



KUSI TV - Channel 51
 4575 Viewridge Avenue
 San Diego, CA 92123

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

Position	Title	Date Filled	Total # People Interviewed	Referral Source
1.	Assistant Chief Engineer	08-17-15	5	Direct Recruit
2.	Engineer	08-26-15	*	Direct Recruit
3.	News Photog/Editor	09-16-15	5	KUSI Employee Referral
4.	News Photog/Editor	09-21-15	**	KUSI Website
5.	Promotion Writer/Producer	09-29-15	1	KUSI Employee Referral
6.	Master Control Op	11-18-15	4	KUSI Website
7.	Sales Assistant	11-30-15	6	Indeed.com
8.	News Photog/Editor	12-16-15	1	Manpower Agency
9.	Weather Anchor/Reporter	01-04-16	5	Talent Agency
10.	Account Executive	01-15-16	7	KUSI Employee Referral
11.	Account Executive	01-25-16	***	Indeed.com
12.	Promotion Writer/Producer	02-05-16	2	KUSI Website
13.	News Photog/Editor	04-08-16	5	KUSI Employee Referral
14.	Sales Assistant	04-22-16	8	Craigslist
15.	Assignment Editor	05-16-16	2	WOM
16.	Promotion writer/Producer/Editor	05-23-16	4	Indeed.com
17.	News Anchor/Reporter	06-10-16	7	Talent Agency
18.	News Photog/Editor	06/13/16	8	KUSI Website
19.	Assignment Editor	06/29/16	1	Indeed.com
20.	News Photog/Editor	06/29/16	7	KUSI Employee Referral
21.	Promotion writer/Producer/Editor	07-21-16	****	KUSI Employee Referral
		TOTAL	78	

Total Number of Interviews for all full time positions: 78

* Positions 1 and 2 were filled by the same applicant pool.

** Positions 3 and 4 were filled by the same applicant pool.

*** Positions 10 and 11 were filled by the same applicant pool.

**** Positions 16 and 21 were filled by the same applicant pool.



**There is attached hereto a list of the recruitment sources utilized by the station and total number of interviewees referred by each recruitment source. (Attachment A)
August 1, 2015-July 31, 2016**

For Position 1 (Assistant Chief Engineer) KUSI-TV used recruitment sources 1-43, 70, 72, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 2 (Engineer) KUSI-TV used recruitment sources 1-43, 72, 70, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 3 (News Photog/Editor) KUSI-TV used recruitment sources 1-43, 72, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 4 (News Photog/Editor) KUSI-TV used recruitment sources 1-43, 72, 77, 80-85, 95, 97 set forth on Attachment A.

For Position 5 (Promotion Writer/Producer) KUSI-TV used recruitment sources 1-43, 77, 80-85, 95, 97 set forth on Attachment A.

For Position 6 (Master Control Operator) KUSI-TV used recruitment sources 1-43, 77, 80-85, 95, 97 set forth on Attachment A.

For Position 7 (Sales Assistant) KUSI-TV used recruitment sources 1-43, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 8 (News Photog/Editor) KUSI-TV used recruitment sources 1-43, 67, 72, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 9 (Weather Anchor Reporter) KUSI-TV used recruitment sources 1-43, 61, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 10 (Account Executive) KUSI-TV used recruitment sources 1-43, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 11 (Account Executive) KUSI-TV used recruitment sources 1-43, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 12 (Promotion Writer/Producer) KUSI-TV used recruitment sources 1-43, 77, 80-85, 95, 97 set forth on Attachment A.

For Position 13 (News Photog/Editor) KUSI-TV used recruitment sources 1-43, 67, 72, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 14 (Sales Assistant) KUSI-TV used recruitment sources 1-43, 72, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 15 (Assignment Editor) KUSI-TV used recruitment sources 1-43, 67, 77, 80-85, 97, 106 set forth on Attachment A.

For Position 16 (Promotion Writer/Producer) KUSI-TV used recruitment sources 1-43, 77, 80-85, 95, 97 set forth on Attachment A.

For Position 17 (Anchor Reporter) KUSI-TV used recruitment sources 1-43, 61, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 18 (News Photog/Editor) KUSI-TV used recruitment sources 1-43, 67, 72, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 19 (Assignment Editor) KUSI-TV used recruitment sources 1-43, 67, 77, 80-85, 97, 106 set forth on Attachment A.

For Position 20 (News Photog/Editor) KUSI-TV used recruitment sources 1-43, 67, 72, 77, 80-85, 95, 97, 106 set forth on Attachment A.

For Position 21 (Promotion Writer/Producer) KUSI-TV used recruitment sources 1-43, 77, 80-85, 95, 97 set forth on Attachment A.

There is also attached hereto a narrative description of the station's Supplement EEO Outreach Activities (Attachment B)

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request KUSI-TV to provide them with information about full-time job openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it request notices. Requests should be directed to Sally Luck, Director of Human Resources, KUSI-TV, 4575 Viewridge Avenue, San Diego, CA 92123

Attachment A

LIST OF RECRUITMENT SOURCES AND TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE August 1, 2015 Through July 31, 2016

NO.	Source	Contact	Address	Telephone	Total # of Interviewees Referred
1	Palomar College	Dana Hawkes	Email: Phahn@palomar.edu 1140 W. Mission, San Marcos, CA 92069	858/744-1150, ext. 5589	
2	San Diego State University Foundation	Patricia Nagy	Email: halo-mania@cox.net 5250 Campanile Drive, San Diego, CA 92123	619/424-8195 fax:619/426-8195	
3	The Art Institute	Carol Campo	Email: freemanc@aii.edu 10025 Mesa Rim Road, San Diego, CA 92121-2913	858/546-0602, xt. 1275 fax: 858/457-0903	
4	Platt College	Dana Maciaf	6250 El Cajon Blvd San Diego, CA 92115-3919	Tel= (619)-265-0107 Fax= (619)-265-8655	
5	Sacramento Professional Network	Vergie Cornelius	Email: spn@lanset.com 5007 Broadway, Sacramento, CA 95820	916/227-0330 fax: 916/227-0382	
6	AAJA (Asian American Journalists Association) AAJA	Vera H-C Chan Albert Lee	Email: post@ajaa.org 1182 Market St., #320 San Francisco, CA 94102	415/346-2051 fax: 415/346-6343	
7	AAJA San Diego	Don Chareunsky	Email: donchareunsky@yahoo.com P.O. Box 8816525, San Diego 92168	858/616-8525	
8	CA Chicano News Media Assoc. (LA) (CCNMA)	Efrain Hernandez	Email: efrain.hernandez,jr@latimes.com 3800 S. Figueroa Street, Los Angeles, CA 90037-1206	fax: 213/743-4989	
9	Central Valley (CCNMA)	Olivia Garcia	Email: ogarcia@bakersfield.com P.O. Box 440, 1707 Eye Street, Bakersfield, CA 93302-0440	661/395-7487 fax:661/395-7519	
10	Inland Empire (CCNMA)	Mark Acosta	Email: macosta@pe.com 3512 14th Street, Riverside, CA 92501	909/368-9463	
11	CCNMA San Diego	Janine Zúñiga/	ccnma.sd@cox.net P.O. Box 370603 San Diego, CA 92137	619-498-6652	
12	NAACP	Geraldine Washington	Email: brnchoff@naacp-losangeles.org 3910 Martin Luther King Jr. Blvd., Ste. 202, Los Angeles, CA 90008	323/296-2630 fax:323/294-9435	
13	(NABJ) Black Journalists Association of Southern California	Gayle Pollard Terry	Email: gayle.pollard-terry@latimes.com http://www.bjasc.org	Info; 213/427-8246 213/237-7923 fax: 213/237-5319	
14	NAHJ Job Bank (National Association of Hispanic Journalists)	Kevin Olivas	Email: kolivas@nahj.org 529 14th Street, NW, Suite 1000, Washington DC 20045-2001	202/662-7168 888/346-NAHJ fax: 202/662-7144	
15	NOW (National Organization for Women) (on-line)	Kim Gandy	Email: sdcnw@simplyweb.net P.O. Box 1848, Merrifield, VA 22116	202/628-8669	
16	San Diego (CCNMA)	Graciela Sevilla	Email: ccnma.sd@cox.net 5200 Campanile Drive, San Diego, CA 92182-5400	619/594-8177, xt. 85 fax: 619/594-2881	
17	Union of Pan Asian Communities (UPAC)	Human Resources	Email: lpassons@upacsd.com 1031 25th Street, San Diego, CA 92102	fax: 619/232-4113	
18	South County Career Center	Toni Jetter	tjeter@sbcglobal.net		
19	Employment Development Department, Employee Services Team	Carlette Lewis	Email: cjsdco@edd.ca.gov 4389 Imperial Avenue, San Diego 92113	619/266-4200 fax: 619/266-6172	
20	San Diego Workforce Partnership (Cal Jobs)	Carlette Lewis	Email: info@SanDiegoAtWork.com 1551 Fourth Avenue, Ste. 600, San Diego, CA 92101	619/266-4200 fax: 619/266-4261	
12	National Lesbian & Gay Journalist Assoc	Angie Young	aeyoung@nlqja.org		
22	Native American Journalist Assoc.	On Line Posting	Email: info@naja.com	Phone: 605.677.5282	
23	KUSI Website	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	(858)-505-5141	11
24	KUSI Internal Job Board	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	(858)-505-5141	

NO.	Source	Contact	Address	Telephone	Total # of Interviewees Referred
25	SD National Academy TV Arts & Sciences (NATAS)	Terry Williams	PO Box 80255 San Diego, CA 92138 twms@cox.net	(619) 297-1388 Phone (619) 501-9878 Fax	
26	Naval Station of San Diego Fleet and Family Support Center	Bob Miley	Email: robert@sb.cnrsw.navy.mil 3005 Corbina Alley, Ste. 1, Bldg. 263, San Diego, CA 92136-5190	619/556-9866	
27	Able-Disabled Advocacy, Inc.	Judy Sutschek	Email: judytsched@hotmail.com 2850 6th Avenue, Ste. 311, San Diego, CA 92103	619/231-5990	
28	Center Community Service Center	Debra Terry	Email: dterry@sandiego.gov 2500 Commercial Street, San Diego, CA 92103	619/446-1020	
29	Faith Chapel	Sonara Barber	Email: sonarabarber@worldnet.att.net 4999 Holly Drive, San Diego, CA 92113	619/434-4246	
30	ITT Tech	Dana Macias	9680 Granite Ridge Road, San Diego, CA 92123	858/571-8500	
31	LDS Employment Resource Services	John Chase	Email: stakeemploymentteam@earthlink.net 4722 Mercury Street, San Diego, CA 92111	760-631-4070 858/279-2338 fax: 858/279-2527	
32	North Park Community Center	Montique White-Carter	Email: mwhitecarter@sandiego.gov 3956 30th Street, San Diego, Ca 92104	619/525-8441	
33	San Diego State University International Business Program Alumni	Claudia Allen	Email: callen@mail.sdsu.edu 5500 Campanile Drive, San Diego, CA 92182-7732	619/594-3008 fax: 619/594-7738	
34	San Diego Unified School District, Employability Counseling Services	Charlene Grimsley	Email: Charlenegrimsley@yahoo.com 9230 Gold Coast Drive, B-19, San Diego, CA 92126	858/693-5533 fax: 858/693-5506	
35	Veterans of Foreign Wars	Donald Pitts	Email: vaexpert@aol.com P.O. Box 181758, Coronado, CA 92178-1758	619/424-0001 fax/619/424-0004	
36	Vietnam Vets os San Diego	Steven Segobiano	3762-C Mission Ave. Oceanside, CA 92054	(760)-721-1157	
37	NAHJ Job Bank	Marco Botero	1000 National Press Building Washington, DC 20045	Fax: (202) 662-7144	
38	Point Loma Nazarene University	Job Placement	3900 Lomaland Dr. San Diego, CA 92106	619-849-2000	
39	NAHJ Job Bank So Co Career Center	EDU Program MGR	529 14th Street, NW, Suite 1000 Washington, D.C. 20045-2001		
40	So Co Career Center	Job Placement	1111 Bay Blvd., Suite E Chula Vista, CA 91911		
41	AAJA (LA)	Job Placement	231 E. 3rd street, LA, CA 90113		
42	Asian American Journalists Assoc	Job Placement Manager	1182 Market Street, Suite 320 San Francisco, CA 94102	(415)-346-2051	
43	SCBA(So CA Broadcasters Assoc.	Lavern Watkins	5670 Wilshire Blvd., Suite 1370 Los Angeles, CA 90036	Phone: (323)938-3100 Fax: (323)938-8600	
44	Broadcasting & Cable	Yuki Atsumi	360 Park Ave. South, 14th Floor, New York, NY 10010	646/746-6954	
45	Television Week Media Recruiter.com	John Stipe	Email: jstipe@crain.com 6500 Wilshire Blvd., Ste. 2300, Los Angeles, CA 90048	323/370-2415	
46	Spots n Dots	dai@spotsndots.com	Email: mediarecruiter.com 167 Oakdale Rd, Johnson City, NY 13790	303/400-5150 888/884-2630 fax:607/729-3311	
47	Cynopsis	Trish Pihonak	cynops4@optonline.net	Ph: 203.381.9096	
48	Union Tribune Newspaper	Marilyn Holiday	Email: marilyn.friedrich@uniontrib.com	619/293-1923	
49	602 Communications	Graeme Newell	6839 Charter Hills Road Charlotte, NC 28277	(704) 543-1426	
50	Promax	Kevin Berk	9000 W. Sunset Blvd., Los Angeles, Ca 90069	310/788-7600 fax: 310/788-7616	
51	Abrahms Artists Agency	Mark Turner	275 Seventh Ave, 26th Floor, New York, NY 10001	646/486-4600, ext. 344	
52	Burt Shapiro	Burt Shapiro	2147 Beachwood Drive, Los Angeles, CA 90068	323/469-9452	
53	Eastman Media Services	Todd Foos		773/777-5463	
54	IF Management	Melissa Breen	Email: melissa@ifmanagment.com 135 W. 50th St., Ste. 2305, New York, NY 10020	212/265-7711	
55	Mort Meisner	Mort Meisner	Email: mmeisassoc@aol.com 26711 Woodward Ave., Ste. 203, Huntington Woods, MI 48070	248/545-1520	
56	N.S. Bienstock Inc.	Ezra Marcus	Email: emarcus@nsbienstock.com 1740 Broadway, 24th Floor, New York, NY 10019	212/765-3040	
57	Napoli Management Group	Mendes Napoli David Ahrendts	8844 W. Olympic Blvd., Ste. 100, Beverly Hills, CA 90211	310/385-8222	
58	The Lorna Dave Agency	John E. Derr	296 Susquehama Trail, Allentown, PA 18104	610/248-1317	
59					

NO.	Source	Contact	Address	Telephone	Total # of Interviewees Referred
60	William Morris Agency	Kenneth Slotnick	1325 Avenue of the Americas, New York, NY 10019	212/586-5100	
61	Talent Agency Various Firms				12
62	Journalismjobs.com		Email: journalismjobs.com		
63	Sign on San Diego	Internet Resource	Email: signonsandiego.com		
64	Metro Career Center				
65	Cal Jobs				
66	Monster.com				
67	Manpower Agency				1
68	KUSI Former Employee		4575 Viewridge Avenue, San Diego, CA 92123	(858)-571-5151	1
69	Job Public Service Announcement	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	(858)-505-5141	
70	RTNDA Radio & TV News Director Assoc.	Nicole S. Newsome	NW, Suite 700 Washington, DC 20006	202-467-5208--direct line	
71	Jobing .com	Coty Cox	On Line Site	619-297-3232	
72	Craigslist.com	On Line Posting	Craigslist P.O. Box 225159 SF, CA 94122-5159		5
73	San Diego Ad Club	Shiela Fox	3760 Convoy St, Ste 219 San Diego, CA 92111	Tel: 858.576.9833 Fax: 858.576.9846	
74	Mediastars	Micah Johson	7418 E. Helm Drive Scottsdale, AZ 85260	480.588.0944	
75	SDABJ	Debra Stephens	Debra Stephens [dstephns@cox.net]	619-985-7749	
76	ABJ	Bob Butler	7677 Oakport Street, Suite 900 Oakland, CA 94612	925-381-1890	
77	Indeed.com				22
78	Walk In				
79	KUSI Intern	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	(858)-505-5141	
80	Unknown (candidate did not remember how they heard)				1
81	Direct Recruit				5
82	Word of Mouth	WOM			3
83	KUSI Job Line	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	619/645-8729	
84	EDD				
85	KUSI Employee Referral				14
86	NATAS	Jeanne Phillips	emmysw@cox.net P.O. Box 80255 San Diego, CA 92138	619-269-9803	
87	Grossmont College	Jim Papageorge	8800 Grossmont College Dr. El Cajon, CA 92020	619/644-7438 fax:619/644-7914	
88	Southwestern College	Bill Lawrence	Email: lawrence@kfm.com 7677 Engineer Road, San Diego, CA 92111	858/495-7594 fax: 858/279-3519	
89	NAB (National Association of Broadcasters)	On Line Posting	Human Resource Dept, 1771 N. Street N.W., Washington DC 20036-2891	202/775-2983	
90	Mediabiz.com	John Stipe	P.O. Box 10123, Bozeman, MT 59719	406-570-9263	
91	AWRT (American Women in Radio & TV)	On Line Posting	Email: info@awrt.org 8405 Greensboro Drive, Ste. 800, McLean, CA 22102	703/506-2366	
92	Chicano Federation of SD	Job Placement	P.O. Box 40508 SD, CA 92164		
93	Hispanic Americans For Fairness In Media	Job Placement	5400 E. Olympic Blvd., Suite 250 Los Angeles, CA 90022		
94	San Diego Association of Black Journalists	Job Placement	P.O.880815 SD, CA 92168		
95	tvjobs.com	On Line Posting	P.O. Box 4116, Oceanside, CA 92052	800/374-0119 800/237-8073 831/648-5204	
96	Media Line.com	Mark Holloway	P.O. Box 51909, Pacific Grove, CA 93950		
97	KUSI Current Employee				
98	CBA Ca Broadcasters Assoc	Lilly Player	915 "L" Street, Suite 1150 Sacramento, CA 95814 Or Post On Line at Website	(916) 444-2237	
99	SBE		SBE.ORG		
100	Balboa Career Transition Center		34800 Bob Wilson Drive, San Diego, CA 92134		
101	SD CALWORKS	Lisa Snow	463 North Midway Drive Ste. 100A, Escondido, CA 92027	760-871-1923	
102	Mediabistro.com		On Line Site		

NO.	Source	Contact	Address	Telephone	Total # of Interviewees Referred
103	Rick Gerver				
104	TV Newscheck		On Line Site		
105	Newsblues				
106	LinkedIn		Networking Site		3
107	SBE		Society of Broadcast Engineers		
105				TOTAL	78



Attachment B

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

KUSI List of Supplemental Outreach Initiatives

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

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

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

Positions:

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

Listed with:

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

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

Training Date: April 18, 2016

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

3. Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. (Number XVI according to the FCC Rules)

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

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

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

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

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