

KEYT-TV, KSBB-LP & KKFX-CA

EEO Public File Report – 2016

Annual EEO Public File Report 2016

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Employment Unit that is comprised of the following stations: KEYT, KSBB and KKFX is required to be placed in the public inspection files of these stations, and posted on their web sites (as applicable).

The information contained in this Report covers the time period beginning [August 1, 2015](#) to and including [July 31, 2016](#) (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment resource(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the successful candidate 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 numbers listed in Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the successful candidate started the job. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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Appendix 1

Covering the Period from [August 1, 2015](#) to [July 31, 2016](#)

Stations Comprising Employment Unit: KEYT, KSBB, KKFX

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title & Date	Recruitment Source of Successful Candidate	Total Number of Interviewees from All Sources for This Position
1	Account Executive 08/04/2015	Indeed.com	11
2	Master Control 10/02/2015	Craigslist.com	3
3	Evening Anchor/Reporter 10/26/2015	Agent Referral	4
4	Producer 11/16/2015	TVJobs.com	3
5	Producer 11/18/2015	TVJobs.com	3
6	MMJ 12/02/2015	Internal Referral	3
7	Bilingual MMJ 12/07/2015	TVJobs.com	3
8	Anchor/Reporter 12/14/2015	Agent Referral	3
9	Newscast Director 01/24/2016	Internal Candidate	4
10	Account Executive 02/02/2016	Indeed.com	3
11	Account Executive 03/04/2016	Indeed.com	4
12	Videographer/Editor 05/15/2016	Internal Candidate	9
13	MMJ 06/13/2016	TVJobs.com	3
14	Producer 06/13/2016	TVJobs.com	3

15	Producer	06/22/2016	TVJobs.com	3
16	Anchor/Producer	06/28/2016	Internal Referral	3

Total Number of Persons Interviewed During Applicable Period: 65

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Appendix 2

Covering the Period from [August 1, 2015](#) to [July 31, 2016](#)

Stations Comprising Employment Unit: KEYT, KSBB, KKFx

Section 2: Recruitment Source Information

	Recruitment Source(Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Source Requested Job Vacancy Notifications (Yes/No)	Full-time Positions for Which This Source Was Utilized
A	In House / Word of Mouth/Employee Referral/Walk In/Agent Referral. 730 Miramonte Drive Santa Barbara, CA 93109	18	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
B	TVJOBS.COM Broadcast Employment Services PO BOX 4116 Oceanside, CA 92052 (760) 754-8177 admin@tjjobs.com Attention: Mark Holloway	20	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
C	KEYT.com 730 Miramonte Drive Santa Barbara, CA 93109 (805) 882-3933	10	N/A	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
D	Craigslist.org 1381 9 th Avenue San Francisco, CA 94122 webmaster@craigslist.com (415) 504-6394	6	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 14, 15.
E	EEO Recruitment Active Source List (see attached) All addresses listed after FCC statement	0	N/A	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
F	Medialine.com P.O. Box 51909, Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com	0	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
G	UCSB Gaucho Link	0	No	1, 2, 3, 4, 5, 6, 7, 8, 9,

	UCSB Building 599 Santa Barbara, CA 93106-7140 (805) 893-4412 ucsb@csm.simplicity.com			10, 11, 12, 13, 14, 15, 16.
H	Santa Barbara City College Career Center (Job Connection) 721 Cliff Drive Santa Barbara, CA 93109 (805) 965-0581 ext 4133 Kristen Frascella Frascella@sbcc.edu The Job Connection	3	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
I	California Lutheran University 60 West Olsen Road, Thousand Oaks, CA, 91360-2787 (805) 493-3135 www.callutheran.edu/career_services	0	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
J	Frank N. Magid & Assoc., INC. One Research Center, Marion, Iowa 52302 (319)377-7345	0	No	0
K	California State Channel Islands University One University Drive, Camarillo, CA 93012 (805) 437-8400 www.csuci.edu	0	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
L	Pepperdine University 24255 Pacific Coast Highway, Malibu, CA 90263 (310)506-4000 www.pepperdine.edu	0	No	1, 11.
M	University of California, Los Angeles UCLA, Los Angeles, CA 90095 (310)825-4321 www.ucla.edu	0	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
N	Indeed.com 1800-462-5842	8	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16.
O	YourCBA.com	0	No	11, 12, 16.
P	ClassifiedAds.com	0	No	10, 11, 13.

STATEMENT OF EEO POLICY

NPG of California, LLC, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at its stations. We seek the help of local organizations in referring qualified applicants to our stations. In addition to this, we currently have been running 30

second commercial announcements during all dayparts of our station's programming throughout the year as a means to find these organizations. Organizations that wish to receive vacancy information for KEYT, KSBB and KKFX should contact the Human Resources Coordinator, KEYT-TV by calling (805) 882-3933 or by writing to FCC EEO Officer, KEYT-TV, P.O. Box 729, Santa Barbara, CA 93102. Below is the stations' current active list that was contacted for all the positions listed.

30 MSS/DCP
1031 California Blvd
Ste B 108
Vandenberg AFB, CA 93437

Adult Ed Center
310 W. Padre Street
Santa Barbara, CA 93101

Catholic Charities
609 E. Haley St.
Santa Barbara, CA 93101

Community Action Commission
5681 Hollister Ave
Santa Barbara, CA 93117

Community Resource
Information Center
123 West Gutierrez
Santa Barbara, CA 93101

Career Development Services
CSU Channel Islands
1 University Dr
Camarillo, CA 93012

Schall Career Center
Santa Barbara City College
721 Cliff Dr
Santa Barbara, CA 93109

County Personnel
1226 Anacapa St.
Santa Barbara, CA 93101

County Schools
4440 Cathedral Oaks
Santa Barbara, CA 93106

Veterans Outpatient Clinic
440 Calle Real
Santa Barbara, CA 93109

Career Center – Building Q
San Jose State University
1 Washington Square
San Jose, CA 95192

Santa Barbara Business
College
506 Chapala St.
Santa Barbara, CA 93101

West Oxnard Job & Career
Center
635 South Ventura Road
Oxnard, CA 93030

Human Services Agency
725 E. Main St.
Santa Paula, CA 93060

Workforce Resource Center
130 E. Ortega St.
Santa Barbara, CA 93010

Workforce Resource Center
1410 S. Broadway, Ste A
Santa Maria, CA 93454

Filipino Community Assoc.
425 State St.
Santa Barbara, CA 93101

Franklin Neighborhood
Center
1136 E. Montecito St.
Santa Barbara, CA 93103

La Casa De La Raza
601 E. Montecito St.
Santa Barbara, CA 93103

Separation Office – USAF
4392 Aerosz – DPMOS
Vandenberg AFB, CA 93437

Office of Appeals
PO Box 7038
Pasadena, CA 91109

Vet Services Office
315 Camino Del Remedio
Santa Barbara, CA 93101

Social Security
355 Paseo Nuevo
Santa Barbara, CA 93101

Social Services
234 Camino Del Remedio
Santa Barbara, CA 93101

Vet Center
709 E. Santa Clara Street, Suite
100
Ventura, CA 93001

NAACP
327 Santa Barbara St.
Santa Barbara, CA 93101

Asian American Journalists
Assoc.
231 E. Third St.
Los Angeles, CA 90013

Career Placement Office
California State University –
Chico
Chico, CA 95929

Moorpark College Placement
Office
7075 Campus Road
Moorpark, CA 93021

Career Services – CSU
Northridge
18111 Nordoff St.
Northridge, CA 91330

Career Services – Fresno State
University
5241 N. Maple Ave.
Fresno, CA 93740

Career Services – College of
San Mateo
1700 W. Hillside Blvd.
San Mateo, CA 94402

Career Services – California
Poly State University
Building 1240
San Luis Obispo, CA 93407

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Appendix 3

Covering the Period from [August 1, 2015](#) to [July 31, 2016](#)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KEYT, KSBB and KKFX

Statement of EEO Policy

NPG of California, LLC believes in equal employment opportunities for all, regardless of race, color, religion, sex, national origin, age, disability or any other legally protected classification.

The Company's policy is to hire and promote the most qualified applicants and to comply with all federal, state and local equal employment opportunity laws.

This policy governs employment and all the company's terms and conditions of employment, including, but not limited to, policies and practices affecting recruitment, recruitment advertising, hiring, promotion, demotion, transfers, reclassification, and selection for training, compensation, benefits, company-sponsored educational programs and any other aspect of employment.

1. Internship Programs:

KEYT has always been involved in helping members of the community achieve their educational goals. During this period, we have provided internships to UCSB and Santa Barbara City College students in our News Department. Students must be enrolled in a class at either institution and must receive class credits for their internship. We have had great success in hiring former interns to full time positions throughout the station.

KEYT implemented a paid 12 week summer internship program budgeting for one intern in the news department and one in the sales department. Paid internships were provided to CSU Northridge and UC Santa Barbara.

2. EEO Training:

Equal Employment Opportunity Meetings are held on a continual basis as needed for current education to department heads as to their role and responsibilities in the EEO process. We ensure that all department heads are fully educated on their reporting documentation and have regular discussions ensuring that all departments are hiring in a non-discriminatory fashion. As part of the weekly Department Head meeting these issues are documented when discussed in the minutes which are kept in the business office's EEO file.

3. Description of Supplemental Outreach Initiatives:

In August 2015, Meredith Garofalo, Meteorologist, participated in the St. Vincent's Santa Barbara Golf Outing/Fundraiser. She spoke to attendees about her career and answered questions about the broadcast industry.

In August 2015, Alan Rose, Chief Meteorologist, led a weather talk at Goleta Lion's Club. He discussed his educational and career background, El Nino, the drought, and careers in the broadcast meteorology industry.

In September 2015, Meredith Garofalo, Meteorologist, spoke at Knox School. She showed them examples of meteorology, talked about her career, and led a Q&A session for the students. She answered questions about journalism, meteorology, and the broadcast industry.

In September 2015, Alan Rose, Chief Meteorologist, hosted a student weather helper. The student shadowed him, built weather graphics and pre-taped a weather forecast that aired in the

evening news. He answered questions about educational requirements and careers in the broadcast industry.

In October 2015, Meredith Garofalo, Meteorologist, spoke to Goleta Valley School. She also answered the student's questions about the broadcast industry.

In November 2015, Meredith Garofalo, Meteorologist, was a guest speaker at the Celebration of Dreams Gala for the Dream Foundation. She talked about her work in meteorology, careers in the industry as well as educational requirements. She also answered attendee's questions.

In November 2015, Alan Rose, Chief Meteorologist, was a guest speaker at career day for Carpinteria School. He discussed his educational background, and his career in the broadcast televisions industry. He was also available for questions.

In November 2015, Meredith Garofalo, Meteorologist, participated in the Central Coast Taste of Hope Fundraiser. She spoke about her career and answered questions about the broadcast journalism industry.

In November 2015, Meredith Garofalo, Meteorologist, spoke at the St. Vincent's Santa Barbara Fundraising Luncheon/Fashion Show. She talked about her career in journalism and the broadcast industry as well as answered questions.

In December 2015, Oscar Flores, Director of Digital Content and Claire Scholl, Assignment Desk Editor, attended the APTRA Academy, a camp for aspiring journalists, held in Calabasas. They served as mentors and spoke to many of the campers about the needs and requirements of the broadcast television industry.

In December 2015, Meredith Garofalo, Meteorologist, led a discussion at Harding School. They discussed journalism and the broadcast industry as well as what it takes to make a career in the industry.

In December 2015, Tracy Lehr, Reporter, served as a mentor during the Aprta Anchor Academy at Pepperdine University. She spoke to many students about educational requirements as well as answered questions about careers in the broadcast journalism industry.

In December 2015, Alan Rose, Chief Meteorologist, led a discussion at the Museum of Natural History about weather, forecasting, educational requirements and his career in broadcast television. He was also available to answer attendee's questions about the industry.

In January 2016, Meredith Garofalo, Meteorologist, emceed the Monte Vista Science Night. She gave a presentation on meteorology and spoke about her career. She also answered questions.

In January 2016, Alan Rose, Chief Meteorologist, attended Operation Sierra Storm Weather Conference. The conference highlighted Climatology, the historic California drought, water conservation, El Nino, and careers in meteorology.

In January 2016, Meredith Garofalo, Meteorologist, hosted the Teen Dance Star Red Carpet. She spoke to many attendee's about her career and what it takes to make it in the broadcast meteorology industry.

In January 2016, Alan Rose, Chief Meteorologist, led a weather discussion at Carpinteria Lion's Club. He discussed his educational and career background, weather, El Nino, and careers in the broadcast meteorology industry. He also led a Q&A session for the topics.

In January 2016, Alan Rose, Chief Meteorologist, led weather talks at Peabody School. He engaged with students by discussing the weather, educational requirements, and careers in the

broadcast field. He answered questions that the students had as well.

In February 2016 Meredith Garofalo, Meteorologist, was the Strut Host at Wear Red Day. She spoke to attendee's about her career and her work in meteorology. She answered questions about the industry and requirements in education.

In February 2016, Todd Graham, Director of Operations, met with a group from the Independent Living Resource Center of Santa Barbara to discuss Closed Captioning concerns from the deaf community. They discussed how the captioning system worked. He also gave them a tour of the station and answered questions about careers in the television and broadcast industry.

In February 2016, Meredith Garofalo, Meteorologist, was the featured volunteer for the Partners in Education. She spoke about her career and her educational background. She also answered questions about her job and working in the industry.

In February 2016, Alan Rose, Chief Meteorologist, was a guest speaker at Santa Barbara Sunrise Rotary Club. He discussed El Nino, weather forecasting, education, and careers in the broadcast media industry. He was also on hand to answer questions for attendee's.

In February 2016, Meredith Garofalo, Meteorologist, spoke at Adams School. She participated in a "Green Screen Project" as well as talked and answered questions about the broadcast and journalism industries.

In February 2016, David Hefferman, Account Executive, was a guest speaker at an advertising class at Antioch College. He talked about the industry, our stations, our multiple digital platforms, the local market, and career opportunities at our stations and the industry. He was on hand to answer student's questions as well.

In February 2016, Meredith Garofalo, Meteorologist, emceed the Greater Hope Baptist Church Breakfast. She spoke to many attendee's about her career and what it takes to work in the broadcast industry.

In February 2016, Alan Rose, Chief Meteorologist, spoke to students at Summerland School. He spoke about weather, educational requirements, and his job in television meteorology. He answered questions and engaged with students.

In February 2016, Meredith Garofalo, Meteorologist, was a guest speaker at the Go Red for Women Luncheon. She spoke about meteorology and the broadcast journalism industry. She also answered questions.

In February 2016, Meredith Garofalo, Meteorologist, talked with classes at San Marcos School. She led a Q&A session with students and answered questions about our industry, meteorology, and journalism.

In February 2016, Alan Rose, Chief Meteorologist, spoke at Washington School. He spoke to students and answered questions about weather, educational requirements, and jobs in the industry.

In March 2016, Laura Clark, VP of HR, and NPG staff, attended University of Kansas William Allen White School of Journalism and Mass Communications Career Fair in Lawrence, KS. They met with possible interviewee's, answered questions and talked about careers in the broadcast journalism industry as well as education and job search techniques.

In March 2016, Meredith Garofalo, Meteorologist, was a guest speaker at the Kappa Delta

Sorority Shamrock Luncheon. She spoke about her educational background, career path, and current position in meteorology. She was also available for questions.

In March 2016, Mike Klan, Sports Director, spoke at the Little Hero's Breakfast about the television and broadcast industry. He was on hand afterward and answered questions attendees had regarding careers in the industry.

In March 2016, Laura Clark, VP of HR, and other NPG representatives, attended the Donald W. Reynolds Missouri School of Journalism, University of Missouri in Columbia, Missouri Job and Career Fair. They gave an NPG Broadcast presentation and held a Q&A session. They also led interviews with the students.

In March 2016, Meredith Garofalo, Meteorologist, led a discussion at Dos Pueblos School. They discussed journalism, meteorology, and industry requirements.

In March 2016, Jim Lemon, News Director, and Laura Clark, VP of HR, traveled to Arizona State University in Phoenix, AZ, with a group of News-Press and Gazette representatives. They interviewed and met with dozens of journalism students who were completing their degrees and ready to seek out their first jobs in the journalism industry. They also spent time with students talking to them and answering questions for them about the overall needs and requirements for new arrivals to the industry, as well as reviewing some of their work.

In March 2016, Meredith Garofalo, Meteorologist, emceed the Cooking Up Dreams for BBBS. She talked to many attendee's about the broadcast industry and her career path. She was also available for questions.

In March 2016, Alan Rose, Chief Meteorologist, spoke at Adams School. He discussed and answered questions about weather forecasting, educational requirements, and careers in the broadcast meteorology industry.

In March 2016, Laura Clark, VP of HR, and NPG staff, attended a career fair event at K-State in Manhattan, KS. They met one-on-one with students as well as spent time interacting with the students, answering questions and talking about interviews, resumes, and industry requirements.

In March 2016, Meredith Garofalo, Meteorologist, was featured in the Santa Barbara Fitness Magazine "Spotlight". She was asked questions about her education, career, and her work in the broadcast meteorology industry.

In April 2016, Meredith Garofalo, Meteorologist, spoke at Bishop Diego School. She talked about the broadcast industry, her career as a broadcast meteorologist, and educational requirements. She also answered student's questions.

In April 2016, Scott Hennessee, Evening Anchor, was interviewed by a local student about his career and working in the broadcast industry.

In April 2016, Meredith Garofalo, Meteorologist, was featured in Noozhawk "Lifestyles Feature". She answered questions about her education, career, and her work in broadcast meteorology.

In April 2016, Michael Fabac, Corporate Director of News, and other News-Press and Gazette representative's, attended the National Association of Broadcasters Educational Foundation's Career Day. While at the Career Fair they met with many attendee's and answered questions about careers in the broadcast journalism industry.

In April 2016, Meredith Garofalo, Meteorologist, led a discussion at the Santa Barbara Elks Lodge Veterans Luncheon. She talked about her work, her career, and her educational

background. She also answered questions about what led her to this career path and what it's like to work in the industry.

In April 2016, Joe Buttitta, Anchor and Edward Brooks, Newscast Director, spoke to a Journalism class at College of the Canyons. They spoke about their origins, and their professions in the television industry. They talked about what it's really like to direct a newscast, report, and anchor a newscast. They spoke to students individually and answered questions as well.

In April 2016, Meredith Garofalo, Meteorologist, spoke at Garden Street Academy. She spoke about meteorology and careers in the broadcast field. She also answered questions.

In April 2016, David Hefferman, Account Executive, participated in an interview on 805connect.com, a local podcast. He discussed how to give purpose to your message/advertising through broadcast, our broadcast group, multiple digital platforms, retargeting techniques, copywriting, trends in marketing industries, and career opportunities at our stations and within the broadcasting industry.

In April 2016, Meredith Garofalo, Meteorologist, spoke at the Santa Barbara Rotary Luncheon. She talked about meteorology, journalism and the broadcast industry. She was also available to answer any questions.

In April 2016, Alan Rose, Chief Meteorologist, was a guest speaker at Los Olivos School. He participated in a weather class, and discussed weather forecasting, and jobs in the television industry. He also answered student's questions.

In April 2016, Laura Clark, VP of HR, attended the University of Kansas William Allen White School of Journalism and Mass Communications Career Fair in Lawrence, KS. She visited with graduating students and discussed careers in the industry. She then met with several of the students one-on-one for interviews.

In April 2016, Scott Hennessee, Evening Anchor, participated as a panelist for the UCSB Communication's Department Career Day. He answered the student's questions about educational requirements as well as industry needs and what it takes to make it in Journalism.

In April 2016, Meredith Garofalo, Meteorologist, participated as a Spirit of Fiesta Judge. She was available to take questions and talk to attendee's about a career in the industry.

In April 2016, Alan Rose, Chief Meteorologist, was a guest speaker at Rio Vista School's Career Day Fair. He answered questions and discussed educational background and requirements, careers in the field and what it's like to work as a broadcast television meteorologist.

In April 2016, Laura Clark, VP of HR, and other NPG representatives, attended the National Association of Broadcasters Career Day. They attended the convention as well as participated in a candidate meet & greet. They met with, answered questions, and discussed educational requirements and careers in the broadcast journalism industry.

In May 2016, Mike Klan, Sports Director, spoke at the Montecito Rotary Club's luncheon about Sports Broadcasting and careers in the industry. He talked with many attendees about the requirements of working in the sports broadcasting industry.

In May 2016, Meredith Garofalo, Meteorologist, spoke at La Colina School. She talked about her career path and educational requirements for meteorologist and broadcast industry standards. She answered questions about the industry as well.

In May 2016, Mark Danielson, General Manager, conducted two separate presentations for Career Day at San Marcos School. After the presentation, he led a Q&A session for the students

answering questions about education requirements and what it's really like to work in the broadcast television industry.

In May 2016, Alan Rose, Chief Meteorologist, visited the AVID students at San Marcos School. He answered questions and spoke about weather, meteorology, educational requirements, and careers in the broadcast television industry.

In May 2016, Meredith Garofalo, Meteorologist, emceed the Mother's Day Brunch. She spoke about her career and working in meteorology. She also answered questions about educational requirements and working in journalism.

In May 2016, Tracy Lehr, Reporter, gave a station tour to an Oxnard Girls group, they watched the taping of cut in teases and participated in writing of kicker stories. She answered questions about working in the broadcast industry and what it's like to be a reporter in the industry.

In May 2016, Meredith Garofalo, Meteorologist, was a guest speaker at the Professional Women's Association Conference. She spoke about her educational background, career in broadcast journalism and what it takes to be a meteorologist. She was also available to answer questions.

In May 2016, Alan Rose, Chief Meteorologist, spoke at Vista de las Cruces School. He answered student's questions and discussed weather forecasting, and careers in the broadcast meteorology industry.

In June 2016, Meredith Garofalo, Meteorologist, participated in the Adams School Career night. She gave a presentation about her work, and her career. She then answered questions about the educational requirements of the industry as well as industry needs.

In June 2016, Alan Rose, Chief Meteorologist, hosted a student weather helper from Santa Barbara School at the station. The student shadowed him and participated in forecasting and producing the weather, and then pre-taping a forecast to air during the news that night. He also discussed careers in the industry.

In June 2016, Mike Klan, Sports Director, met with a Florida State University student who is interested in sports broadcasting. He answered questions and gave guidance on the educational requirements as well as job requirements in the television industry.

In June 2016, Meredith Garofalo, Meteorologist, spoke at a girl's camp. She spoke about the meteorology field as well as the educational requirements for the broadcast industry.

In June 2016, Alan Rose, Chief Meteorologist, was a guest interviewer at Mountain View School. He interviewed students as part of an exit project. He asked them questions about their educational goals and discussed career paths, and careers in the television industry.

In June 2016, Meredith Garofalo, Meteorologist, participated in Dancing Under the Stars. She was available to attendee's to discuss broadcast industry careers.

In June 2016, Alan Rose, Chief Meteorologist, hosted a weather helper student from Mountain View School at the station. The student shadowed him and was able to participate in building weather graphics, and pre-taping a weather forecast to air during the evening news. He answered questions and discussed careers in the field.

In July 2016, Meredith Garofalo, Meteorologist, participated in the Blondes vs. Brunettes for Alzheimer's Association. She was available to answer questions about careers in the broadcast

industry.

In July 2016, Alan Rose, Chief Meteorologist, hosted a weather helper student from Mountain View School at the station. The student shadowed him and the news team, and participated in pre-taping a weather forecast that aired in the evening news. He also answered questions about careers in the broadcast meteorology industry.

In July 2016, Mike Klan, Sports Director, gave job and career advice to a local student interested in Journalism. He advised and answered questions regarding the needs and career requirements of the broadcast journalism industry.

In July 2016, Meredith Garofalo, Meteorologist, spoke to UCSB Young Writers group. She spoke about meteorology, journalism, and the broadcast industry. She answered questions about her educational background and her career in the industry.

Throughout the period, Meredith Garofalo, Meteorologist, critiqued tapes and writing samples of interns and industry hopefuls. She also invited several kids in for Jr. Weather Kids for the Day participation.

Throughout the period covered, Todd Graham, Director of Operations, spoke with members of the public, giving them information on what it takes to break into the television business. He also critiqued tapes and gave advice on improving skills. He was available to answer questions about the media, and discuss careers in the broadcast industry as well as education requirements.

Throughout the period of August 2015 to October 2015, Ariana Rubio, Account Executive, was the President of the American Advertising Federation of Santa Barbara. The AAFSB board meets monthly to discuss trends in the advertising industry. They host events for the community for networking and education. During these events she discusses career opportunities in the broadcast industry along with local trends, new advertisers and education about advertising.

Throughout the period, KEYT Chief Photographer Herb Tuyay, has met with many community members, while covering stories, and discussed careers in the broadcast industry and the job duties of various positions at the station.

Throughout the period, KEYT Chief Meteorologist, Alan Rose, has met many community members while covering stories for the station. He has answered numerous questions about careers in the broadcast industry, education courses needed, meteorology, internships and careers in the broadcast industry.

KEYT Senior Reporter John Palminteri, publicly answered questions about career opportunities in the broadcast industry. He also discussed his background and gave tips on entering the broadcasting industry at several events in the Santa Barbara area.

Throughout the period listed, KEYT General Manager, Mark Danielson answered questions about career opportunities in the broadcast industry at several public events and board meetings: Some of these were: Old Spanish Days , United Way of Santa Barbara, Santa Barbara Boys & Girls Club, Santa Barbara Alcohol and Drug Awareness: Mission for Mentors Telethon, Santa Barbara Cottage Hospital telethon events, the Santa Barbara Foundation Man and Woman of the Year luncheon, and other various organizations and luncheons throughout the tri-counties.

Throughout the period listed, KEYT News Director Jim Lemon critiqued numerous scripts and

tapes of aspiring journalists trying to get into the broadcast industry or trying to be promoted in the broadcast industry.

4. Job Bank & Internet Program Participation:

KEYT, KSBB and KKFX participate in job banks and internet programs that are not primarily directed to providing notification of specific job vacancies (i.e.: California Broadcasters Association).
