

# ANNUAL EEO PUBLIC FILE REPORT

KSEE/KGPE

August 1, 2015 through July 31, 2016

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, 2015 and including July 31, 2016 (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, 2015 through July 31, 2016

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	6/13/2016	Z	6	A-Y, Z
2	Account Executive	7/11/2016	Z	5	A-Y, Z
3	Account Executive	3/21/2016	Z	5	A-Y, Z
4	Account Executive	12/8/2015	AA	5	A-B, AA
5	Account Executive	8/17/2015	Z	5	A, Z
6	Sports Anchor, Reporter	10/5/2015	AA	5	A-Y, AA
7	Bilingual News Reporter	10/29/2015	Z	6	A-B, D, J, Z
8	Executive Producer	4/17/2016	Y	4	A-B, Y
9	Graphic Web Designer	1/10/2016	Y	12	A-B, Y
10	Local Sales Manager	5/1/2016	Y	5	A-Y, Y
11	Local Sales Manager	11/18/2015	AA	7	A-Y, AA
12	Maintenance Engineer	11/05/2015	AA	7	A,Y, AA
13	Master Control Operator	1/11/2016	AA	3	A,Y, AA
14	Morning Weekend Anchor	2/7/2016	Y	1	A-B, Y
15	National Sales Assistant	11/17/2015	Z	4	A-Y, Z
16	News Producer	11/1/2015	Y	1	A-B, D, J, Y
17	News Producer	9/24/2015	AA	3	A-B, D, J, AA
18	News Producer	5/16/2016	AA	3	A-B, D, J, AA
19	News Reporter	8/11/2015	AA	3	A-B,J, AA

20	News Reporter	9/28/2015	Z	5	A-Y,Z
21	News Reporter	5/23/2016	Z	1	A-Y-Z
22	Operations Technician	2/7/2016	Y	3	A-Y, Y
23	Operations Technician	5/15/2016	Y	4	A-Y,Y
24	Sales Assistant	8/3/2016	Z	6	A-Y, Z

Total Number of Persons Interviewed During Applicable Period: 109

Appendix 2 to Annual EEO Public File Report

Covering the Period from August 1, 2015 through July 31, 2016

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	0
B	TVJobs.com	Mark Holloway	PO Box 4116 Oceanside, CA 92252	(760) 754-2115	N	0
C	Monster	None	None	None	N	0
D	LinkedIn.com	None	2029 Stierlin Ct. Ste 200 Mountain View, CA 94043, United States	(650) 687-3600	N	0
E	Recruit.net	None	2706, The Centrium 60 Wyndham Street, Central Hong Kong	None	N	0
F	SimplyHired.com	None	370 San Aleso Ave. #200. Sunnyvale, CA 94085	(408) 400-4700	N	0
G	Spots N Dots	None	www.spotsndots.com	None	N	0
H	Fresno Bee	None	1626 E. Street Fresno, CA 93876	(559) 441-6111	N	0
I	CareerBuilder.com	None	200 N. LaSalle, Suite 1100 Chicago, IL 60601	(773) 527-3600	N	0

J	Indeed.com	None	7501 N. Capital of Texas Hwy, Building B Austin, TX 78731	None	N	0
K	CA State Employment Department	None	P.O. Box 826880, MIC 83 Sacramento, CA 94280	(800) 758-0398	N	0
L	Center for New Direction	None	199 East Rich Street Columbus, Ohio 43215	(614) 849-0028	N	0
M	Willow International Center	None	10309 N Willow Avenue Fresno, CA 93730	(559) 325-5200	N	0
N	Institute of Technology	None	564 W. Herndon Ave, Clovis, CA 93612	(844) 220-3378	N	0
O	Fresno Pacific University	None	1717 S. Chestnut Ave. Fresno, CA 93702	(559) 453-2000	N	0
P	ITT Technical Institute	None	362 N. Clovis Ave. Clovis, CA 93612	(844) 220-3378	N	0
Q	National Association of Broadcasters	None	1771 N. Street NW Washington, DC 20036	(202) 429-5300	N	0
R	National University	None	9388 Lightwave Ave. San Diego, CA 92123	(858) 541-7700	N	0
S	Reedley College	None	995 N. Reed Ave. Reedley, CA 93654	(559) 638-3641	N	0
T	Work Ability IV	None	5005 N. Maple Ave. Room 152 Fresno, CA 93740	(559) 278-0158	N	0
U	Fresno State University	None	5005 N. Maple Ave. Room 152 Fresno, CA 93740	(559) 278-0158	N	0
V	Craigslist.com	None	1626 E Street Fresno, CA 93786	(559) 441-6111	N	0
W	Twitter	None	1355 Market Street Suite 900 San Francisco, CA 94103	None	N	0
X	Facebook	None	1601 Willow Road Menlo Park, CA 94025	None	N	0

Y	Internal Hire	Matthew Rosenfeld	5035 E. McKinley Ave Fresno, CA 93727	(559) 222-2411	N	30
Z	Employee Referral	None	None	None	N	43
AA	Non-Employee Referral	None	None	None	N	36
BB	Agent	None	None	None	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from August 1, 2015 through July 31, 2016

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	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	KSEE/KGPE partnered with the Fresno County Office of Education to create a Job Shadow Day on April 12, 2016 where high school juniors and seniors could learn about careers in broadcasting. 87 students from 13 high schools (Buchanan HS, Bullard HS, Coalinga HS, Fresno HS, Kingsburg HS, Madera South HS, McLane HS, Riverdale HS, Roosevelt HS, Sanger HS, Sierra HS, Sunnyside HS, Yosemite HS) participated in the four (4) hour event. Students learned about specific careers including news, sales/research, production, engineering, marketing/promotion.
2	Participation in activities that the licensee has designed to further the goal of disseminating information about employment opportunities	In the past 12 months, KSEE /KGPE has produced and aired television announcements urging the community to learn about open positions and to apply for those position in person or online at our station website.