

KMPH-TV/KFRE-TV
EEO PUBLIC FILE REPORT
FOR PERIOD
7/24/2010 – 7/29/2011

KFRE, KMPH FOX 26
EEO PUBLIC FILE REPORT
July 24, 2010 - July 29, 2011

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
Lead Assignment Editor	1-2, 4, 11, 16, 19, 28, 33	19
Photographer	1, 11, 15-16, 19, 28, 33	19
Photographer	1, 11, 15-16, 19, 28, 33	19
Photographer	1, 11, 15-16, 19, 28, 33	19
Photographer	1, 11, 15-16, 19, 28, 33	15
Operations Supervisor	1, 11, 15-16, 28, 33	15
Senior Producer	1, 11, 16, 28, 31, 33	31
Master control operator	1, 11, 16, 19, 26, 28, 33	26
News Webmaster	1, 11, 15-16, 28, 33	15
Receptionist	1, 3-4, 11, 16, 19, 24, 28, 33	24
Master Control Supervisor	1, 11, 16, 19, 26, 28, 31, 33	19
Local Sales/Marketing Manager	1, 8, 11, 15-16, 26, 28-29, 33	26
Broadcast Automation Engineer	1, 11, 16, 19, 26, 28, 31, 33	31
News Photographer	1, 11, 16, 19, 28, 31, 33	19
News Video Editor	1, 11, 15-16, 28, 33	15
General Assignments Reporter	1, 5-7, 9, 11, 13-16, 18-23, 25, 27-28, 30-32, 34	15
Receptionist	9-10, 17, 19, 24, 34-35	24
Accounts Payable	15	15
Account Executive	7, 9, 19, 26	9

KFRE, KMPH FOX 26
EEO PUBLIC FILE REPORT

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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	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310.457.6616 Email : Fax : 1-310-457-8058 Joel Denver	N	0
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Email : jobs@tvjobs.com,jobs@amfmjobs.com Fax : 1-760-754-2115 Director of Placement	N	0
3	Cal-Works Kandy Gonzalez	N	1
4	CalJobs xxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxx, California xxxxxx Phone : 559-230-3600 Email : Fax : xxxxxxxxxxxxx xxxxxxxxxxxxx	N	8
5	Career Services Center 5121 Stockdale Hwy. Bakersfield, California 93309 Phone : 1-661-336-6733 Email : isbella@co.kern.ca.us Fax : 1-661-336-6751 Ava Isbell	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 1-813-254-9695 Email : info@michaelsmedia.com Fax : 1--- Michael Bille	N	0

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7	CSUF Career Services 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Yury Sanchez	Y	2
8	Direct Recruitment JR Jackson	N	1
9	Employee Referral Jack Peck	N	4
10	Employment Development Department 124 N. Irwin Hanford, California 93230 Phone : 559-585-3565 Email : Fax : Kathy Fontana	N	2
11	Employment Development Department 1400 S. Union Ave. Suite 120 Bakersfield, California 93307 Phone : 661-635-2692 Email : cgarza@edd.ca.gov Fax : Christina Garza	N	0
12	Employment Development Department Southeast Career Services Center 1600 E. Belle Terrace Bakersfield, California 93307 Phone : 661 635-2606 Email : christina.garza@edd.ca.gov Fax : 1-661-833-2267 Christina Garza	N	0
13	FCC Placement Office 1101 E. University Fresno, California 93706 Phone : 559-442-8294 Email : erc@fresnocitycollege.edu Fax : 1--- Joan Barber	N	0

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EEO PUBLIC FILE REPORT

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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
14	Hartnell College - Job Bank 156 Homestead Salinas, California 93901 Phone : 755-6925 Email : kanderso@hartnell.edu Fax : 1-831-770-6115 K Anderson	N	0
15	Internal Announcement	N	9
16	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Email : Fax : 415-931-4671	N	0
17	Jobcentral.com	N	1
18	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com Fax : 1--- For Applicants	N	0
19	kmpH.com	N	26
20	Marynard Institute of Journalism 663 13th Street, Suite 200 Oakland, California 94612 Phone : 510-891-9202 Email : epinio@maynardije.org Fax : 1-510-891-9565 Elisabeth Pinio	Y	0
21	Medialine PO BOX 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : mark@medialine.com Fax : 1--- Mark Shilstone	N	0

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EEO PUBLIC FILE REPORT

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22	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Email : Fax : 1-866-769-8741 Patrice Williams	N	0
23	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Email : Fax : 1-209-575-6408 Contact Person	N	0
24	Office Team Sunshine Armstrong	N	4
25	Radio-Television News Directors Association 1600 K Street NW Suite 700 Washington, District of Columbia 20006 Phone : 202-659-6510 Email : Fax : 1-202-223-4007 Attn: EEO Officer	N	0
26	Referral Chad Mooney	N	12
27	SJVC College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
28	Society of Hispanic Professional Engineers 5400 E. Olympic Blvd., Suite 210 Los Angeles, California 90022 Phone : (323) 725-3970 Email : shpenational@shpe.org Fax : (323) 725-0316 Director of Placement	N	0
29	Spots and Dots	N	2

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30	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615-6501 Phone : 919.870.9121 Email : steve@davidcrane.com Fax : 1--- Steve Swienchowski	Y	0
31	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 8003740119 Email : Fax : Mark Holloway	N	22
32	University of California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : tburgess@usc.edu Fax : 1--- Contact Person	N	0
33	University of Southern California/Annenberg School for Communication 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : tburgess@usc.edu Fax : 1--- Tim Burgess	N	0
34	Work Force Connection 3302 N. Blackstone Fresno, California 93726 Phone : 559-230-3600 Email : amoss@workforce-connection.com Fax : 1-559-230-4022 Arthur Moss	N	1
35	WWP Church	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			96

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EEO PUBLIC FILE REPORT

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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	1/2/2011	Establishment of an intern program designed to assist members of the community	Newsroom intern for the January-April 2011 semester.	2	Executive Producer Intern	1.00
2	1/7/2011	Participation in events or programs sponsored by educational institutions	Spoke to students in the Firebaugh High School multimedia program.	1	Production Supervisor	0.25
3	2/27/2011	Participation in events or programs sponsored by educational institutions	Guided a tour of the station to students of Firebaugh High School interested in careers in broadcasting.	1	Production Supervisor	0.25
4	3/22/2011	Participation in events or programs sponsored by educational institutions	Spoke to Communications class at CSU Fresno.	1	Anchor/Reporter	0.25
5	3/30/2011	Co Sponsoring Job Fair	"Fair Today, Job Tomorrow" The Premiere Job Fair in the Central Valley featuring 200 Businesses and over 8,000 Applicants. It is an annual event held at the Fresno Fair Grounds with plenty of free parking and no participation fee for businesses or applicants. The event is put on by the EDC Economic Development Corporation serving Fresno County.	5	General Manager News Director A.M. News Anchor A.M. News Anchor	1.00
6	4/15/2011	Participation in events or programs sponsored by educational institutions	Career Day at Farmersville High School	1	Anchor/Reporter	0.25
7	5/13/2011	Participation in events or programs sponsored by educational institutions	Member of panel of presenters and the Kingsburg High School Career Exploration Workshop	1	Reporter	0.25

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8	6/22/2011	Provision of training to management	On Wednesday, June 22, 2011, Kathi Blaha conducted a training session on EEO rules and compliance. Items covered in the training included the three-prong outreach recruitment program. 1. Recruitment 2. Community Groups 3. Recruitment Initiatives The following managers and supervisors attended this session: Carol Denham, James Moore, Mark Hodorowski, JR Jackson, James Turpin, Valerie Kelsey, Linda Brighton, Linda Vermilya and Jack Peck. There was also a Q&A discussion after the presentation.	9	General Manager General Sales Manager News Director Chief Engineer	1.00
9	6/27/2011	Establishment of training programs for station personnel	System 21 sales training for all sales staff.	16	Local Marketing Manager Account Executive Account Executive Account Executive	1.00
10	7/20/2011	Participation in events or programs sponsored by educational institutions	Speaker at the Garfield Elementary Summer Campus Club "When I Grow Up" series.	1	Morning Anchor	0.25
11	7/26/2011	Establishment of training programs for station personnel	VizRt Training for production, news and master control personnel.	17	Chief Engineer Production Supervisor Research & Internet Newscast Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						6.50