

KGPE-TV
EEO PUBLIC FILE REPORT
August 1, 2008 – July 30, 2009

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter	2-4, 6-7, 10,13, 20, 22, 24-26, 31, 33, 35-36	20
Weekend Weather Anchor/Reporter	1-3, 6-7, 10, 13, 22, 24-25, 31, 33-35	1
Sales Assistant	2-3, 6-7, 10, 12-13, 17, 22, 24-25, 29-31, 35-36	12
Chief Meteorologist*	2-4, 6-7, 10-11, 21-22, 24-25, 28, 31-33, 36	28
Outside Account Executive*	2-3, 6-7, 10, 12-13, 24-26, 35-36	36
Outside Account Executive*	2-3, 6-7, 10, 12-13, 24-25, 35-36	12
Outside Account Executive	2-3, 5-8, 10, 12-13, 17, 22, 24-25, 29-30, 35-36	12
Outside Account Executive	2-3, 5-8, 10, 12-13, 17, 22, 24-25, 29-30, 35-36	12
Graphic Artist	2-3, 6-7, 10, 13, 17-19, 22, 24-25, 29, 33, 35-36	33
Executive Assistant	2-3, 6-9, 13-14, 16-17, 22, 24-25, 27, 29, 33, 35-37	9
Creative Services Director	2-3, 6-7, 13-15, 17, 22, 24-27, 29, 32-36	26
General Assignment Reporter	2-3, 6-7, 13-14, 17, 22-25, 27, 29, 33, 35-36	23

* Exigent Circumstance

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Bell Talent Roger Bell 811 N. Catalina Avenue, Suite 2008-B Redondo Beach, CA 90277 310.372.4449 (Not directly contacted by KGPE)	No	1
2	CA Chicano News Media Assoc. USC Annenberg School of Journalism 300 S. Grand Avenue, Suite 3950 Los Angeles, CA 90071 213.740.4749	No	0
3	CA State Employment Department Job Services Shelia Urdesich 2555 S. Elm Avenue Fresno, CA 93706 559.445.5248	No	0
4	California Broadcasters Association 915 "L" Street Sacramento, CA 95814 916.444.2043 www.cabroadcasters.org	No	0
5	CareerBuilder.com 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 773.527.3600 (Not directly contacted by KGPE)	No	6
6	Center for New Direction 1600 "M" Street Fresno, CA 93721 559.237.4706	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Chicano News Media Association CSUF Career Service Dept. JA61 5150 N. Maple Avenue Fresno, CA 93740 559.278.4240	No	0
8	Craigslist.org/Fresno Craigslist 1381 9 th Avenue San Francisco, CA 94122 415.637.5062 (Not directly contacted by KGPE)	No	3
9	CSUF Career Services 5150 N. Maple Avenue JA61 Fresno, CA 93740 559.278.2381 www.csufresno.edu/careers	No	2
10	CSUF Employment Office/ERCC Attn: Ellen Shaw & Cedar Avenue Fresno, CA 93740 559.278.2032	No	0
11	Emmy Online The National Academy of Television Arts and Sciences 111 West 57 th Street, Suite 600 New York, NY 10019 212.586.8424 www.jobbank.emmyonline.org	No	0
12	Employee Referral	No	6
13	Fresno City College Job Placement Office 1101 E. University Avenue Fresno, CA 93741 559.442.4600	Yes	0
14	Fresno Pacific University¹ Alicia Andrade, Director 1717 S. Chestnut Avenue Fresno, CA 93702 559.453.2220 crc@fresno.edu	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	Graeme Newell's Marketing Ideanet Sandy Lizik 6839 Charter Hills Road Charlotte, NC 28277 704.543.1426 www.602communications.com	No	0
16	Hands for Hire ~ Fresno Job Faire Camp America Anthony Mina 4080 W. Shaw Avenue Fresno, CA 93722 559.248.2152 Career Fair held on 6/10/09	No	0
17	Heald College Jena Torres 255 W. Bullard Ave. Fresno, CA 93704 559.438.4222 Jena-Torres@heald.edu	Yes	0
18	Heald College 2009 Career Fair Jena Torres 255 W. Bullard Ave. Fresno, CA 93704 559.438.4222 Career Fair held on 4/01/09	No	0
19	Internal Applicant	No	2
20	Internal Promotion	No	1
21	Mediabiz.com Paul Maxwell 1810 Platte St. Denver, CO 80202 303.271.9960 (Not directly contacted by KGPE)	No	1
22	Medialine.com Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 800.237.8073 Mark@medialine.com	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
23	Media Stars Worldwide Micah Johnson 515 E. Carefree Highway, Suite 1471 Phoenix, AZ 85085 480.588.0944 (Not directly contacted by KGPE)	No	1
24	National Association of Broadcasters Employment Job Line 1771 "N" Street NW Washington, DC 20036 202.429.5300	No	0
25	National University Personnel Dept. 20 River Park Place Fresno, CA 93720 559.256.4900	No	0
26	Non-Employee Referral	No	5
27	Reedley College¹ Laurie Tid 995 N. Reed Reedley, CA 93654 559.638.0337	Yes	0
28	Rick Gevers & Associates Rick Gevers PO Box 577 Zionsville, IN 46077 317.769.7900 (Not directly contacted by KGPE)	No	1
29	San Joaquin Valley College 295 E. Sierra Avenue Fresno, CA 93711 559.448.8282 CindyH@sjvc.edu	Yes	0
30	The Fresno Bee James Williams 1626 "E" Street Fresno, CA 93786 559.441.6140 JWilliams@fresnobee.com	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	TV News Gigs² Stacey Chaloux 3189 SE Jackson Street Lee's Summit, MO 64063 816.267.0316	Yes	0
32	TVandRadioJobs.com PO Box 7049 Charlottesville, VA 22906 www.TVandRadioJobs.com	No	0
33	TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 800.374.0119 / 760.754.8177 www.TVJobs.com	No	20
34	Unnamed Source Interviewees did not provide referral source information on Profile Data Form at time of interview. These candidates were not hired. Any unnamed sources for Candidates hired were asked their referral source for this report.	No	11
35	Workability IV 5005 N. Maple Avenue M/S ED3 Fresno, CA 93740 559.278.0451	Yes	0
36	www.cbs47.tv Station Website KGPE-TV 4880 N. First Street Fresno, CA 93706 559.222.2411 SuzanneDiPasquale@cbsfresno.com	No	10
37	Walk-in	No	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			73

¹ Recruitment Sources added as "Entitled" on 02.27.09

² Recruitment Source removed from "Entitled" on 10.10.08

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>All interns in the on-going Internship Program are registered students and receive academic credit from their university, community college, trade school or high school.</p> <p>During our Fall 2008 Internship Program, two (2) students participated.</p> <ul style="list-style-type: none"> • Both students were hosted by the News Department and received academic credit in Mass Communications/Journalism from California State University Fresno. <p>During the Spring 2009 Internship Program, two (2) students participated. Both students were hosted by the News Department.</p> <ul style="list-style-type: none"> • One student received academic credit in Literature from UC Merced. • One student received academic credit in Mass Communications/Journalism from California State University Fresno. <p>During the Summer 2009 Internship Program, five (5) students participated.</p> <ul style="list-style-type: none"> • One student was hosted by the Sales Department and received academic credit in Communications from Stephen F. Austin State University (Texas.) • Two students were hosted by the Creative Services Department. One intern received academic credit in digital media production and the other in print journalism; both from California State University Fresno. • Two students were hosted by the News Department. One intern received academic credit in mass communications/journalism from California State University Fresno and the other intern received academic credit in mass communications/journalism from Concordia University.

2	Participate in Job Fair	<p>On April 1, 2009 KGPE-TV participated in the "Heald College 2009 Career Fair" from 10 AM to 2 PM held at the Heald College campus located at 255 W. Bullard Ave. in Fresno.</p> <p>Representatives from KGPE-TV included the Business/HR Manager and an Accounting Assistant. The station actively recruited for the vacant Graphic Artist position in addition to on-going recruitment for Account Executives. Sample job descriptions were also available to job seekers which detailed other television broadcasting positions that exist at KGPE.</p>
3	Participate in Job Fair	<p>On June 10, 2009, KGPE-TV participated in the "Hands for Hire Fresno Job Faire" from 10 AM to 2 PM held at Camp America located at 4080 W. Shaw Ave. in Fresno. Representatives from KGPE-TV included the Business/HR Manager and the Assistant Business Manager. The station actively recruited for the vacant Executive Assistant position in addition to on-going recruitment for Account Executives. Sample job descriptions were also available to job seekers which detailed other television broadcasting positions that exist at KGPE.</p>
4	Disseminate information about Employment Opportunities	<p>On February 17, 2009 letters were mailed to area institutions of higher education who were not already on our list of organizations interested in receiving information about employment opportunities. From this effort, two new recruitment sources were added to our "entitled" outreach list on February 27, 2009.</p>