

2. Total number of persons interviewed for full-time vacancies between August 1, 2007 and July 31, 2008: 54

3. The following are all sources used to recruit for full-time vacancies filled in between August 1, 2007 and July 31, 2008. Except where indicated otherwise, all of these sources were used to recruit for all full-time job vacancies. No organization is entitled to notification.

Recruitment Source	Contact Person /Address/ Telephone/FAX /Email	Total Number of Interviewees Referred by Recruitment Source
Graeme Newelle 602 Communications	Graeme Newell 1837 Bardmoor Hill Circle Orlando, FL 32835 707-543-1426/407-532-1992 gnewell@602communications.com	0
Television Week	Eric Chasko 6500 Wilshire Blvd. #2300 Los Angeles, CA 90048 323-370-2415/323-658-6174 EChasko@crain.com	0
African-American Media Incubator	2164 Wisconsin Avenue, Washington, DC 20007 202-342-6661/202-342-6667	0
BBA – Black Broadcasters Alliance	3474 William Penn Hwy. Pittsburg, PA 15235	0
Bigtvjoblist.com	Bigtvjoblist.com	0
IBC – Indigenous Broadcast Center	810 East Ninth Avenue Anchorage, AK 99501-3826 907-277-2776/907-263-7456	0
Lostremote.com	jobs@lostremote.com	0
TVJobs.com	Mark Holloway PO Box 4116 Oceanside, CA 92252 760-754-2115/760-754-8177 admin@tvjobs.com	8
NABJ – National Association of Black Journalists	8701A Adelphi Rd. Adelphi, MD 20783-1716 301-445-7100/301-445-7101 nabj@nabj.org	0
All Granite Broadcasting stations: WKBW, WDWB, KBJR, WPTA, WEEK, WB20, WTVH	HR Dept FAX Number: 716-842-1855, 248-355-0368, 218-720-9699, 260-483-2568, 309-698-9335, 415-826-2716, 315-425-5513	0
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

Recruitment Source	Contact Person /Address/ Telephone/FAX /Email	Total Number of Interviewees Referred by Recruitment Source
The Association for Women in Communications, Inc.	3337 Duke Street Alexandria, VA 22314 703-370-7436/703-370-7437 info@womcom.org www.womcom.org	0
CCNMA - California Chicano News Media Association	Xochilt Chavaria 3502 Watt Way G38 Los Angeles, CA 90089-0281 213-740-5263/213-437-4423 info@ccnma.org	0
Fresno Bee (newspaper also posts on Careerbuilder.com)	Pao Moua 559-441-6119/559-441-6045	8
IWMF - International Women's Media Foundation	1000 Connecticut Avenue, NW – Suite 1201 Washington, DC 20036 202-496-1992/ 202-496-1977 iwmf@aol.com	0
NABC - National Association of Black College Broadcasters	PO Box 3191 Atlanta, GA 30302 404-523-6136/404-523-5467	0
NAHJ - National Association of Hispanic Journalists	1000 National Press Building Washington, DC 20045 202-662-7145/202-662-7144 jobbank@nahj.org	0
NAMME - National Association of Minority Media Executives	1921 Gallows Road Suite 600 Vienna, VA 22182 703-893-2410/703-893-2414	0
The Art Institute	Becky FAX 954-525-2602	0
Columbia College Chicago	Ashley Knight 600 S. Michigan Avenue Chicago, IL 60605 312-344-7344/312-344-8020	0
CSU Fresno (Fresno State)	Caroline Williams 559-278-2381/559-278-6483 caroline_williams@csufresno.edu	0
Central Valley Professional	559-445-6257/559-244-7689	0
Dept. Of the Navy, Fleet and Family Support	Curtis Hellman Naval Air Station 930 Franklin Avenue Lemoore, CA 559-998-4468 or 559-998-4028559-998-4040	0
Northwest Church	Dan Fausser 5415 N. West Fresno, CA 93711 559-435-2200/559-435-5848 danfauaset@aol.com	0
NPPA - National Press Photographers Association	Tim Jones 707-313-0933	0

Recruitment Source	Contact Person /Address/ Telephone/FAX /Email	Total Number of Interviewees Referred by Recruitment Source
	sandy@sandyhuffakerjr.com	
HAFFIM - Hispanic Americans for Fairness in Media	Esther Renkeria 5400 E. Olympic Blvd. Suite 260 Los Angeles, CA 90022-5142 321-726-1558/323-726-1865 info@latinocareers.com	0
Fresno County EOC	Frank Franco 1900 Mariposa Mall #303 Fresno, CA 93721 559-2613-1116/559-263-1187 frank.franco@fresnoeoc.org	0
Fresno State University – Job Board	FAX 559-278-6483	0
Hispanic Link News Service	FAX 202-234-4090	0
Fresno County WorkForce Connection	Ira Waller 559-230-4557/559-230-4043 ira@workforce-connection.com	0
Fresno City College – DSPS (Workability III)	Karin Anderson-Llyod 1101 E. University Avenue Fresno, CA 93741 559-442-4600/559-442-8202 AKAclyde@hotmail.com	0
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
Navy Lemoore Spouse Employment Program Family Service Center	Keith Kelley 559-256-5742	0
Visalia Times - Delta	Sara Pendola PO Box 31 Visalia, CA 93279 559-735-3343/559-735-3398 smmartin@visalia.gannett.com	0
JIB - Joint Industry Board – Region 10	Lara Hartley FAX 760-256-0685	0
Employment Development Department	Lucy Bumanglag 1939 Academy Avenue Sanger, CA 93657 559-875-1730/559-875-7585 lbumangl@edd.ca.gov	0
SPN - Sacramento Professional Network Chapter of Experience Unlimited	5007 Broadway Sacramento, CA 95820 Marketing 916-227-0330/FAX 916-227-0382	0
National Hispanic Media Coalition	Alex Nogales 2514 S. Grand Avenue Los Angeles, CA 90007 213-746-6988/213-746-1305	0
Fresno City College	Job Placement – Sean, Joan or Phyllis	0

Recruitment Source	Contact Person /Address/ Telephone/FAX /Email	Total Number of Interviewees Referred by Recruitment Source
	1101 E. University Avenue Fresno, CA 93741 559-442-8294/FAX559-442-4850 sean.henderson@fresnocitycollege.edu	
Spots and Dots	FAX 607-729-7331	0
State Center Community College	559-226-3753/559-244-5990	0
Microcomputer Education Center	Teresa Norman 2002 N. Gateway Fresno, CA 559-4560623/559-456-0188	0
Medialine.com	Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073/831-648-5204 medialine@medialine.com	0
University of California at Berkeley – Graduate School of Journalism	Lanita Pace-Hamilton Graduate School of Journalism 121 North Gate Hall #5860 University of California at Berkeley Berkeley, CA 94720-5860 510-643-7928/FAX 510-643-9136 jcareer@uclink4.berkeley.edu	0
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
Fresno Workforce Development Board	Tamico Thomas 559-490-7180/559-490-7181 tthomas@jobfresno.com	0
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
Fresno Pacific University	Mary Willis 1717 S. Chestnut Avenue Fresno, CA 93702 559-453-2220 William@fresn.edu	0
TVB - Television Bureau of Advertising	Hope Etheridge 3 East 54 th Street New York, NY 10022-3108 212-935-5631/212-935-5631 hope@tvb.org	0
Fresno State Craig Business School	Debbie Young 559-278-4985 Debbie@csufresno.edu	0

Recruitment Source	Contact Person /Address/ Telephone/FAX /Email	Total Number of Interviewees Referred by Recruitment Source
KSEE Website	www.ksee24.com HR Dept. pseitz@ksee.com FAX 559-454-2487	8
Employee Referral	KSEE Employees	6
In-House	KSEE internal Employees	12
Walk-in	Walk-in	0
KSEE Interns	KSEE Interns	0
Business Referral	Word of mouth	3
Other	Unknown/not stated	8
National Black Media Coalition	1738 Elton road Suite 314 Silver Spring, MD 20903 301-445-2600/301-445-1693	0
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
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
NAPT – Native American Journalist	PO Box 83111 Lincoln, NE 68501 402-472-3522/402-472-8675	0
TVANDRADIOJOBS.COM	Tvandradiojobs.com	0
TVGIGSONLINE	postagig@tvigsonline.com	0
TV Newz	jobs@tvnewz.com	0
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
Entertainment careers	Entertainment careers.com	0
Fresno Bee	Mediabiz.com	0
Collective Talent	Collectivetalent.com	1

4. The following are the long-term menu options implemented between August 1, 2007 and July 31, 2008, including a brief description of each:

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

1) KSEE Career Fair Open House on April 22nd, 2008 (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 of the station. Each department gives a short presentation on 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.

In addition, KSEE Television participated in the Central California Hispanic Chamber of Commerce March Madness Job Fair on March 26, 2008.

- 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 are also openings in Business Administration, Sales, Production, and Promotions departments.

- 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) Cross-train employees to learn new skills (for example, training entry-level employees to learn master control skills) since 2000.

5. A copy of this Public File Report is posted on our website, www.ksee24.com.