



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

**EEO Public File Report**  
August 1, 2016-July 31, 2017

KUSI-TV is an Equal Opportunity Employer

<b>Position</b>	<b>Title</b>	<b>Date Filled</b>	<b>Total # People Interviewed</b>	<b>Referral Source</b>
1.	News Producer	08-26-16	4	KUSI Website
2.	News Producer	09-6-16	*	KUSI Employee Referral
3.	News Photog/Editor	11-19-16	4	Indeed.com
4.	News Writer/AP	11-23-16	2	Indeed.com
5.	Video/ENG Operator	01-23-17	5	Indeed.com
6.	Account Executive	02-20-17	5	KUSI Website
7.	News Photog/Editor	03-23-17	4	KUSI Employee Referral
8.	News Anchor/Reporter	04-15-17	8	KUSI Website
9.	News Editor	05-09-17	3	Temporary Employee
10.	News Producer	05-26-17	4	KUSI Website
11.	Closed Captionist	05-31-17	7	Indeed.com
12.	Master Control Operator	06-26-17	10	Craigslist
		<b>TOTAL</b>	56	

**Total Number of Interviews for all full time positions: 56**

\* Positions 1 and 2 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)**

For Position 1 (News Producer) KUSI-TV used recruitment sources 1-8, 10-37, 39-48, 58 set forth on Attachment A.

For Position 2 (News Producer) KUSI-TV used recruitment sources 1-8, 10-37, 39-48, 58 set forth on Attachment A.

For Position 3 (News Photog/Editor) KUSI-TV used recruitment sources 1-8, 10-37, 39-48, set forth on Attachment A.

For Position 4 (News Writer/AP) KUSI-TV used recruitment sources s 1-8, 10-37, 39-48, set forth on Attachment A.

For Position 5 (Video/ENG Operator) KUSI-TV used recruitment sources 1-8, 10-37, 39-48, set forth on Attachment A.

For Position 6 (Account Executive) KUSI-TV used recruitment sources 1-8, 10-37, 39-48, set forth on Attachment A.

For Position 7 (News Photog/Editor) KUSI-TV used recruitment sources 1-8, 10-37, 39-41, 43-48, set forth on Attachment A.

For Position 8 (News Reporter/Anchor) KUSI-TV used recruitment sources 1-8, 10-37, 39-41, 43-48, 58-68, set forth on Attachment A.

For Position 9 (News Editor) KUSI-TV used recruitment sources 1-41, 43-48, 77, set forth on Attachment A.

For Position 10 (News Producer) KUSI-TV used recruitment sources 1-41, 43-48, 54, 58, set forth on Attachment A.

For Position 11 (Closed Captionist) KUSI-TV used recruitment sources 1-41, 43-48, 58, set forth on Attachment A.

For Position 12 (Master Control Operator) KUSI-TV used recruitment sources 1-41, 43-48, 49 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, 2016 Through July 31, 2017

NO.	Source	Contact	Address	Telephone	Total # of Interviewees Referred
	<b>College and Universities</b>				
1	Art Institute	Angie Sagastume	asagastume@aii.edu	P: 858.598.1477	
2	Cal State University, San Marcos	Brenda Dumas	333.S. Twin Oaks Valley Road San Marcos, CA 92096	760-750-4000	
3	Grossmont College	Pamela Bengé	8800 Grossmont College Drive www.collegenetwork.com/grossmont	619-644-7611	
4	ITT Tech		401 Mile of Cars Way, Suite 100, National City, CA 91950	619-327-1800	
5	Miramar College	Joseph Hankinson		619-338-7379	
6	National University		careerservices@nu.edu		
7	Palomar College	Pat Hahn and Nicole Moreau	Email: Phahn@palomar.edu 1140 W. Mission, San Marcos, CA 92069	858/744-1150, ext. 5589	
8	San Diego City College	Mark Cueller	1400 Park Blvd. San Diego, CA 92108	619-388-4600	
9	SDSU	Greg Durbin	gdurbin@mail.sdsu.edu	619-594-6856	Added on 4-19-17
10	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	
11	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	
12	Soutwestern College	Julie Villanueva	901 Otay Lakes Road Chuka Vista, CA 91910	619-482-6356x5715	
13	UCSD	Suzanne Alcantara	5998 Alcalá Park Sn Diego, CA 92110	213-740-6180	
14	<b>General Contacts</b>				
15	602 Communications	Graeme Newell	6839 Charter Hills Road Charlotte, NC 28277	(704) 543-1426	
16	Asian American Journalists Association (AAJA)	Don Chareunsky	5 Third Street Suite 1108 San Francisco, CA 94103	415-346-2051	
17	American Women in Radio and TV (AWRT)	alotz@awrt.org	8405 Greensboro Drive, Suite 800, McLean, VA 22102	703-506-3290	
18	Balboa Career Transition Center		34800 Bob Wilson Drive San Diego, CA 92134 Building 26, 3B, Room 10S		
19	CBA Ca Broadcasters Assoc	Joe Berry	915 L Street Suite, 1150 Sacramento, CA 95814	916-444-2237	
20	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	
21	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	
22	Inland Empire (CCNMA)	Mark Acosta	Email: macosta@pe.com 3512 14th Street, Riverside, CA 92501	909/368-9463	
23	Direct Recruit				
24	East County Career Center	Susan Roberts-Egley	924 Main Street El Cajon, CA 92021	619-590-9338	
25	Employment Development Dept (EDD)	Evangelina Arroyo	4389 Imperial Avenue San Diego, CA 92113	619-266-4200	
26	Indeed.com				9
27	KUSI Employee Referral				12

NO.	Source	Contact	Address	Telephone	Total # of Interviewees Referred
28	KUSI Former Employee		4575 Viewridge Avenue, San Diego, CA 92123	(858)-571-5151	1
29	KUSI Intern	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	(858)-505-5141	
30	KUSI Internal Job Board	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	(858)-505-5141	
31	KUSI Job Line	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	619/645-8729	
32	KUSI Website	Sally Luck	4575 Viewridge Avenue, San Diego, CA 92123	(858)-505-5141	17
33	Mediastars	Micah Johson	515 E Carefree Highway   Suite 1471   Phoenix, AZ 85085	480.588.0944	
34	National Association of Black Journalists (NABJ)	Eric Wee	Email: Eric@babj.org 1100 Knight Hall, Suite 3100   College Park, MD 20742	(301) 405-0248	
35	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	
36	National Association of TV Arts & Science (NATAS)	Jeanne Phillips	PO Box 80255 San Diego, CA 92138	619-269-9803	
37	National Lesbian & Gay Journalists Assoc (NLGJA)	Lorena Corona	1420 K Street NW, Suite 910 Washington, DC 20005	202-588-9888 ext 10	
38	Navy	Michael Raney	michael.raney@navy.mil		ON List 4-17-17
39	North Park Community Center	Montique White-Carter	4044 Idaho Street San Diego, CA 92104	619-235-1152	
40	San Diego Unified School District		410 Normail Street San Diego, CA 92103	619-725-8072	
41	South County Career Center		1111 Bay Blvd Chula Vista 91911	619-628-0300	
42	Southern CA Broadcasters Assoc (SCBA)	Thomj Callahan	5670 Wilshire Blvd. Suite 300 Los Angeles, CA 90036	323-930-5597	Off list on 3-14-17
43	Unknown (candidate did not remember how they heard)				4
44	Union of Pan Asian Communities (UPAC)	Human Resources	Email: lpassons@upacsd.com 1031 25th Street, San Diego, CA 92102	fax: 619/232-4113	
45	Vietnam Veterans of San Diego		2115 Park BLVD San Diego 92101	619-353-4720	
46	Walk In				
47	Word of Mouth	WOM			3
48	Xxavier Group		San Diewgo, CA 92101		
	<b>On-line Recruitment Resources</b>				
49	Craigslist.com	On Line Posting	Craigslist P.O. Box 225159 SF, CA 94122-5159		1
50	Jobing .com	Coty Cox	On Line Site	619-297-3232	
51	LinkedIn		Networking Site		1
52	Mediabiz.com	John Stipe	P.O. Box 10123, Bozeman, MT 59719	406-570-9263	
53	Mediabistro.com		On Line Site		
54	Media Line.com	Mark Holloway	P.O. Box 51909, Pacific Grove, CA 93950	800/237-8073 831/648-5204	
55	Monster.com				
56	NAB (National Association of Broadcasters)	On Line Posting	Human Resource Dept, 1771 N. Street N.W., Washington DC 20036-2891	202/775-2983	
57	Sign on San Diego	Internet Resource	Email: signonsandiego.com		
58	TVjobs.com	On Line Posting	P.O. Box 4116, Oceanside, CA 92052	800/374-0119	1
	<b>Talent Agents</b>				

NO.	Source	Contact	Address	Telephone	Total # of Interviewees Referred
59	Abrahms Artists Agency	Mark Turner	275 Seventh Ave, 26th Floor, New York, NY 10001	646/486-4600, ext. 344	
60	Burt Shapiro	Burt Shapiro	2147 Beachwood Drive, Los Angeles, CA 90068	323/469-9452	
61	Eastman Media Services	Todd Foos		773/777-5463	
62	IF Management	Melissa Breen	Email: <a href="mailto:melissa@ifmanagement.com">melissa@ifmanagement.com</a> 135 W. 50th St., Ste. 2305, New York, NY 10020	212/265-7711	
63	Mort Meisner	Mort Meisner	Email: <a href="mailto:mmeisassoc@aol.com">mmeisassoc@aol.com</a> 26711 Woodward Ave., Ste. 203, Huntington Woods, MI 48070	248/545-1520	
64	N.S. Bienstock Inc.	Ezra Marcus	Email: <a href="mailto:emarcus@nsbienstock.com">emarcus@nsbienstock.com</a> 1740 Broadway, 24th Floor, New York, NY 10019	212/765-3040	
65	Napoli Management Group	Mendes Napoli David Ahrendts	8844 W. Olympic Blvd., Ste. 100, Beverly Hills, CA 90211	310/385-8222	
66	The Lorna Dave Agency	John E. Derr	296 Susquehama Trail, Allentown, PA 18104	610/248-1317	
67	William Morris Agency	Kenneth Slotnick	1325 Avenue of the Americas, New York, NY 10019	212/586-5100	
68	Talent Agency Various Firms				6
	<b>Publications</b>				
69	Broadcasting & Cable Media	Yuki Atsumi	360 Park Ave. South, 14th Floor, New York, NY 10010	646/746-6954	
70	Recruiter.com	Art Scott	Email: <a href="mailto:mediarecruiter.com">mediarecruiter.com</a>	303/400-5150	
71	Spots n Dots	<a href="mailto:dai@spotsndots.com">dai@spotsndots.com</a>	Email: <a href="mailto:selltv@aol.com">selltv@aol.com</a> 167 Oakdale Rd, Johnson City, NY 13790	888/884-2630 fax:607/729-3311	
72	Television Week	John Stipe	Email: <a href="mailto:jstripe@crain.com">jstripe@crain.com</a> 6500 Wilshire Blvd., Ste. 2300, Los Angeles, CA 90048	323/370-2415	
73	Union Tribune Newspaper	Marilyn Holiday	Email: <a href="mailto:marilyn.friedrich@uniontrib.com">marilyn.friedrich@uniontrib.com</a>	619/293-1923	
	<b>Other</b>				
74	Promax	Kevin Berk	9000 W. Sunset Blvd., Los Angeles, Ca 90069	310/788-7600 fax: 310/788-7616	
75	San Diego Ad Club	Shiela Fox	3760 Convoy St, Ste 219 San Diego, CA 92111	Tel: 858.576.9833 Fax: 858.576.9846	
76	SBE		Society of Broadcast Engineers SBE.ORG		
77	Temporary Agency	Manpower			1
78	NMBA	Suzan Stron	New Mexico Broadcasters Association	<a href="mailto:Suzanstrong@nmba.org">Suzanstrong@nmba.org</a>	
				<b>TOTAL</b>	<b>56</b>



## *Attachment B*

### **EEO Public File Report August 1, 2016-July 31, 2017**

#### **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)**

During the period covered by this report 32 interns participated in this program.

- 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 08-01-16 to 07-31-17) (Number xii according to the FCC Rules)**

#### **Positions:**

Anchor/Reporter  
News Producer  
Technical Director

#### **Listed with:**

1. AAJA LA (Asian American Journalist Assoc)
  2. AAJA SD
  3. AWRT (America Women in Radio & TV)
  4. CCNMA Central Valley (Ca Chicano News Media Assoc)
  5. CCNMA LA
  6. CCNMA Inland Empire
  7. CCNMA Central Valley
  8. NABJ (National Assoc of Black Journalists)
  9. National Lesbian and Gay Journalists Assoc.
- 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: March 6, 2017

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, 2017. 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 East County Career Center, North Park Community Center, and the EDD (Employment Development Department).

**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, 2016 to July 31, 2017.

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

a). 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.

b). On November 8, 2016 we hosted Greg Baker who is a professor of News Production at Palomar College for the day. He spent the day job shadowing and observing our news and production operation.