



2. Total number of persons interviewed for full-time vacancies between August 1, 2008 and July 31, 2009: 44

3. The following are all sources used to recruit for full-time vacancies filled in between August 1, 2008 and July 31, 2009. Except where indicated otherwise, all of these sources were used to recruit for all full-time job vacancies.

<b>Recruitment Source</b>	<b>Contact Person /Address/ Telephone/FAX /Email</b>	<b>Total Number of Interviewees Referred by Recruitment Source</b>	<b>Entitled to Notification</b>
Graeme Newelle 602 Communications	Graeme Newell 1837 Bardmoor Hill Circle Orlando, FL 32835 707-543-1426/407-532-1992 gnewell@602communications.com	0	No
Television Week	Eric Chasko 6500 Wilshire Blvd. #2300 Los Angeles, CA 90048 323-370-2415/323-658-6174 EChasko@crain.com	0	No
African-American Media Incubator	Pearl Murphy 2164 Wisconsin Avenue, Washington, DC 20007 202-342-6661/202-342-6667	0	No
IBC – Indigenous Broadcast Center	810 East Ninth Avenue Anchorage, AK 99501-3826 907-277-2776/907-263-7456	0	No
Lostremote.com	jobs@lostremote.com	0	No
TVJobs.com	Mark Holloway PO Box 4116 Oceanside, CA 92252 760-754-2115/760-754-8177 admin@tvjobs.com	0	No
NABJ – National Association of Black Journalists	8701A Adelphi Rd. Adelphi, MD 20783-1716 301-445-7100/301-445-7101 nabj@nabj.org	0	No
WKBW	Debbie Noland 7 Broadcast Plaza Buffalo, NY 14202 Fax: 716-842-1855	0	No
KBJR	Rita Johnsen 246 Lake Ave., South Duluth, MN 55802 Fax: 218-720-9699	0	No
WEEK	Evelyn-Pete Louck 2907 Springfield Rd., E Peoria, IL 61611 Fax: 260-483-2568	0	No
WPTA	Debbie Sand 3401 Butler Rd., Ft. Wayne IN 46808	0	No

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	Fax: 309-698-9335		
KOFY	Sheelee Chew 2500 Marin St San Francisco, CA 94124 Fax: 415-826-2716	0	No
WTVH	Shari Eames 980 James St Syracuse, NY 13203 315 Fax: 315-425-5513	0	No
AAJA - Asian American Journalists Association	Samantha Jang 182 Market Street Suite 320 San Francisco, CA 94102 415-346-2051/415-346-6343 post@aja.org	0	No
CCNMA - California Chicano News Media Association	Xochilt Chavaria 3502 Watt Way G38 Los Angeles, CA 90089-0281 213-740-5263/213-437-4423 info@cnma.org	0	No
Fresno Bee ( newspaper also posts on Careerbuilder.com)	James Williams 559-441-6119 1626 N Fresno St Fresno,CA 93703 jwilliams@fresnobee.com	3	No
NABC - National Association of Black College Broadcasters	PO Box 3191 Atlanta, GA 30302 404-523-6136/404-523-5467	0	No
NAHJ - National Association of Hispanic Journalists	Kevin Olivas 1000 National Press Building 529 14 <sup>th</sup> St, NW Washington, DC 20045 202-662-7168 kolivas@nahj.org	0	No
NAMME - National Association of Minority Media Executives	1921 Gallows Road Suite 600 Vienna, VA 22182 703-893-2410/703-893-2414	0	No
Dept. Of the Navy, Fleet and Family Support	Curtis Hellman Naval Air Station 930 Franklin Avenue Lemoore, CA 559-998-4468 or 559-998-4028 559-998-4040	0	No
Northwest Church	Dan Fausser 5415 N. West Fresno, CA 93711 559-435-2200/559-435-5848 danfausset@aol.com	0	No
NPPA - National Press Photographers Association	Jim Straight 3200 Croasdaile Dr Ste 306	0	No

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	Durham NC 27705 919/383-7246 <i>phone</i> 919/383-7261 <i>fax</i> info@nppa.org		
Fresno County EOC	Frank Franco 1900 Mariposa Mall #303 Fresno, CA 93721 559-2613-1116/559-263-1187 frank.franco@fresnoeoc.org	0	No
Fresno County WorkForce Connection	Ira Waller 559-230-4557/559-230-4043 ira@workforce-connection.com	0	No
Fresno City College – DSPS (Workability III)	Karin Anderson-Llyod 1101 E. University Avenue Fresno, CA 93741 559-442-4600/559-442-8202	0	No
Navy Lemoore NAS Lemoore Family Service Center	Daryl Shaw SEAP, Quality of Life Dept. Navy Lemoore, CA 93245 559-998-4038/FAX 559-256-5742	0	No
Visalia Times - Delta	Sara Pendola PO Box 31 Visalia, CA 93279 559-735-3343/559-735-3398 smmartin@visalia.gannett.com	0	No
Employment Development Department	Lucy Bumanglag 1939 Academy Avenue Sanger, CA 93657 559-875-1730/559-875-7585 lbumangl@edd.ca.gov	0	No
National Hispanic Media Coalition	Alex Nogales 2514 S. Grand Avenue Los Angeles, CA 90007 213-746-6988/213-746-1305	0	No
Fresno City College	Sean Henderson 1101 E. University Avenue Fresno, CA 93741 559-442-8294/FAX559-442-4850 sean.henderson@fresnocitycollege.edu	0	No
Spots and Dots	Gene McKay 600 West Peachtree Street NW Suite 350 Atlanta, GA 30308 800-978-7635 ads@spotsndots.com	1	No
Medialine.com	Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073 fax:831-648-5204	0	No

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	medialine@medialine.com		
University of California at Berkeley – Graduate School of Journalism	Lanita Pace-Hamilton Graduate School of Journalism 121 North Gate Hall #5860 Berkeley, CA 94720-5860 510-643-7928/FAX 510-643-9136 jcareer@uclink4.berkeley.edu	0	No
CBA - California Broadcasters Association	Joe Berry 915 L Street, Suite 1150 Sacramento, CA 95814 916-444-2237/FAX 916-444-2043 info@cabroadcasters.org	0	No
Fresno Workforce Development Board	Tamico Thomas 2000 Fresno St., Ste. 200 Fresno, CA 93721 (559) 490-7180 (559) 490-7199 Fax tthomas@workforce-connection.com	0	No
Fresno State Mass Communications/Journalism Dept	D. Sadler 2225 East san Ramon Avenue, M/S MF 10 Fresno, CA 93740-8029 559-278-5702 dsadler@fresno.edu	0	No
TVB - Television Bureau of Advertising	Hope Etheridge 3 East 54 <sup>th</sup> Street New York, NY 10022-3108 212-935-5631/212-935-5631 arleen@tvb.org	0	No
Fresno State- Craig School of Business	Debbie Young 5245 North Backer Avenue Fresno, CA 93740 559-278-4985 Debbie@csufresno.edu	0	No
KSEE Website	Patrick Seitz 5035 E McKinley Ave Fresno, CA 93727 pseitz@ksee.com 559-454-2402 Fax: 559-454-2487	5	No
Employee Referral	KSEE Employees	13	No
In-House	KSEE internal Employees	0	No
Walk-in	Walk-in	0	No
KSEE Interns	Applicant applied after completing internship program	0	No
Business Referral	Word of mouth	14	No
Unknown	Referral source not indicated and applicant not selected.	6	No

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NLGJA – National lesbian and Gay Journalists Association	1420 K Street, NW Suite 910 Washington, DC 20005 202-588-9888/202-588-1818 info@nlgja.org	0	No
NAJA – Native American Journalist Association	U of South Dakota 414 E. Clark Street Vermillion, SD 57069 605-677-5282/866-694-4264 info@naja.com	0	No
NAPT – Native American Journalist	PO Box 83111 Lincoln, NE 68501 402-472-3522/402-472-8675	0	No
CCHCC - Central Hispanic Chamber of Commerce	Elba Morales 1900 Mariposa Mall #105 Fresno, CA 93721 559-485-6640/559-485-3738 directorn@cchcc.com	0	No
EntertainmentCareers.net	914 S. Barrington Ave Los Angeles, CA 90049	0	No
Collective Talent	Collectivetalent.com	0	No
New Covenant Church	Mary Willis 1744 E Nees Ave Fresno, CA 93720 559.298.0688 FAX: 559-298-3914 careerservices@newcov.com	0	Yes
Fresno County/ Hispanic Chamber of Commerce <u>Job Fair</u>	Jeanette Macias Employment Resource Center Modular D, Stop #75 4452 E. Kings Canyon Rd. Fresno, CA 93702 Ph. 454-5955, Fx. 454-5900 jroeun@co.fresno.ca.us	1	No
Journalism Jobs.com	Berkeley, California 510-653-1521 ads@journalismjobs.com	0	No
Media Recruiter	Sue Arno 22102 E. Canyon Place, Aurora, CO 80016 303-400-5150 sue@mediarecruiter.com	0	No
TVNewsday.com	Sheri Bolkcom sbolkcom@tvnewsday.com	0	No
Tvspy.com	75 Varick Street 8th Floor New York, NY 10013	0	No
Mayor's Jobs Initiative	Steve Nichols 2326 Fresno Street Room 101 Fresno, CA 93721-1824 Phone: 559.621.2927	0	No

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	Fax: 559.498.5535 steve.nichols@fresno.gov		
Who's Hiring (on-air job announcement)	Patrick Seitz 5035 E McKinley Ave Fresno, CA 93727 559-454-2402	1	No

4. The following are the long-term menu options implemented between August 1, 2008 and July 31, 2009, including a brief description of each:

A) Hosting of at least 1 job fair during a two-year period:

1) KSEE Career Day Open House on April 16<sup>th</sup>, 2009 (annual event) – Invitations are sent to Career Counselors at local high schools and colleges. They are invited to bring five students each to a three-hour session at the station where students rotate through five departments in the station. Each department gives a short presentation about jobs in their area. Before they leave, students are given a handout detailing jobs available in the television business and specifics on the education and training needed for each.

2) KSEE Television participated in the third annual Fresno job fair sponsored by the County of Fresno and the Hispanic Chamber of Commerce, in which more than ten thousand applicants were in attendance (almost double last year's attendance).

B) Establishment of an Internship Program designed to assist members of the community to acquire skills necessary for broadcast employment:

1) KSEE's Intern Program (ongoing) – The intern program is directed to college juniors and seniors. Internships are unpaid but students receive school credit for the work experience. Most positions are in the newsroom but there have been openings in Programming and Promotions.

C) Participation in general outreach efforts by such means as Local Organizations, Job Banks or Internet Programs, On Air Promotions/Announcements and Company Website Announcements

D) Establishing a Training Program for Station Personnel for new and current employees:

1.) Our training program provides employees with skill sets that could enable them to acquire higher-level positions.

a) Train entry-level employees new skills (e.g. master control skills) since 2000.

5. A copy of this Public File Report is posted on our website, [www.ksee24.com](http://www.ksee24.com).