide Manual Posting	N	11
49	Indeed.com - Not Directly Contacted by SEU	N	15
50	Independent Living Resources Center of San Francisco 649 Mission Street 3rd Floor San Francisco, California 94105 Phone : 415-543-6222 Email : info@ilrcsf.org Jobs Listing	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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51	Independent Living Resources of Contra Costa County 1850 Gateway Blvd. Ste 120 Concord, California 94520 Phone : 925-363-7293 Email : susane@ilrsc.org Jobs Listing	N	0
52	Intercollegiate Athletics and Sports/Cal Program 177 Hearst Gymnasium Berkeley, California 94720 Phone : 657-278-3122 Email : careercenter@fullerton.edu Jobs Listing	N	0
53	Internet Ad-not directly contacted by SEU	N	1
54	ITT Technical Institute 10863 Gold Center Drive Rancho Cordova, California 95670 Phone : 916-851-3900 Email : ddey@itt-tech.edu John Coleman	N	0
55	Job posting on internet	N	1
56	John F. Kennedy University 100 Ellinwood Way Room 313 Pleasant Hill, California 94523 Phone : 925-969-3300 Email : career@jfku.edu Lynden Tripp	N	0
57	Journalism Jobs 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Url : http://www.journalismjobs.com/post-new-job Dan Rohn Manual Posting	N	1
58	K-101 Radio 340 Townsend Suite 5-101 San Francisco, California 94107 Phone : 415-975-5555 Url : http://www.1013.com/cc-common/youradhere/ Jobs Listing Manual Posting	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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59	KELO-TV 501 South Phillips Avenue Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Email : lblankers@keloland.com Jobs Listing	N	0
60	KLFY-TV 2410 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Email : jponthie@klfy.com Jobs Listing	N	0
61	KQED, Inc. 2601 Mariposa Street San Francisco, California 94110 Phone : 415-864-2000 Jobs Listing Manual Posting	N	0
62	KWQC-TV 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7000 Jobs Listing Manual Posting	N	0
63	Laney College - Student Employment Services 900 Fallon St. Oakland, California 94607 Phone : 510-834-5740 Email : rzion@peralta.edu Raya Zion	N	0
64	Lee Hecht Harrison 235 Pine St #1400 San Francisco, California 94104 Phone : 415-434-0125 Jobs Listing Manual Posting	N	0
65	Legal Aid Society - Employment Law Center 180 Montgomery Ste 600 San Francisco, California 94104 Phone : 415-864-8848 Howard Chen Manual Posting	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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66	LinkedIn 2029 Stierlin Court Mountain View, California Job Listing Manual Posting	N	1
67	LinkedIn / Word of Mouth	N	2
68	Media Alliance 1904 Franklin St Suite 500 Oakland, California 94612 Phone : 510-684-6853 Email : jobfile@media-alliance.org Jeff Perlstein	N	0
69	Media Bistro 475 Park Avenue South New York, New York Alexandra Spignesi Manual Posting	N	1
70	Media General 333 E. Franklin Street Richmond, Virginia Phone : 804-887-5000 Job Listing Manual Posting	N	51
71	Media Line 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : rich@medialine.com Jobs Listing	N	0
72	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Url : https://www.media-match.com/usa/registration/compa Jobs Listing Manual Posting	N	0
73	Media Recruiter 9457 South University Blvd Highland Ranch, Colorado Job Listing Manual Posting	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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74	Menlo College 1000 El Camino Real Atherton, California 94027 Phone : 650-543-4097 Url : http://www.menlo.edu/student-life/career-services/ Email : zach.osborne@menlo.edu Kratt Hall	N	0
75	Merritt College 12500 Campus Drive Oakland, California 94619 Phone : 510-531-4911 Jobs Listing Manual Posting	N	0
76	Mills College Career Center 5000 McArthur Blvd. Oakland, California 64613 Phone : 510-430-2255 Url : http://www.mills.edu/student_services/career_cente Esther Jones Manual Posting	N	0
77	Mission Language and Vocational School 2929 19th Street San Francisco, California 94110 Phone : 415-622-5432 Email : vocschool@aol.com Gustavo Chavarria	N	0
78	N.S. Bienstock, Inc. 250 West 57th Street Suite 333 New York, New York 10107 Phone : 212-765-3040 Peter Goldberg Manual Posting	N	1
79	NAACP 1290 Fillmore Street San Francisco, California 94115 Phone : 415-922-0650 Jobs Listing Manual Posting	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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80	NAHJ 1050 Connecticut Avenue NW Washington, District of Columbia 20036 Phone : 888-975-1386 Url : http://www.prodivnet.com/ Jobs Listing Manual Posting	N	0
81	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Gary Brown Manual Posting	N	10
82	Naso Group, LLC 19501 East Country Club Drive Aventura, Florida 33180 Phone : 305-682-0564 Michael Naso Manual Posting	N	1
83	National Association of Black Journalists 1100 Knight Hall 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : sberry@nabj.org Jobs Listing	N	0
84	National Association of Broadcasters 1771 N Street Washington, District of Columbia 20036 Phone : 202-429-5300 Jobs Listing Manual Posting	N	0
85	National Black MBA Association 1 East Wacker Chicago, Illinois 60601 Phone : 312-236-2622 Jobs Listing Manual Posting	N	0
86	National Gay & Lesbian Journalist Association 2120 L Street NW Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nlgja.org Jobs Listing	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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87	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Claudia Flores	N	0
88	Native American Journalists Association Gaylord College, 395 W. Lindsey Norman, Oklahoma 73019 Phone : 405-325-1649 Jobs Listing Manual Posting	N	0
89	News Media Association USC School of Journalism 3502 Watt Way Los Angeles, California 90089 Phone : 213-821-1660 Jobs Listing Manual Posting	N	0
90	Non-Employee Referral	N	11
91	Notre Dame de Namur University 1500 Ralston Avenue Belmont, California 94002 Phone : 650-508-3667 Url : http://www.ndnu.edu/ Email : careercenter@ndnu.edu Robert Moon	N	0
92	NWT Group 2110 Elmwood Bryan, Texas 77802 David Christopher Manual Posting	N	4
93	Oakland Career Center 1212 Broadway Suite 100 Oakland, California 94612 Phone : 510-768-4473 Email : rhawthorne@oaklandpic.org Jobs Listing	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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
94	Ohlone College 43600 Mission Boulevard Fremont, California 94539 Phone : 510-659-6000 Email : rhernandez@ohlone.edu Jobs Listing	N	0
95	Oka and Associates 241 16th Avenue San Francisco, California 94118 Phone : 415-386-5549 Bruce Oka Manual Posting	N	0
96	Pacifica Community Television 580 Crespi Drive #E Pacifica, California 94044 Phone : 650-355-8000 Shelly Ashton Manual Posting	N	0
97	Pasadena Media 150 S Los Robles Avenue Pasadena, California 94101 Phone : 626-794-8585 Url : http://www.pasadenamedia.org Email : info@pasadenamedia.org Quyen Lovrich	N	0
98	Radio & Television Business Report P O Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : http://rbr.com/classifieds/submit-a-media-job/ Jobs Listing Manual Posting	N	0
99	S.F. Museum of Modern Art 151 Third Street San Francisco, California 94103 Phone : 415-441-4777 Url : http://www.sfmoma.org/about/jobs Naria Zamudio Manual Posting	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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
100	San Francisco Art Institute 800 Chestnut Street San Francisco, California 94133 Phone : 415-771-7020 Url : http://www.sfai.edu/current-students/career-resources/jobs-listing Jobs Listing Manual Posting	N	0
101	San Francisco State University 1600 Holloway Avenue San Francisco, California 94132 Phone : 415-338-1111 Email : recruit@sfsu.edu Jobs Listing	N	0
102	San Francisco State University BECA Department San Francisco, California 94132 Phone : 415-338-1787 Url : http://beca.sfsu.edu/ Stephanie Johnstone Manual Posting	N	0
103	San Jose State University Recruiting San Jose, California 95192 Phone : 415-338-6237 Email : babak.sarrafan@sjsu.edu Jobs Listing	N	0
104	San Jose State University - Career Center 1 Washington Square San Jose, California 95192 Phone : 408-924-1000 Url : http://www.sjsu.edu/careercenter/employers/post_a_new_job Espie Santiago Manual Posting	N	0
105	Santa Clara University SCU, MJ, Comm. Dept #209 Santa Clara, California 95053 Phone : 408-554-4000 Url : http://www.scu.edu/careercenter/employers/jobs.cfm Melan Jaich Manual Posting	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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
106	SCU Career Center 500 El Camino Real Santa Clara, California 95053 Phone : 408-554-4421 Url : http://www.scu.edu/careercenter/employers/jobs.cfm Elizabeth Theis Manual Posting	N	0
107	Silicon Valley Independence Living 2202 N 1st Street San Jose, California 95131 Phone : 408-894-9041 Url : http://svilc.org/ Email : francesm@svilc.org Jobs Listing	N	0
108	Skyline College Career Center 3300 College Drive San Bruno, California 94066 Phone : 650-738-4100 Email : jenneyb@smccd.edu Jobs Listing	N	0
109	Society for Professional Journalists 3909 N. Meridian Street Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : spj@spj.org Renee Vaske	N	0
110	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana Scott Jones Manual Posting	N	0
111	Sonoma State University Career Center 1901 E. Cotati Avenue Rohnert Park, California 94928 Phone : 707-664-2880 Anne Greenblatt Manual Posting	N	0
112	Spots and Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Job Listing Manual Posting	N	0

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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
113	St. Mary's College Career Center P.O. Box 3421 Moraga, California 94575 Phone : 925-631-4000 Email : careers@stmarys-ca.edu Jim Weyland	N	0
114	Stanford University I.C., Department of Communications Stanford, California 94305 Phone : 650-723-3335 Christine Allen Manual Posting	N	0
115	Station Website-WWW.KRON4.COM 900 Front Street San Francisco, California 94111 Phone : 415-441-4444 Url : WWW.KRON4.COM Email : wright@kron4.com Fax : 1-415-561-8174 May Wright	N	38
116	TV Jobs P O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Jobs Listing	N	1
117	TVB 120 Wall Street 15th Floor New York, New York 10005 Job Listing Manual Posting	N	0
118	Vietnamese Community Center of San Francisco 766 Geary Street San Francisco, California 94109 Phone : 415-351-1038 Thai Dang Manual Posting	N	0
119	Walk In/Self-Referral	N	2

KRON-TV

EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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
120	WATE-TV 1306 Broadway, NE Knoxville, Tennessee 37917 Phone : 865-637-6666 Email : mmorris@wate.com Jobs Listing	N	0
121	WBAY-TV 115 South Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-432-3331 Email : mfeldman@wbay.com Peggy Wilcox	N	0
122	WKRN-TV 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7222 Rosemary Wesela Manual Posting	N	0
123	WLNS-TV 2820 East Saginaw Lansing, Michigan 48912 Phone : 517-372-8282 Email : csullivan@wlns.com Jobs Listing	N	0
124	WRIC-TV 301 Arboretum Place Richmond, Virginia 23236 Phone : 804-330-8888 Email : sburnette@wric.com Jobs Listing	N	0
125	YWCA Career Services 375 S. Third Street San Jose, California 95112 Phone : 408-295-4011 Email : mbejarano@ywca-sv.org Erica Rivera	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			206

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/4/2015	Establishment of training programs for station personnel	Promising Production Assistants are offered training in the Associate Producer position and Associate Producers are offered training as News and Web Producers, rendering them eligible for promotion should opportunities arise. The training includes company website updating, assignment desk duties, desktop editing, video server usage, and news publishing systems. We had two (2) employees who successfully completed this training program, and were placed in positions of News Producers on November 15, 2015 and January 12, 2016.	4	News Director Assistant News Director Executive Producer Executive Producer
2	8/12/2015	Participation in events sponsored by community groups	KRON-TV Weather Anchor hosted a (60-90 minute) luncheon meeting for 20 -30 alumni students from the Asian American Journalist Association (AAJA) JCamp's. She assisted directing the new program for graduates of the two AAJA's signature student projects by helping the participants develop their reporting skills and career opportunities. She also gave pointers on wardrobe and looking/acting professional. JCamp is a multicultural journalism boot-camp for high schoolers. Every year from across the country they convene at the university to learn from working professionals and industry leaders on the profession they love. Many go on to careers in journalism. The luncheon was geared toward career development and networking.	1	Weathercaster
3	8/12/2015	Participation in events sponsored by community groups	Promotions Director hosted a tour of the KRON-TV station and studio for 12-15 teenagers from SA Summer Teen Camp, coordinated through the Salvation Army. A presentation or Q & A was provided that covered employment or careers in broadcasting when applicable.	1	Promotions Director

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	8/14/2015	Participation in events sponsored by community groups	KRON-TV Weather Anchor hosted a (60 minute) luncheon meeting for 20-30 alumni students from the Asian American Journalist Association (AAJA) JCamp. The session was focused on developing multimedia skills needed across platforms, whether in print, digital or broadcast.	2	Weathercaster VP and General Manager
5	8/17/2015	Listing of each upper-level category opening in a job bank or newsletter	KRON-TV posted the position of Chief Engineer in Broadcast Employment Services, Department on the Status of Women, Filipinos for Affirmative Action, Hispanic Chambers of Commerce, NAACP, National Association of Black Journalist, NAHJ, Native American Journalist Association and Vietnamese Community Center. This position was filled August 17, 2015	2	VP and General Manager Director of Finance & Administration
6	9/2/2015	Establishment of an intern program designed to assist members of the community	KRON-TV 2015 Fall Internship Program. We had seven (7) students who are participating in the Fall Internship Program. The seven (7) students come from SF State University, Cal State Long Beach and San Jose State University. All seven interns worked in the News department. KRON-TV has maintained a strong internship program to place interns in news, local programming, creative services, community relations, sales, and website departments. Interns come from local and national colleges and universities. Interns must receive college credit for their internships. Two of the Interns were later hired as KRON employees.	3	Assignment Editor Sr. Assignment Manager Executive Producer/Web
7	9/2/2015	Provision of training to management	KRON-TV Director of Finance and Administration attended a webinar training provided by Media General, Inc. Associate General Counsel that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Director of Finance & Administration

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/15/2015	Participation in events or programs sponsored by educational institutions	KRON-TV Reporter & Video Journalist was a guest/lecturer at the Academy of Arts University. He spoke and had a Q & A about his career in broadcasting, future career opportunities, and possible internships.	1	Reporter & Video Journalist
9	9/25/2015	Participation in events or programs sponsored by educational institutions	KRON-TV News Director spoke to a Masters Class at the Academy of Arts University about news journalism with emphasis on writing aimed at print and on-line. He also discussed who picked news content, how reporters find stories and what makes a "good" story versus a "bad" story. He discussed career opportunities and possible internships.	1	News Director
10	1/26/2016	Establishment of an intern program designed to assist members of the community	KRON-TV 2016 Winter Internship Program. We had six (6) students who participated in the Winter Internship Program. The six (6) students came from Cal State Long Beach, SF State University and Ohlone College. All six of these interns worked in the News department. KRON-TV has maintained a strong Internship Program to place interns in news, local programming, creative services, community relations, sales and website departments. Interns come from local and national colleges and universities. Interns must receive college credit for their internships. One of these interns was later hired as KRON-TV employee.	4	Assignment Editor Sr. Assignment Editor Executive Producer Web

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	2/24/2016	Participation in events sponsored by community groups	KRON-TV Reporter and Video Journalist participated in an Interview/Resume Roundtable (90 minutes) hosted by the National Association of Hispanic Journalist (NAHJ) Bay Area Chapter and the SFSU State BECA and Journalism departments. Students were given an opportunity to sit down with journalism professionals to organize their resumes and learn more about what employers are looking for in candidates as they prepare for post graduate job hunting or looking for a perfect summer internship that sets them up for the next career opportunity.	1	Reporter&Video Journalist
12	3/11/2016	Participation in events or programs sponsored by educational institutions	Reporter & Video Journalist hosted a tour of the KRON-TV station and studio for 5 alumni journalism students from her alma mater the University of North Carolina at Chapel Hill. A presentation and Q & A was provided that covered employment or careers in broadcasting.	1	Reporter & Video Journalist
13	4/1/2016	Participation in events sponsored by community groups	KRON-TV main evening News Anchor was the Mistress of Ceremony and guest speaker at the Annual Girls, Inc. Luncheon. She spoke about her career in broadcasting, work in journalism and future career opportunities. The Annual fundraiser celebrated amazing women who are influencing the world everyday, empowering individuals, agencies, and the entire communities to create meaningful change.	1	News Anchor

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	4/22/2016	Participation in events sponsored by community groups	KRON-TV main evening News Anchor was the Mistress of Ceremony for the A. Phillip Randolph Institute Annual Dinner where she referenced her experience in broadcasting as well as future career opportunities. The A. Phillip Randolph Institute San Francisco (APRISF) is a non-profit organization that serves residents of San Francisco, particularly in the Bayview-Hunters Point community. The mission has been to support racial equality and economic justice and to advocate for economically disadvantaged communities through community engagement and civil participation.	1	News Anchor
15	5/9/2016	Participation in events or programs sponsored by educational institutions	HR Representative hosted a tour of the KRON-TV station and studio for 28 college students from Pacific Union College. A presentation or Q & A was provided that covered employment or careers in broadcasting when applicable.	2	HR Representative Executive Producer
16	5/11/2016	Participation in events or programs sponsored by educational institutions	Executive Assistant to the General Manager hosted a tour of the KRON-TV station and studio for a student from SF State University. The student was taking a history media survey class and needed studio photos for her class project. Brief overview of newsroom operations and Q & A was provided that covered employment or careers in broadcasting when applicable	1	Executive Assistant to the General Manager

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	5/23/2016	Participation in Job Fairs	KRON-TV Assistant News Director participated in a student "Spring Show" Career Day at the Academy of Art College. She talked one-on-one with over a dozen students who were graduating and hopeful about future employment. She also performed one-on-one mock interviews with several graduating students teaching them the skills and techniques needed to have a successful job interview. She spoke about her career experiences in broadcasting, shared advice with students on broadcasting and future career opportunities for growth. She found two students who might prove to be good candidates KRON can target for hiring or for internships.	1	Assistant News Director
18	6/3/2016	Establishment of an intern program designed to assist members of the community	KRON-TV 2016 Summer Internship Program. We have ten (10) students who are participating in the Summer Internship Program. The ten (10) students come from Emerson College, San Jose State University, SF State University, UC Berkley, Pacific Union College, Arizona State University and Syracuse University. Nine of these interns worked in News and one in the Sports department. KRON-TV has maintained a strong internship program to place interns in news, local programming, creative services, community relations, sales, and website departments. Interns come from local and national colleges and universities. Interns must receive college credit for their internships.	4	Assignment Editor Sr. Assignment Editor Executive Producer Web Sports Producer

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	6/3/2016	Participation in scholarship programs	Media General values the experiences and perspectives that a diverse workforce brings to our daily operations. Established in 1998, the Minority Scholarship & Training Program (MS&TP) awards one or two-year scholarships and internships to ambitious multicultural college students who are planning a career in broadcast television and/or digital media. By encouraging students to pursue their goals in multiplatform broadcasting, Media General is promoting diversity in the workplace and helping to ensure the dynamic future of local media. KRON-TV participated in the MS&TP Internship Program this year. We hired one "paid intern" from June 13th to July 21st to work in the Creative Services department.	3	VP & General Manager Director of Finance & Admin Creative Services Director
20	6/16/2016	Participation in events sponsored by community groups	Executive Assistant to the General Manager hosted a tour of the KRON-TV station and studio for 7 middle and high school students from "A Home Away From Homelessness". The organization runs afterschool programs to assist students with school work and learning life skills. This summer the program is running a career camp to assist students with planning for future careers by visiting employers at various San Francisco locations. The students are required to write an essay about what they learned at each location. The focus of the tour was to inform the students about career opportunities at the television station, inform the students about potential internships and address training and education requirements needed to successfully obtain employment in the broadcast industry.	1	Executive Assistant to the General Manager

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	6/17/2016	Participation in scholarship programs	The Emma Bowen Foundation partners with Media General (along with other media organizations) to provide minority high school seniors and college students, interested in pursuing a career in media, multi-year paid internships throughout the duration of their undergraduate career. At the end of each summer internship round, corporate will match each student's gross income earned, dollar for dollar, and send it to the EBF. The foundation will then deposit the funds into the student's scholarship fund account. Any hours worked during the fall and spring semesters or winter breaks do not require a scholarship match. Selection Process Students apply for the internship directly. KRON participated in the EBF Internship by hiring a "paid intern" for the Summer to work in the News department.	3	VP & General Manager Director of Finance & Admin. Assignment Editor
22	6/21/2016	Participation in events sponsored by community groups	KRON-TV main evening News Anchor moderated two sessions at The Bay Area Women's Summit. She moderated the Empowering Women in the Workplace and Mentoring and Networking sessions. She spoke about journalism, her career in broadcasting, future career opportunities and hosted Q&A's.	1	News Anchor