

EEO PUBLIC FILE REPORT
FOR
STATION
KRON-TV
SAN FRANCISCO, CALIFORNIA

This EEO Public File Report
Covers the One-Year Period
Ending on July 31, 2015

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2014 - July 31, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 4-8, 10-11, 13-25, 27-32, 34-39, 41-44, 46-47, 49-50, 52-78, 80-84, 87-89, 91-99, 101-105, 107, 109-111, 113-116	102
VP & General Manager	1, 3-8, 11, 13, 15-19, 21-25, 27-33, 35-39, 42-44, 46-47, 49-50, 52-57, 59, 61-63, 65-68, 70-85, 87-99, 101, 103-104, 107, 109-111, 113-116	61
Assistant Chief Engineer	1, 4-8, 10-11, 13-25, 27-39, 41-44, 46-47, 49-50, 52-61, 65-78, 80-84, 88-89, 91-101, 103-104, 106-107, 109-111, 113-116	100
Account Executive	1, 4-8, 11, 13-25, 27-34, 36-39, 42-44, 46-47, 49-50, 52-59, 61, 65-78, 80-84, 88-89, 91-99, 101-105, 109-111, 113-116	102
Newscast Producer	1, 4-8, 11, 13-32, 34-39, 42-47, 49-50, 52-62, 64-78, 80-84, 88-89, 91-99, 101, 103-104, 107, 109-111, 113-116	45
Newscast Producer	1, 4-8, 11, 13-25, 27-32, 35-39, 41-44, 46-47, 49-50, 52-61, 65-78, 80-84, 88-89, 91-99, 101, 103-104, 107, 109-111, 113-116	58
Newscast Producer	1, 4-8, 11, 13-25, 27-34, 36-39, 41-44, 46-47, 49-50, 52-57, 59-61, 65-68, 70-78, 80-84, 88-89, 91-99, 101, 103-104, 109-111, 113-116	33
Newscast Producer	1, 4-8, 11, 13, 15-25, 27-39, 42-47, 49-50, 52-57, 59, 61, 65-78, 80-84, 86, 88-89, 91-99, 101, 103-104, 107, 109-111, 113-116	45
Associate Producer	1, 4-8, 11, 13, 15-25, 27-32, 34-39, 41-47, 49-50, 52-57, 59-61, 65-68, 70-78, 80-84, 88-89, 91-99, 101, 103-105, 109-111, 113-116	45
Research Director	1, 4-11, 13-34, 36-44, 46-47, 49-50, 52-61, 63, 65-78, 80-84, 87-89, 91-92, 94-99, 101-104, 107-111, 113-116	33
Maintenance Engineer	1, 4-8, 10-11, 13, 15-25, 27-34, 36-39, 42-47, 49-50, 52-59, 61, 65-78, 80-84, 88-89, 91-101, 103-105, 109-111, 113-116	33
Account Executive	1, 4-11, 13, 15-25, 27-44, 46-47, 49-50, 52-61, 63, 65-78, 80-84, 87-89, 91-99, 101-104, 107-111, 113-116	33

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Studio Remote Tech	1, 4-8, 10-11, 13, 15-25, 27-32, 34, 36-39, 42-47, 49-50, 52-59, 61, 65-78, 80-84, 88-89, 91-101, 103-105, 109-111, 113-116	45
Weather Anchor	1-2, 4-11, 13, 15-25, 27-32, 34, 36-39, 42-47, 49-61, 65-78, 80-84, 87-89, 91-99, 101, 103-104, 107, 109-116	2
Executive Producer	1, 4-25, 27-34, 36-44, 46-50, 52-61, 63, 65-68, 70-84, 87-89, 91-99, 101, 103-104, 107, 109-111, 113-116	41
General Sales Manager	1, 4-8, 10-11, 13, 15-25, 27-39, 42-44, 46-47, 49-50, 52-57, 59-61, 65-68, 70-78, 80-84, 88-89, 91-99, 101-104, 109-111, 113-116	33
Newscast Producer	1, 4-13, 15-25, 27-39, 42-50, 52-63, 65-68, 70-78, 80-84, 87-89, 91-99, 101, 103-104, 107, 109-111, 113-116	45
New Business Sales Manager	1, 4-9, 11, 13, 15-19, 21-25, 27-39, 42-50, 52-57, 59-62, 65-68, 70-84, 88-89, 91-99, 101-105, 107, 109-111, 113-116	33
Commercial Production Producer	1, 4-9, 11, 13, 15-19, 21-32, 34-39, 41-44, 46-50, 52-63, 65-68, 70-78, 80-84, 87-89, 91-99, 101, 103-104, 107, 109-111, 113-116	26
Assignment Desk	1, 4-9, 11, 13, 15-19, 21-25, 27-34, 36-39, 42-50, 52-57, 59-62, 65-68, 70-75, 77-78, 80-84, 88-89, 91-99, 101, 103-104, 107, 109-111, 113-116	45
Video Journalist	1, 4-8, 11-13, 15-16, 18-19, 21-32, 34-39, 41-50, 52-63, 65-68, 70-73, 75-78, 80-84, 87, 89, 91-99, 101, 103-104, 107-111, 113-116	12
Digital Sales Manager	1, 4-11, 13-16, 18-19, 21-25, 27-44, 46-50, 52-63, 65-68, 70-73, 75-78, 80-84, 87, 89, 91-99, 101-104, 107-111, 113-116	33
Web Producer	1, 4-8, 11, 13, 15-16, 18-19, 21-25, 27-32, 34-39, 41-44, 46-50, 52-57, 59, 61, 65-68, 70-73, 75, 77-84, 89, 91-99, 101, 103-105, 109-111, 113-116	41
Associate Producer	1, 4-8, 11, 13, 15-25, 27-32, 34-39, 41-44, 46-47, 49-50, 52-57, 59, 61-62, 65-68, 70-78, 80-85, 89, 91-99, 101, 103-105, 107, 109-111, 113-116	111

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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
1	Academy of Art College 79 New Montgomery San Francisco, California 94105 Phone : 800-544-2787 Email : industryoncampus@academyart.edu Ellen Supple	N	0
2	Adams Broadcast Consulting 17350 Mallard Drive Sonoma, California 95476 Email : dana@adamsconsulting.tv Dana Adams	N	1
3	Ajilon Professional Staffing 44 Montgomery St Suite 1950 San Francisco, California 94104 Phone : 415-365-2026 Url : http://www.ajilon.com Jen Curry Manual Posting	N	0
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

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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	Broadcast Cable Broadcast and Cable 12th Floor New York, New York 10016 Email : admin@tvjobs.com Jobs Listing	N	0
11	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
12	Broadcast Image Group P O Box 6105 San Antonio, Texas 78209 Steve Minium Manual Posting	N	4
13	Cal State University, Chico Recruiting Chico, California 95929 Phone : 530-898-4636 Email : studemploy@csuchico.edu Jodie Veale	N	0
14	Career Builder.com 200 N. LaSalle Suite 1100 Chicago, Illinois Job Service Manual Posting	N	0

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15	Center for Independent Living 3075 Adeline St, Ste 110 Berkeley, California 94703 Phone : 510-841-4776 Email : pcortopassi@cilberkeley.org Paul Cortopassi	N	0
16	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
17	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
18	City College of San Francisco 50 Phelan Avenue San Francisco, California 94112 Phone : 415-239-3000 Email : jubungen@ccsf.edu Josephine Ubungen	N	0
19	City College of San Francisco 1400 Evans Avenue San Francisco, California 94124 Phone : 415-550-4440 Jobs Listing Manual Posting	N	0
20	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
21	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

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22	College of Marin 835 College Avenue Kentfield, California 94904 Phone : 415-457-8811 Email : job.placement@marin.edu Carol Perez	N	0
23	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
24	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
25	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
26	Craigslist 1381 9th Avenue San Francisco, California 94122 Jobs Listing Manual Posting	N	9
27	De Anza College Placement Center 21250 Stevens Creek Blvd. Cupertino, California 95014 Phone : 408-864-8717 Cindy Lister Manual Posting	N	0
28	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

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29	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
30	Ecology Center 2530 San Pablo Avenue Berkeley, California 94702 Phone : 510-548-3402 Email : calendar@ecologycenter.org Jennifer Bresee	N	0
31	EDD 801 Turk Street San Francisco, California 94104 Phone : 415-749-7503 Email : sfjobs@edd.ca.gov Jobs Listing	N	0
32	EDD/Civic Center 801 Turk Street San Francisco, California 94104 Phone : 415-749-7503 Jobs Listing Manual Posting	N	0
33	Employee Referral	N	35
34	Entertainment Employment Journal P.O. Box 60163 Corpus Christi, Texas 78466 Phone : 716-673-3327 Email : careers@fredonia.edu Gregorio Carbajal	N	0
35	Filipinos for Affirmative Action 310 8th Street #308 Oakland, California 94607 Phone : 510-465-9876 Eduardo Valladares Manual Posting	N	0

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36	Goodwill Industries 1500 Mission Street San Francisco, California 94103 Phone : 415-575-2101 Email : psmith@sfgoodwill.org Peter Smith	N	0
37	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
38	Hispanic Chamber of Commerce 100 E Santa Clara St San Jose, California 95113 Phone : 408-351-3610 Elena Barrientos Manual Posting	N	0
39	Holy Names University 3500 Mountain Blvd. Oakland, California 94619 Phone : 510-436-1000 Email : careercouncilor@hnu.edu Jobs Listing	N	0
40	IHire Broadcasting 41 East all Saints Street Frederick, Maryland Phone : 877-433-8860 Job Listing Manual Posting	N	0
41	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 650-282-8066 Sunday Bejide Manual Posting	N	14
42	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

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43	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
44	Intercollegiate Athletics and Sports/Cal Program 177 Hearst Gymnasium Berkeley, California 94720 Phone : 657-278-3122 Email : careercenter@fullerton.edu Jobs Listing	N	0
45	Internal Transfer/Promotion	N	14
46	ITT Technical Institute 10863 Gold Center Drive Rancho Cordova, California 95670 Phone : 916-851-3900 Email : ddey@itt-tech.edu John Coleman	N	0
47	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
48	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	3
49	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

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50	KELO-TV 501 South Phillips Avenue Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Email : lblankers@keloland.com Jobs Listing	N	0
51	Ken Lindner & Associates, Inc. 2029 Centure Park East Suite 1000 Los Angeles, California 90067 Fax : 1-310-277-5806 Jobs Listing	N	5
52	KLFY-TV 2410 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Email : jponthie@klfy.com Jobs Listing	N	0
53	KQED, Inc. 2601 Mariposa Street San Francisco, California 94110 Phone : 415-864-2000 Jobs Listing Manual Posting	N	0
54	KWQC-TV 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7000 Jobs Listing Manual Posting	N	0
55	Laney College - Student Employment Services 900 Fallon St. Oakland, California 94607 Phone : 510-834-5740 Email : rzion@peralta.edu Raya Zion	N	0
56	Lee Hecht Harrison 235 Pine St #1400 San Francisco, California 94104 Phone : 415-434-0125 Jobs Listing Manual Posting	N	0

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57	Legal Aid Society - Employment Law Center 180 Montgomery Ste 600 San Francisco, California 94104 Phone : 415-864-8848 Howard Chen Manual Posting	N	0
58	LinkedIn 2029 Stierlin Court Mountain View, California Job Listing Manual Posting	N	3
59	Media Alliance 1904 Franklin St Suite 500 Oakland, California 94612 Phone : 510-684-6853 Email : jobfile@media-alliance.org Jeff Perlstein	N	0
60	Media Bistro 475 Park Avenue South New York, New York Alexandra Spignesi Manual Posting	N	8
61	Media General 333 E. Franklin Street Richmond, Virginia Phone : 804-887-5000 Job Listing Manual Posting	N	46
62	Media Line 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : rich@medialine.com Jobs Listing	N	0
63	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

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64	Media Recruiter 9457 South University Blvd Highland Ranch, Colorado Job Listing Manual Posting	N	0
65	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
66	Merritt College 12500 Campus Drive Oakland, California 94619 Phone : 510-531-4911 Jobs Listing Manual Posting	N	0
67	Mills College Career Center 5000 McArthur Blvd. Oakland, California 94613 Phone : 510-430-2255 Url : http://www.mills.edu/student_services/career_cente Esther Jones Manual Posting	N	0
68	Mission Language and Vocational School 2929 19th Street San Francisco, California 94110 Phone : 415-622-5432 Email : vocschool@aol.com Gustavo Chavarria	N	0
69	Monster.com 1560 W. Fountain Pkwy Suite 175 Tempe, Arizona John Green Manual Posting	N	0
70	NAACP 1290 Fillmore Street San Francisco, California 94115 Phone : 415-922-0650 Jobs Listing Manual Posting	N	0

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71	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
72	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
73	National Association of Broadcasters 1771 N Street Washington, District of Columbia 20036 Phone : 202-429-5300 Jobs Listing Manual Posting	N	0
74	National Black MBA Association 1 East Wacker Chicago, Illinois 60601 Phone : 312-236-2622 Jobs Listing Manual Posting	N	0
75	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
76	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Claudia Flores	N	0
77	Native American Journalists Association Gaylord College, 395 W. Lindsey Norman, Oklahoma 73019 Phone : 405-325-1649 Jobs Listing Manual Posting	N	0

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78	News Media Association USC School of Journalism 3502 Watt Way Los Angeles, California 90089 Phone : 213-821-1660 Jobs Listing Manual Posting	N	0
79	Non-Employee Referral	N	5
80	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
81	Oakland Career Center 1212 Broadway Suite 100 Oakland, California 94612 Phone : 510-768-4473 Email : rhawthorne@oaklandpic.org Jobs Listing	N	0
82	Ohlone College 43600 Mission Boulevard Fremont, California 94539 Phone : 510-659-6000 Email : rhernandez@ohlone.edu Jobs Listing	N	0
83	Oka and Associates 241 16th Avenue San Francisco, California 94118 Phone : 415-386-5549 Bruce Oka Manual Posting	N	0
84	Pacifica Community Television 580 Crespi Drive #E Pacifica, California 94044 Phone : 650-355-8000 Shelly Ashton Manual Posting	N	0

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85	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
86	Petra Placement 4204 Spruce Rd Melissa, Texas Mark Antonitis Manual Posting	N	1
87	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
88	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
89	San Francisco Art Institute 800 Chestnut Street San Francisco, California 94133 Phone : 415-771-7020 Url : http://www.sfai.edu/current-students/career-resour Jobs Listing Manual Posting	N	0
90	San Francisco Library (Main) 100 Larkin Street Civic Center San Francisco, California 94103 Phone : 415-557-4400 Url : https://jobsbucket.wordpress.com/employers-post-a-jobs-listing Jobs Listing Manual Posting	N	0

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91	San Francisco State University 1600 Holloway Avenue San Francisco, California 94132 Phone : 415-338-1111 Email : recruit@sfsu.edu Jobs Listing	N	0
92	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
93	San Jose State University Recruiting San Jose, California 95192 Phone : 415-338-6237 Email : babak.sarrafan@sjsu.edu Jobs Listing	N	0
94	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_ Espie Santiago Manual Posting	N	0
95	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
96	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

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97	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
98	Skyline College Career Center 3300 College Drive San Bruno, California 94066 Phone : 650-738-4100 Email : jenneyb@smccd.edu Jobs Listing	N	0
99	Society for Professional Journalists 3909 N. Meridian Street Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : spj@spj.org Renee Vaske	N	0
100	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana Scott Jones Manual Posting	N	4
101	Sonoma State University Career Center 1901 E. Cotati Avenue Rohnert Park, California 94928 Phone : 707-664-2880 Anne Greenblatt Manual Posting	N	0
102	Spots and Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Job Listing Manual Posting	N	2
103	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

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104	Stanford University I.C., Department of Communications Stanford, California 94305 Phone : 650-723-3335 Christine Allen Manual Posting	N	0
105	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	15
106	The Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-242-4342 Email : ocb@beonair.com Jobs Listing	N	0
107	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	3
108	TVB 120 Wall Street 15th Floor New York, New York 10005 Job Listing Manual Posting	N	0
109	Vietnamese Community Center of San Francisco 766 Geary Street San Francisco, California 94109 Phone : 415-351-1038 Thai Dang 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
110	WATE-TV 1306 Broadway, NE Knoxville, Tennessee 37917 Phone : 865-637-6666 Email : mmorris@wate.com Jobs Listing	N	0
111	WBAY-TV 115 South Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-432-3331 Email : mfeldman@wbay.com Peggy Wilcox	N	1
112	Willinger Talent Agency 875 Avenue of the Americas Suite 1601 New York, New York 10001 Email : info@willingertalent.com Fax : 1-212-695-1950 Jobs Listing	N	1
113	WKRN-TV 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7222 Rosemary Wesela Manual Posting	N	0
114	WLNS-TV 2820 East Saginaw Lansing, Michigan 48912 Phone : 517-372-8282 Email : csullivan@wlns.com Jobs Listing	N	0
115	WRIC-TV 301 Arboretum Place Richmond, Virginia 23236 Phone : 804-330-8888 Email : sburnette@wric.com Jobs Listing	N	0
116	YWCA Career Services 375 S. Third Street San Jose, California 95112 Phone : 408-295-4011 Email : mbejarano@ywca-sv.org Erica Rivera	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			174

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/4/2014	Establishment of a mentoring program	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 one (1) employee who successfully completed this training program, and was placed in a position of News Producer on June 3, 2015.	4	Aaron Pero News Director Stacey Baier Assistant News Director Janice Gin Executive Producer Eric Eglin Executive Producer	1.00
2	8/14/2014	Participation in events sponsored by community groups	KRON-TV weathercaster and reporter spoke to 15-20 youth at the Margaret J Kemp for Girls ,Juvenile Institution for the San Mateo County Probation Department. She spoke about weather and her experience in broadcasting . She shared advice with students on broadcasting and future career opportunities to look forward to in broadcasting. She discussed development and training through programs like the KRON-TV Internship program.	1	Erica Kato Weathercaster	0.25
3	8/28/2014	Participation in events sponsored by community groups	Program Director hosted a tour of the KRON-TV station and studio for 15-20 students from The Juvenile Institutions for the San Mateo County Probation Department. This tour was a follow up to an earlier visit and presentation given by our morning weather forecaster. A presentation or Q & A was provided that covered employment or careers in broadcasting when applicable.	1	Pat Patton Director of Programming	0.25

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	9/10/2014	Listing of each upper-level category opening in a job bank or newsletter	KRON posted the position of Vice President and General Manager in Broadcast Employment Services, Department on the Status of Women, Filipinos for Affirmative Action, Hispanic Chambers of Commerce, NAACP, National Black MBA Association, National Association of Black Journalist, National Hispanic Media Coalition, NAHJ, Native American Journalist Association and Vietnamese Community Center. This position was filled September 10, 2014.	3	Bob Petersen VP Broadcast Markets Debra Chambers Director of Finance & Admin May Wright Payroll & Benefits Admin	1.00
5	11/14/2014	Participation in events sponsored by community groups	KRON-TV Reporter and Video Journalist was a guest speaker at the Boys & Girls Club of the Peninsula. This Chapter serves over 1700 students which includes over 170 high school students. The high schools students are a diverse body representing various ethnic backgrounds and socioeconomic statuses. Once a month a community leader is invited to share their journey in an event called "Motivation Friday". KRON's Reporter and Videojournalist spoke to this group and shared his inspiring story of struggles and successes in his career in television broadcasting. He shared advice with students on future opportunities for them to look forward to in broadcasting and mentioned KRON-TV's Internship Program	1	Stanley Roberts Report & Video Journalist	0.25
6	1/28/2015	Establishment of an intern program designed to assist members of the community	KRON 2015 Winter Internship Program. KRON had four (4) students who participated in the Winter Internship Program. The four (4) students came from SF State University. All 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.	2	Tamara Berry Assignment Editor Bonnie Hitch Sr Assignment Manager	1.00

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	3/27/2015	Participation in events or programs sponsored by educational institutions	KRON-TV News Director hosted and spoke on behalf of station to a group of 6-12 students from the Academy of Art College. He spoke about the preparation, skills, and qualities that make a good television host or anchor. He spoke about his career experiences in broadcasting, shared advice with students on broadcasting and future opportunities for them to look forward to in programs like the KRON-TV Internship Program. He also gave the students a tour of the facilities and studio.	1	Aaron Pero News Director	0.25
8	4/3/2015	Participation in events or programs sponsored by educational institutions	KRON-TV Director of Local Programming met with a panel of educators and administrators in the Broadcasting Department at San Francisco State University to discuss the future of broadcasting television and the importance of training students for jobs in the field of on-line communications. The University is one of the largest in the country and graduates hundreds of students each year in a wide variety of disciplines from shooting and editing to writing and directing. KRON's Director of Local Programming discussed employment or careers opportunities and KRON's Internship Program for broadcasting training and development.	1	Jim Swanson Director of Local Programming	0.25
9	4/10/2015	Participation in events sponsored by community groups	KRON-TV Reporter and Videojournalist was a guest speaker at the Balboa Teen Health Center, Young Men's Group. He shared his struggles and successes and told them no matter how many "nos" they get in life all they need is "one yes". He gave students a real idea of what it takes to make it in the competitive world of journalism and talked about the KRON-TV Internship Program.	1	Stanley Roberts Reporter & Videojournalist	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	5/18/2015	Participation in Job Fairs	KRON Local Program Director participated in a student "Spring Show" Career Day at the Academy of Art College, he interviewed several college graduating students along with other station broadcasters. He performed one-on-one mock interviews with several graduating students teaching them the skills and techniques needed to have a successful job interview. He spoke about his career experiences in broadcasting, shared advice with students on broadcasting and future career opportunities for growth.	1	Jim Swanson Director of Local Programming	0.25
11	5/19/2015	Participation in events or programs sponsored by educational institutions	Director of Promotion hosted a tour of the KRON-TV station and studio for 30 students from Assumption Middle School. A presentation or Q & A was provided that covered employment or careers in broadcasting when applicable.	1	Kevin Adler Director of Promotion	0.25
12	5/25/2015	Establishment of an intern program designed to assist members of the community	KRON 2015 Summer Internship Program. KRON had ten (10) students who are participating in the Summer Internship Program. The ten (10) students come from San Jose State University, SF State University, Syracuse University, Bord College, Santa Clara University, Santa Rosa Jr. College and Middle Tennessee State University. Six of these interns worked in News, three in Sports and one in the Promotions 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	Tamara Berry Assignment Editor Bonnie Hitch Sr Assignment Manager Jason Appelbaum Executive Sports Producer Kevin Adler Director of Promotion	1.00

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
13	6/22/2015	Participation in events sponsored by community groups	KRON's main morning News Anchor and Director of Promotion hosted 13 students from a variety of schools that are part of Fast Forward. Fast Forward is a magazine in Marin written by students. The students choose KRON-TV's morning anchor to write a story about for their publication. The students conducted interviews and wrote the story. The participating schools include: Davidson Middle, Del Mar Middle, Marin Academy, Marin Catholic, Mill Valley Middle, Ross, St Isabella, White Hill Middle and St Ignatius College Preparatory Schools. The students also received a tour of the facility and studio which included a presentation or Q & A that covered employment or careers in broadcasting when applicable.	2	Darya Folsom News Anchor Kevin Adler Director of Promotion	0.25
TOTAL POINTS OVER REPORTING PERIOD:						6.25