

ANNUAL EEO PUBLIC FILE REPORT

KSEE/KGPE

August 1, 2013 through July 31, 2014

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KSEE/KGPE

The information contained in this Report covers the time period beginning August 1, 2013 to and including July 31, 2014 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from August 1, 2013 through July 31, 2014

Station(s) Comprising the Station Employment Unit: KSEE/KGPE

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Account Executive	6/10/14	BB	6	A-AA, BB
2	Accounts Payable Clerk	11/27/13	BB	1	BB
3	AR Analyst	8/5/14	N	3	M-Z, CC
4	AR Analyst	3/27/14	AA	7	N-Z, AA, CC
5	Commercial Editor	3/31/14	A	3	A-L, CC
6	Evening Anchor	5/1/14	BB	1	A-L, BB
7	Executive Producer	4/8/14	BB	7	A-L, BB
8	Graphic Designer	3/10/14	BB	4	A-L, BB
9	Investigative Reporter	5/19/14	BB	1	A-L, BB
10	Morning Anchor	5/1/14	BB	1	A-L, BB
11	Producer	3/27/14	BB	5	A-L, BB
12	Receptionist	7/7/14	BB	4	A-L, BB
13	Sales Assistant	6/2/14	BB	5	A-L, BB
14	Sports Anchor / Reporter	2/13/14	B	5	A-M, CC
15	Staff Accountant	4/16/14	AA	7	N-Z, AA, CC
16	Traffic Coordinator	6/19/14	BB	3	A-L, BB
17	Weather Anchor / Reporter	2/26/14	B	4	A-L, CC
18	Weekend Anchor	6/18/14	A	5	A-L, CC
19	Central Valley Today Producer	12/3/13	B	3	A-L, CC
20	Sports Reporter	9/2/13	BB	4	A-L, BB

21	Reporter MMJ	9/23/13	DD	5	A-L, DD, CC
22	Morning Meteorologist	9/16/13	A	7	A-L, CC
23	Producer	9/16/13	BB	6	A-L, BB
24	eMedia Sales Manager	9/12/13	BB	5	A-L, BB
25	Account Executive	8/7/13	D	7	A-L, CC
26	Account Executive	9/17/13	A	9	A-L, CC
27	Local Sales Manager	9/9/13	D	9	A-L, CC
28	Traffic Coordinator	8/6/13	BB	4	A-L, BB
29	Sports Reporter/Anchor	7/27/14	BB	5	A-L, BB

Total Number of Persons Interviewed During Applicable Period: 136

Appendix 2 to Annual EEO Public File Report

Covering the Period from August 1, 2013 through July 31, 2014

Station(s) Comprising the Station Employment Unit: KSEE/KGPE

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Nexstar Broadcasting website	Terri Bush	545 E. John Carpenter Freeway, Suite 700 Irving, TX 75062	(972) 373-8800	N	24
B	TVJobs.com	Mark Holloway	PO Box 4116 Oceanside, CA 92252	(760) 754-2115	N	12
C	Bright.com	None	None	None	N	0
D	Linkedin.com	None	2029 Stierlin Ct Ste 200 Mountain View, CA, 94043 United States	(650) 687-3600	N	16
E	Glassdoor.com	None	None	None	N	0
F	Job Inventory.com	None	14525 SW Millikan Way #45544 Beaverton OR 97005-2343	None	N	0
G	Jooble.com	None	Griva Digeni Panayides Building, 2nd floor, Flat/Office 3 Limassol 3030 Cyprus	+44 20 3239 2317	N	0
H	Juju.com	None	None	None	N	0
I	Oodle.com	None	60 E 3 rd Ave, Suite 410	None	N	0

			San Mateo, CA 94401			
J	Recruit.net	None	2706, The Centrum 60 Wyndham Street Central, Hong Kong	None	N	0
K	Simplyhired.com	None	370 San Aleso Ave. #200, Sunnyvale, CA 94085	(408) 400-4700	N	0
L	Spots n Dots	None	www.spotsndots.com	None	N	0
M	Fresno Bee	None	1626 E Street Fresno, CA 93786	(559) 441-6111	N	0
N	Career Builder	None	200 N. LaSalle, Suite 1100 Chicago, IL 6061	(773) 527-3600	N	3
O	Indeed	None	7501 N. Capital of Texas Hwy, Building B Austin, TX 78731	None	N	0
P	CA State Employment Department	None	P.O. Box 826880, MIC 83 Sacramento, CA 94280	(800) 758-0398	N	0
Q	Center for New Direction	None	199 East Rich Street Columbus, Ohio 43215	(614) 849-0028	N	0
R	Willow International Center	None	10309 N Willow Avenue Fresno, CA 93730	(559) 325-5200	N	0
S	Institute of Technology	None	564 W. Herndon Ave. Clovis, CA 93612	(888) 566-9283	N	0
T	Fresno Pacific University	None	1717 S Chestnut Ave. Fresno, CA 93702	(559) 453-2000	N	0
U	ITT Technical Institute	None	362 N. Clovis Ave. Clovis, CA 93612	(844) 220-3378	N	0
V	National Association of Broadcasters	None	1771 N Street NW Washington, DC 20036	(202) 429-5300	N	0
W	National University	None	9388 Lightwave Ave. San Diego, CA 92123	(858) 541-7700	N	0
X	Reedley College	None	995 N. Reed Ave. Reedley, CA 93654	(559) 638-3641	N	0
Y	Work Ability IV	None	5005 N. Maple Ave. Room 152	(559) 278-0158	N	0

			Fresno, CA 93740			
Z	Fresno State University	None	5005 N. Maple Ave. Room 152 Fresno, CA 93740	(559) 278-0158	N	0
AA	Craig's List		1381 9 th Ave. San Francisco, DCA 94122	(415) 566-6394	N	14
BB	Employee Referral	None	None	None	N	62
CC	Non-Employee Referral	None	None	None	N	0
DD	NAJH-National Association of Hispanic Journalist	None	1050 Connecticut Ave. NW 10 th Floor Washington, DC 20036	(202) 2-662- 7145	N	5

Appendix 3 to Annual EEO Public File Report

Covering the Period from August 1, 2013 through July 31, 2014

Station(s) Comprising the Station Employment Unit: KSEE/KGPE

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KSEE/KGPE

	Recruitment Initiative	Description
1	Radio Television Directors National Association Conference	On August 23-26, 2013 our news director travelled to Anaheim, CA to the Radio Television Directors National and Association Hispanic Journalists Association conferences job fair. The purpose was recruiting for specific and general jobs at the station. The conferences were happening concurrently.
2	Association Hispanic Journalists Association Conference	On August 23-26, 2013 our news director travelled to Anaheim, CA to the Radio Television Directors National and Association Hispanic Journalists Association conferences job fair. The purpose was recruiting for specific and general jobs at the station. The conferences were happening concurrently.
3	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	KSEE/KGPE offers internships in various departments as an opportunity for students to apply their classroom theory to practical work experience. Our internship program offers students the opportunity to experience firsthand the reality of working in the television broadcast industry, and allows us to build goodwill in the communities in which we operate. Within this reporting period we had a total of interns: All 9 interns were students of California State University at Fresno State.