

EEO Public File Report
KTVU-TV, Oakland, CA
August 1, 2008 - July 31, 2009
Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Meteorologist	07/09/07	08/01/08	KTVU.com Talent Dynamics Internal posting TVJobs.com Referral by KTVU employee Cox Career Network	5 2 1 1 1 1	1
For additional recruitment sources, see EEO Recruitment List # 1 under the "Recruitment Sources" tab						
2	Director	06/30/08	12/01/08	KTVU.com Cox Career Network Referral by KTVU employee TVJobs.com	2 1 1 9	1
For additional recruitment sources, see EEO Recruitment List # 2 under the "Recruitment Sources" tab						
3	Writer	06/13/08	10/27/08	KTVU Website Referral by KTVU employee Internal Posting	2 2 1	1
For additional recruitment sources, see EEO Recruitment List # 3 under the "Recruitment Sources" tab						

Information Regarding Recruitment Sources Contacted for Each Vacancy

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
	EEO Recruitment List # 1 (position # 1)			
1	KTVU Website 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227	5	N
2	Cox Career Network Website 6205 Peachtree-Dunwoody, Atlanta, GA 30328	Barbara Harding (678) 645-0113	1	N
3	KICU/KTVU Telephone Job Hotline 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227		N
4	Referral by KICU Employee	(408) 953-3600		N
5	Referral by KTVU Employee	(510) 834-1212	1	N
6	Referral by Cox Employee 6205 Peachtree-Dunwoody, Atlanta, GA 30328	(678) 645-0000 Rosalynne Price		N
7	Experience Unlimited 745 Franklin Street, San Francisco, CA 94102	Blessed Herve (415) 771-1776		Y
8	California Broadcasters Association 915 L Street, Sacramento, CA 95814	Lillie Player (916) 444-2237		N
9	Media Line P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone (800) 237-8073		N
10	Merritt College Workability III (T30C) 12500 Campus Drive, Oakland, CA 94619	Wanda Rajan (510) 531-4911		N
11	Alameda County Youth Development 1651 Adeline Street, Oakland, CA 94607	Michelle Jackson (510) 832-4544		Y
12	Berkeley Graduate School of Journalism 121 North Gate Hall, Berkeley, CA 94720 (& Joan Bieder)	Orville Schell Bill Drummond (510) 642-1716		N
13	Silicon Valley College 6201 San Ignacio Avenue, San Jose, CA 95119	Marty Cummings (408) 360-0840		N
14	Connections (women in business) P.O. Box 11277, Santa Rosa, CA 95406	M. Matson (707) 522-9399		Y
15	Oakland Career Center (Private Industry Council) 1212 Broadway, Oakland, CA 94612	M. Deford (510) 768-4400		Y
16	North County Employment Center 271 92nd Street, Daly City, CA 94015	(650) 301-8440		Y
17	San Jose State School of Journalism One Washington Square, San Jose, CA 95192 (and Kenny Blasé)	Bob Rucker Darla Belshe (408) 924-1000		N
18	San Jose State University Career Center One Washington Square, San Jose, CA 95192	(408) 924-5100		N
19	Art Institute of Seattle 2323 Elliott Avenue, Seattle, WA 98121	Jennifer Apple (206) 448-0900		Y
20	Solano Community College 4000 Suisun Valley Road, Suisun, CA 94585	Maile Ornellas (707) 864-7000		N
21	Napa Valley College 2277 Napa Vallejo Highway, Napa, CA 94558	Gary Vann (707) 253-3000		N
22	University of Chico Career Placement Center CSU, Chico, CA 95929-0700	(530) 898-5256		Y
23	Armstrong University Placement 495 10th Street, #210, Oakland, CA 94607	Kathleen McCabe (510) 865-1320		N
24	Peralta Colleges Television 900 Fallon, Oakland, CA 94607	(510) 466-7200		N
25	Mills College Career Center	Kate Dey		N

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
26	5000 MacArthur Blvd., Oakland, CA 94613 Ohlone College	(510) 430-2069 Gary Kauf		N
27	43600 Mission Blvd., Fremont, CA 94539 San Francisco State Career Services	(510) 659-6000 Citas Deguzman		N
28	1600 Holloway, San Francisco, CA 94132 Merritt College Career Center	(415) 422-6216		N
29	12500 Campus Drive, Oakland, CA 94619 St. Mary's College Career Development Center	(510) 531-4911 Ed Tywoniak		N
30	P.O. Box 3528, Moraga, CA 94575 Evangel College	(925) 631-4000		Y
31	1111 No. Glenstone, Springfield, MI 65802 Spectrum Community Services	(417) 865-2811 Ardyth West		Y
32	1435 Grove Way, Hayward, CA 94546 Bay Area Black Journalists Association	(510) 881-0300		N
33	1714 Franklin Street, 100-260, Oakland, CA 94612 NATAS, Northern California Chapter	(510) 986-9390		Y
34	4317 Camden Avenue, San Mateo, CA 94403 Calvary Baptist Church	(650) 341-7786 Pastor Porter Clewis		Y
35	4424 Camden Street, Oakland, CA 94619 California Chicano News Media Association	(510) 569-7153		N
36	300 S. Grand Avenue S. 3950, Los Angeles 90071 San Francisco Vocational Services	(213) 437-4408 Hank London		Y
37	814 Mission Street, S. 600 San Francisco, CA Oakland Chinese Community Council	(415) 512-9500 Denver Yu		N
38	168 Eleventh Street, Oakland, CA 94607 Korean Center, Inc.	(510) 839-2022 Jiwon Lee		N
39	1362 Post Street, San Francisco, CA 94115 Morrissania West Inc.	(415) 441-1881 Aisha Brown		Y
40	205 13th Street, S 3300, San Francisco, CA 94103 Mission Language/Vocational School	(415) 552-4660 Gustavo Chavarria		N
41	2929 19th Street, San Francisco, CA 94110 La Opinion (NAHJ)	(415) 648-5220 Antonio Rentas		Y
42	700 S. Flower Street, S3000, Los Angeles 90017 Vista College Career & Transfer Center	(213) 896-2333 Nancy Delaney		Y
43	2050 Center Street, Berkeley, CA 94704-1205 Centro de Servicios	(510) 981-2800 Maria Vivas		N
44	525 H Street, Union City, CA 94587 Berkeley Food & Housing Project/Women's Shelter	(510) 489-4100 Phillis Beltran		Y
45	2140 Dwight Way, Berkeley, CA 94703 Commission on Status of Women	(510) 649-4965 Bernice Casey		N
46	25 Van Ness Avenue, San Francisco, CA 94102 Swords to Plowshares	(415) 252-2570 Maria Olivares		N
47	1060 Howard Street, San Francisco, CA 94103 Family Service Agency, Senior Employment	(415) 252-4788		N
48	24 Second Avenue, San Mateo, CA 94401 Services for Brain Injury	(650) 403-4300 Lynn Linch		Y
49	2731 N. 1st Street, #100, San Jose, CA 95134 UCP of the Golden Gate (United Cerebral Palsy)	(408) 295-4119		N
50	1970 Broadway, Oakland, CA 94612 Center for Independent Living	(510) 832-7430 Rowena Gargalicana		Y
51	2539 Telegraph Avenue, Berkeley, CA 94704 College of Alameda, Disabled Students Center	(510) 841-4776 attn: Workability		N
	555 Atlantic, Alameda, CA 94501	(510) 748-2328		

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
52	Rubicon Programs 2500 Bissell Avenue, Richmond, CA 94804	Linda Malone (510) 235-1516		N
53	World Institute on Disability 510 Sixteenth Street, Oakland, CA 94612	(510) 763-4100		N
54	Community Vocational Enterprises 1425 Folsom Street, San Francisco, CA 94103	Damon Lew (415) 544-0424		N
55	The ARC San Francisco 1500 Howard Street, San Francisco, CA 94103	Christa Raymond (415) 255-7200		N
56	Job Train 1200 O'Brien Drive, Menlo Park, CA 94025	Jasmine Baluyot (650) 330-6429		Y
57	Port of Oakland 530 Water Street, Oakland, CA 94607	Pamela Bell (510) 627-1100		Y
58	Ctr for Integration & Improvement of Journalism 1600 Holloway, San Francisco, CA 94132	Cristina Azocar (415) 338-2083		N
59	Worklink 785 Market Street, San Francisco, CA 94103	Deirdre Humphrey (415) 979-9520		N
60	CCOC/P 760 Hillsdale Avenue, San Jose, CA 95136	Mr. Chang (408) 723-6400		N
61	DeAnza College Job Placement 21250 Stevens Creek Blvd, Cupertino, CA 95014	Cindy Lister (408) 864-5711		N
62	EDD NOVA email to jobs@novaworks.org	(408) 774-2365		N
63	Evergreen Valley College Job Placement Bank 3095 Yerba Buena Road, San Jose, CA 95121	J. Espinoza (408) 274-7900		N
64	Foothill Community College Career Placement 12345 El Monte Road, Los Altos Hills, CA 94022	(650) 949-7777		N
65	Stanford University, Dept. of Communication Bldg 120, Room 336, Stanford, CA 94305	Kristine Samuelson Henry Breitrose (650) 723-2300		N
66	Japanese American Citizens League 1255 Post Street, S. 805, San Francisco CA 94105	(415) 345-1075		N
67	Mexican American Community Services Agency 130 N. Jackson Street, San Jose, CA 95116	(408) 928-1122		N
68	N.O.W. 142 George Street, San Jose, CA 95110	(408) 297-4669		N
69	Stanford University, Job Bank McClatchy Hall, Stanford, CA 94305	(650) 723-2300		N
70	East Bay Works Career Center 4071 Port Chicago Highway, Concord CA 94520	Claire Marchiano (925) 671-4500		N
71	WCA 375 South Third Street, San Jose, CA 95112			N
72	West Valley College Career Placement 14000 Fruitvale, Saratoga, CA 95070	Geri Peterson (408) 867-2200		N
73	University of San Francisco, Media Studies 2130 Fulton Street, San Francisco, CA 94117	Steven Runyon John Higgins		N
74	San Jose City College 2100 Moorpark Avenue, San Jose, CA 95128	Lois Lund (408) 298-2181		N
75	Patten University 2433 Coolidge Avenue, Oakland, CA 94613	Sharon Batra (510) 261-8500		N
76	Laney College Communications Dept 900 Fallon Street, Oakland, CA 94607	Carlos McLean (510) 834-5740		N
77	S.F. Public Library 100 Larkin Street, San Francisco, CA 94102	Ed McCray (415) 557-4257		N

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
78	Art Institute of California 1170 Market Street, San Francisco, CA 94102	Danielle Destefano (415) 865-0198		Y
79	National Arab American Journalists P.O. Box 2717, Orlando Park, IL 60462	Ray Hanania		N
80	National Association of Black Journalists 8701-A Adelphi Road, Adelphi, MD 20783	Tangie Newborn		N
81	National Lesbian & Gay Journalists Association email to dbarre@nlgja.org	Azuree Salazar (202) 588-9888		N
82	Native American Journalists Association 395 W. Lindsey, Norman OK 73019-4201	(405) 325-9008		N
83	Internal Posting KICU, 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227	1	N
84	TV Jobs.com (website)	Mark Holloway admin@tvjobs.com	1	N
85	Collective Talent 1721 Richardson Place, Tampa, FL 33606	Michael Bille (813) 254-9695		Y
86	Geller Media Management Inc. 250 West 57th Street, New York NY 10019	Al Geller (212) 246-1212		N
87	David Crane Agency Inc. 124 Ammons Drive, Raleigh, NC 27615	Steve Swienckowski (919) 870-9121		N
88	N.S. Bienstock Inc. 1740 Broadway, New York, NY 10019	(212) 765-3040		N
89	Talent Dynamics 600 Las Colinas Blvd., Dallas, TX 75201	Sandra Connell (214) 640-3139	2	N
90	Abrams Artists Agency 275 7th Avenue, New York NY 10001	Mark Turner (646) 486-4600		N
	EEO Recruitment List # 2 (positions # 2)			
1	KTVU Website 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227	2	N
2	Cox Career Network Website 6205 Peachtree-Dunwoody, Atlanta, GA 30328	Barbara Harding (678) 645-0113	1	N
3	KICU/KTVU Telephone Job Hotline 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227		N
4	Referral by KICU Employee	(408) 953-3600		N
5	Referral by KTVU Employee	(510) 834-1212	1	N
6	Referral by Cox Employee 6205 Peachtree-Dunwoody, Atlanta, GA 30328	(678) 645-0000 Rosalynne Price		N
7	Experience Unlimited 745 Franklin Street, San Francisco, CA 94102	Blessed Herve (415) 771-1776		Y
8	California Broadcasters Association 915 L Street, Sacramento, CA 95814	Lillie Player (916) 444-2237		N
9	Media Line P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone (800) 237-8073		N
10	Merritt College Workability III (T30C) 12500 Campus Drive, Oakland, CA 94619	Wanda Rajan (510) 531-4911		N
11	Alameda County Youth Development 1651 Adeline Street, Oakland, CA 94607	Michelle Jackson (510) 832-4544		Y
12	Berkeley Graduate School of Journalism 121 North Gate Hall, Berkeley, CA 94720 (& Joan Bieder)	Orville Schell Bill Drummond (510) 642-1716		N
13	Silicon Valley College 6201 San Ignacio Avenue, San Jose, CA 95119	Marty Cummings (408) 360-0840		N

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
14	Connections (women in business) P.O. Box 11277, Santa Rosa, CA 95406	M. Matson (707) 522-9399		Y
15	Oakland Career Center (Private Industry Council) 1212 Broadway, Oakland, CA 94612	M. Deford (510) 768-4400		Y
16	North County Employment Center 271 92nd Street, Daly City, CA 94015	(650) 301-8440		Y
17	San Jose State School of Journalism One Washington Square, San Jose, CA 95192 (and Kenny Blasé)	Bob Rucker Daria Belshe (408) 924-1000		N
18	San Jose State University Career Center One Washington Square, San Jose, CA 95192	(408) 924-5100		N
19	Art Institute of Seattle 2323 Elliott Avenue, Seattle, WA 98121	Jennifer Apple (206) 448-0900		Y
20	Solano Community College 4000 Suisun Valley Road, Suisun, CA 94585	Maile Ornellas (707) 864-7000		N
21	Napa Valley College 2277 Napa Vallejo Highway, Napa, CA 94558	Gary Vann (707) 253-3000		N
22	University of Chico Career Placement Center CSU, Chico, CA 95929-0700	(530) 898-5256		Y
23	Armstrong University Placement 495 10th Street, #210, Oakland, CA 94607	Kathleen McCabe (510) 865-1320		N
24	Peralta Colleges Television 900 Fallon, Oakland, CA 94607	(510) 466-7200		N
25	Mills College Career Center 5000 MacArthur Blvd., Oakland, CA 94613	Kate Dey (510) 430-2069		N
26	Ohlone College 43600 Mission Blvd., Fremont, CA 94539	Gary Kauf (510) 659-6000		N
27	San Francisco State Career Services 1600 Holloway, San Francisco, CA 94132	Citas Deguzman (415) 422-6216		N
28	Merritt College Career Center 12500 Campus Drive, Oakland, CA 94619	(510) 531-4911		N
29	St. Mary's College Career Development Center P.O. Box 3528, Moraga, CA 94575	Ed Tywoniak (925) 631-4000		N
30	Evangel College 1111 No. Glenstone, Springfield, MI 65802	(417) 865-2811		Y
31	Spectrum Community Services 1435 Grove Way, Hayward, CA 94546	Ardyth West (510) 881-0300		Y
32	Bay Area Black Journalists Association 1714 Franklin Street, 100-260, Oakland, CA 94612	(510) 986-9390		N
33	NATAS, Northern California Chapter 4317 Camden Avenue, San Mateo, CA 94403	(650) 341-7786		Y
34	Calvary Baptist Church 4424 Camden Street, Oakland, CA 94619	Pastor Porter Clewis (510) 569-7153		Y
35	California Chicano News Media Association 300 S. Grand Avenue S. 3950, Los Angeles 90071	(213) 437-4408		N
36	San Francisco Vocational Services 814 Mission Street, S. 600 San Francisco, CA	Hank London (415) 512-9500		Y
37	Oakland Chinese Community Council 168 Eleventh Street, Oakland, CA 94607	Denver Yu (510) 839-2022		N
38	Korean Center, Inc. 1362 Post Street, San Francisco, CA 94115	Jiwon Lee (415) 441-1881		N
39	Morrisania West Inc. 205 13th Street, S 3300, San Francisco, CA 94103	Aisha Brown (415) 552-4660		Y

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
40	Mission Language/Vocational School 2929 19th Street, San Francisco, CA 94110	Gustavo Chavarria (415) 648-5220		N
41	La Opinion (NAHJ) 700 S. Flower Street, S3000, Los Angeles 90017	Antonio Rentas (213) 896-2333		Y
42	Vista College Career & Transfer Center 2050 Center Street, Berkeley, CA 94704-1205	Nancy Delaney (510) 981-2800		Y
43	Centro de Servicios 525 H Street, Union City, CA 94587	Maria Vivas (510) 489-4100		N
44	Berkeley Food & Housing Project/Women's Shelter 2140 Dwight Way, Berkeley, CA 94703	Phillis Beltran (510) 649-4965		Y
45	Commission on Status of Women 25 Van Ness Avenue, San Francisco, CA 94102	Bernice Casey (415) 252-2570		N
46	Swords to Plowshares 1060 Howard Street, San Francisco, CA 94103	Maria Olivares (415) 252-4788		N
47	Family Service Agency, Senior Employment 24 Second Avenue, San Mateo, CA 94401	(650) 403-4300		N
48	Services for Brain Injury 2731 N. 1st Street, #100, San Jose, CA 95134	Lynn Linch (408) 295-4119		Y
49	UCP of the Golden Gate (United Cerebral Palsy) 1970 Broadway, Oakland, CA 94612	(510) 832-7430		N
50	Center for Independent Living 2539 Telegraph Avenue, Berkeley, CA 94704	Rowena Gargalicana (510) 841-4776		Y
51	College of Alameda, Disabled Students Center 555 Atlantic, Alameda, CA 94501	attn: Workability (510) 748-2328		N
52	Rubicon Programs 2500 Bissell Avenue, Richmond, CA 94804	Linda Malone (510) 235-1516		N
53	World Institute on Disability 510 Sixteenth Street, Oakland, CA 94612	(510) 763-4100		N
54	Community Vocational Enterprises 1425 Folsom Street, San Francisco, CA 94103	Damon Lew (415) 544-0424		N
55	The ARC San Francisco 1500 Howard Street, San Francisco, CA 94103	Christa Raymond (415) 255-7200		N
56	Job Train 1200 O'Brien Drive, Menlo Park, CA 94025	Jasmine Baluyot (650) 330-6429		Y
57	Port of Oakland 530 Water Street, Oakland, CA 94607	Pamela Bell (510) 627-1100		Y
58	Ctr for Integration & Improvement of Journalism 1600 Holloway, San Francisco, CA 94132	Cristina Azocar (415) 338-2083		N
59	Worklink 785 Market Street, San Francisco, CA 94103	Deirdre Humphrey (415) 979-9520		N
60	CCOC/P 760 Hillsdale Avenue, San Jose, CA 95136	Mr. Chang (408) 723-6400		N
61	DeAnza College Job Placement 21250 Stevens Creek Blvd, Cupertino, CA 95014	Cindy Lister (408) 864-5711		N
62	EDD NOVA email to jobs@novaworks.org	(408) 774-2365		N
63	Evergreen Valley College Job Placement Bank 3095 Yerba Buena Road, San Jose, CA 95121	J. Espinoza (408) 274-7900		N
64	Foothill Community College Career Placement 12345 El Monte Road, Los Altos Hills, CA 94022	(650) 949-7777		N
65	Stanford University, Dept. of Communication Bldg 120, Room 336, Stanford, CA 94305	Kristine Samuelson Henry Breitrose (650) 723-2300		N

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66	Japanese American Citizens League 1255 Post Street, S. 805, San Francisco CA 94105	(415) 345-1075		N
67	Mexican American Community Services Agency 130 N. Jackson Street, San Jose, CA 95116	(408) 928-1122		N
68	N.O.W. 142 George Street, San Jose, CA 95110	(408) 297-4669		N
69	Stanford University, Job Bank McClatchy Hall, Stanford, CA 94305	(650) 723-2300		N
70	East Bay Works Career Center 4071 Port Chicago Highway, Concord CA 94520	Claire Marchiano (925) 671-4500		N
71	WCA 375 South Third Street, San Jose, CA 95112			N
72	West Valley College Career Placement 14000 Fruitvale, Saratoga, CA 95070	Geri Peterson (408) 867-2200		N
73	University of San Francisco, Media Studies 2130 Fulton Street, San Francisco, CA 94117	Steven Runyon John Higgins		N
74	San Jose City College 2100 Moorpark Avenue, San Jose, CA 95128	Lois Lund (408) 298-2181		N
75	Patten University 2433 Coolidge Avenue, Oakland, CA 94613	Sharon Batra (510) 261-8500		N
76	Laney College Communications Dept 900 Fallon Street, Oakland, CA 94607	Carlos McLean (510) 834-5740		N
77	S.F. Public Library 100 Larkin Street, San Francisco, CA 94102	Ed McCray (415) 557-4257		N
78	Art Institute of California 1170 Market Street, San Francisco, CA 94102	Danielle Destefano (415) 865-0198		Y
79	National Arab American Journalists P.O. Box 2717, Orlando Park, IL 60462	Ray Hanania		N
80	National Association of Black Journalists 8701-A Adelphi Road, Adelphi, MD 20783	Tangie Newborn		N
81	National Lesbian & Gay Journalists Association email to dbarre@nlga.org	Azuree Salazar (202) 588-9888		N
82	Native American Journalists Association 395 W. Lindsety, Norman OK 73019-4201	(405) 325-9008		N
83	Internal Posting KICU, 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227		N
84	TV Jobs.com (website)	Mark Holloway admin@tvjobs.com	9	N
85	National Association of Broadcasters (website) Broadcast Career Link/Education Foundation 1771 N Street NW, Washington DC 20036	(202) 429-5361		N
	EEO Recruitment List # 3 (position # 3)			
1	KTVU Website 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227	2	N
2	Cox Career Network Website 6205 Peachtree-Dunwoody, Atlanta, GA 30328	Barbara Harding (678) 645-0113		N
3	KICU/KTVU Telephone Job Hotline 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227		N
4	Referral by KICU Employee	(408) 953-3600		N
5	Referral by KTVU Employee	(510) 834-1212	2	N
6	Referral by Cox Employee 6205 Peachtree-Dunwoody, Atlanta, GA 30328	(678) 645-0000 Rosalynne Price		N

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7	Experience Unlimited 745 Franklin Street, San Francisco, CA 94102	Blessed Herve (415) 771-1776		Y
8	California Broadcasters Association 915 L Street, Sacramento, CA 95814	Lillie Player (916) 444-2237		N
9	Media Line P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone (800) 237-8073		N
10	Merritt College Workability III (T30C) 12500 Campus Drive, Oakland, CA 94619	Wanda Rajan (510) 531-4911		N
11	Alameda County Youth Development 1651 Adeline Street, Oakland, CA 94607	Michelle Jackson (510) 832-4544		Y
12	Berkeley Graduate School of Journalism 121 North Gate Hall, Berkeley, CA 94720 (& Joan Bieder)	Orville Schell Bill Drummond (510) 642-1716		N
13	Silicon Valley College 6201 San Ignacio Avenue, San Jose, CA 95119	Marty Cummings (408) 360-0840		N
14	Connections (women in business) P.O. Box 11277, Santa Rosa, CA 95406	M. Matson (707) 522-9399		Y
15	Oakland Career Center (Private Industry Council) 1212 Broadway, Oakland, CA 94612	M. Deford (510) 768-4400		Y
16	North County Employment Center 271 92nd Street, Daly City, CA 94015	(650) 301-8440		Y
17	San Jose State School of Journalism One Washington Square, San Jose, CA 95192 (and Kenny Blasé)	Bob Rucker Darla Belshe (408) 924-1000		N
18	San Jose State University Career Center One Washington Square, San Jose, CA 95192	(408) 924-5100		N
19	Art Institute of Seattle 2323 Elliott Avenue, Seattle, WA 98121	Jennifer Apple (206) 448-0900		Y
20	Solano Community College 4000 Suisun Valley Road, Suisun, CA 94585	Maile Ornellas (707) 864-7000		N
21	Napa Valley College 2277 Napa Vallejo Highway, Napa, CA 94558	Gary Vann (707) 253-3000		N
22	University of Chico Career Placement Center CSU, Chico, CA 95929-0700	(530) 898-5256		Y
23	Armstrong University Placement 495 10th Street, #210, Oakland, CA 94607	Kathleen McCabe (510) 865-1320		N
24	Peralta Colleges Television 900 Fallon, Oakland, CA 94607	(510) 466-7200		N
25	Mills College Career Center 5000 MacArthur Blvd., Oakland, CA 94613	Kate Dey (510) 430-2069		N
26	Ohlone College 43600 Mission Blvd., Fremont, CA 94539	Gary Kauf (510) 659-6000		N
27	San Francisco State Career Services 1600 Holloway, San Francisco, CA 94132	Citas Deguzman (415) 422-6216		N
28	Merritt College Career Center 12500 Campus Drive, Oakland, CA 94619	(510) 531-4911		N
29	St. Mary's College Career Development Center P.O. Box 3528, Moraga, CA 94575	Ed Tywoniak (925) 631-4000		N
30	Evangel College 1111 No. Glenstone, Springfield, MI 65802	(417) 865-2811		Y
31	Spectrum Community Services 1435 Grove Way, Hayward, CA 94546	Ardyth West (510) 881-0300		Y
32	Bay Area Black Journalists Association			N

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33	1714 Franklin Street, 100-260, Oakland, CA 94612 NATAS, Northern California Chapter	(510) 986-9390		Y
34	4317 Camden Avenue, San Mateo, CA 94403 Calvary Baptist Church	(650) 341-7786 Pastor Porter Clewis		Y
35	4424 Camden Street, Oakland, CA 94619 California Chicano News Media Association	(510) 569-7153		N
36	300 S. Grand Avenue S. 3950, Los Angeles 90071 San Francisco Vocational Services	(213) 437-4408 Hank London		Y
37	814 Mission Street, S. 600 San Francisco, CA Oakland Chinese Community Council	(415) 512-9500 Denver Yu		N
38	168 Eleventh Street, Oakland, CA 94607 Korean Center, Inc.	(510) 839-2022 Jiwon Lee		N
39	1362 Post Street, San Francisco, CA 94115 Morrissania West Inc.	(415) 441-1881 Aisha Brown		Y
40	205 13th Street, S 3300, San Francisco, CA 94103 Mission Language/Vocational School	(415) 552-4660 Gustavo Chavarria		N
41	2929 19th Street, San Francisco, CA 94110 La Opinion (NAHJ)	(415) 648-5220 Antonio Rentas		Y
42	700 S. Flower Street, S3000, Los Angeles 90017 Vista College Career & Transfer Center	(213) 896-2333 Nancy Delaney		Y
43	2050 Center Street, Berkeley, CA 94704-1205 Centro de Servicios	(510) 981-2800 Maria Vivas		N
44	525 H Street, Union City, CA 94587 Berkeley Food & Housing Project/Women's Shelter	(510) 489-4100 Phillis Beltran		Y
45	2140 Dwight Way, Berkeley, CA 94703 Commission on Status of Women	(510) 649-4965 Bernice Casey		N
46	25 Van Ness Avenue, San Francisco, CA 94102 Swords to Plowshares	(415) 252-2570 Maria Olivares		N
47	1060 Howard Street, San Francisco, CA 94103 Family Service Agency, Senior Employment	(415) 252-4788		N
48	24 Second Avenue, San Mateo, CA 94401 Services for Brain Injury	(650) 403-4300 Lynn Linch		Y
49	2731 N. 1st Street, #100, San Jose, CA 95134 UCP of the Golden Gate (United Cerebral Palsy)	(408) 295-4119		N
50	1970 Broadway, Oakland, CA 94612 Center for Independent Living	(510) 832-7430 Rowena Gargalicana		Y
51	2539 Telegraph Avenue, Berkeley, CA 94704 College of Alameda, Disabled Students Center	(510) 841-4776 attn: Workability		N
52	555 Atlantic, Alameda, CA 94501 Rubicon Programs	(510) 748-2328 Linda Malone		N
53	2500 Bissell Avenue, Richmond, CA 94804 World Institute on Disability	(510) 235-1516		N
54	510 Sixteenth Street, Oakland, CA 94612 Community Vocational Enterprises	(510) 763-4100 Damon Lew		N
55	1425 Folsom Street, San Francisco, CA 94103 The ARC San Francisco	(415) 544-0424 Christa Raymond		N
56	1500 Howard Street, San Francisco, CA 94103 Job Train	(415) 255-7200 Jasmine Baluyot		Y
57	1200 O'Brien Drive, Menlo Park, CA 94025 Port of Oakland	(650) 330-6429 Pamela Bell		Y
58	530 Water Street, Oakland, CA 94607 Ctr for Integration & Improvement of Journalism	(510) 627-1100 Cristina Azocar		N
	1600 Holloway, San Francisco, CA 94132	(415) 338-2083		

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
59	Worklink 785 Market Street, San Francisco, CA 94103	Deirdre Humphrey (415) 979-9520		N
60	CCOC/P 760 Hillsdale Avenue, San Jose, CA 95136	Mr. Chang (408) 723-6400		N
61	DeAnza College Job Placement 21250 Stevens Creek Blvd, Cupertino, CA 95014	Cindy Lister (408) 864-5711		N
62	EDD NOVA email to jobs@novaworks.org	(408) 774-2365		N
63	Evergreen Valley College Job Placement Bank 3095 Yerba Buena Road, San Jose, CA 95121	J. Espinoza (408) 274-7900		N
64	Foothill Community College Career Placement 12345 El Monte Road, Los Altos Hills, CA 94022	(650) 949-7777		N
65	Stanford University, Dept. of Communication Bldg 120, Room 336, Stanford, CA 94305	Kristine Samuelson Henry Breitrose (650) 723-2300		N
66	Japanese American Citizens League 1255 Post Street, S. 805, San Francisco CA 94105	(415) 345-1075		N
67	Mexican American Community Services Agency 130 N. Jackson Street, San Jose, CA 95116	(408) 928-1122		N
68	N.O.W. 142 George Street, San Jose, CA 95110	(408) 297-4669		N
69	Stanford University, Job Bank McClatchy Hall, Stanford, CA 94305	(650) 723-2300		N
70	East Bay Works Career Center 4071 Port Chicago Highway, Concord CA 94520	Claire Marchiano (925) 671-4500		N
71	WCA 375 South Third Street, San Jose, CA 95112			N
72	West Valley College Career Placement 14000 Fruitvale, Saratoga, CA 95070	Geri Peterson (408) 867-2200		N
73	University of San Francisco, Media Studies 2130 Fulton Street, San Francisco, CA 94117	Steven Runyon John Higgins		N
74	San Jose City College 2100 Moorpark Avenue, San Jose, CA 95128	Lois Lund (408) 298-2181		N
75	Patten University 2433 Coolidge Avenue, Oakland, CA 94613	Sharon Batra (510) 261-8500		N
76	Laney College Communications Dept 900 Fallon Street, Oakland, CA 94607	Carlos McLean (510) 834-5740		N
77	S.F. Public Library 100 Larkin Street, San Francisco, CA 94102	Ed McCray (415) 557-4257		N
78	Art Institute of California 1170 Market Street, San Francisco, CA 94102	Danielle Destefano (415) 865-0198		Y
79	National Arab American Journalists P.O. Box 2717, Orlando Park, IL 60462	Ray Hanania		N
80	National Association of Black Journalists 8701-A Adelphi Road, Adelphi, MD 20783	Tangie Newborn		N
81	National Lesbian & Gay Journalists Association email to dbarre@nljga.org	Azuree Salazar (202) 588-9888		N
82	Native American Journalists Association 395 W. Lindsety, Norman OK 73019-4201	(405) 325-9008		N
83	Internal Posting KICU, 2 Jack London Square, Oakland, CA 94607	Chris Nohr (510) 874-0227	1	N
84	TV Jobs.com (website) (admin@tvjobs.com)	Mark Holloway		N

**Prong 3 Longer-Term Recruitment Initiatives Implemented from
8/1/08 through 7/31/09**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	8/1/08 - ongoing	College Intern Program	Expose college students to broadcasting environment	Host interns from area colleges who are studying broadcasting for credit hours and experience.	Chris Nohr, HR Manager, Rosy Chu, Community Affairs Director, Ellen Ellery, Intern Coordinator
2	8/1/08 - ongoing	Teaching/ Mentoring	Expose college students and faculty to broadcasting careers and how-to's	Taught Audio Aesthetics and Pro Tolls Fall 2008 & Beginning Video Production Spring 2009 at Laney College and assists them with productions and curriculum	Steve Shlisky, Program Services Editor
3	8/21/2008	Job Training	Expose employees to higher level of skills to enhance job opportunities	Attended Lighting for the Night workshop for News Photographers	Randee Deason, Jacob Jimenez, Jonathan Hawkins, John MacKenzie, Sean Drummond, Paul Fifield, Greg Grinsell, Photographers
4	09/11/08	Job Training	Expose employees to higher level of skills to enhance job opportunities	Trained on Deko system	Deanne Moenster (Design Director), Eric Gross, Rob Wentz, Karen Webb, Rudy Ortega (Designers), Joel Cooper (Chyron), Daniel Garza, Melinda Meza, Brenda Finney (Writers), Terrell Price, Paul Betteron (Prod Assts), Carma Hassan (Desk Asst)
5	10/23/08	Speaker	Expose African Americans to careers in broadcasting	Master of Ceremonies and speaker at Oakland African-American Chamber of Commerce luncheon	Dave Clark, Anchor
6	10/31/08	Speaker	Expose foreign journalists to an American News Operation	Spoke to and hosted a group of Ukranian journalists, including a station tour	Randy Shandobil, Political Reporter, Ed Chapuis, News Director

**Prong 3 Longer-Term Recruitment Initiatives Implemented from
8/1/08 through 7/31/09**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
7	February & July 2009	Training	Expose employees to higher level of skills to enhance job opportunities	NetVX maintenance, Power CD transmitter maintenance training	Dan Hazard & Dan Calaway, Maintenance Engineers
8	2/21/09	Speaker/ Panelist	Expose high school students to careers in broadcasting	Serve on a panel at the Center for Integration and Improvement of Journalism's BoldFaced Journalism Conference	Janice Gin, Associate News Director
9	March- June 2009	Employee Training	Expose employees to higher level of skills to enhance job opportunities	Received Adobe After Effects and Photoshop training through the Bay Area Video Coalition	Deanne Moenster, Design Director
10	04/02/09	Speaker	Expose college students to careers in broadcasting	Spoke to a class of San Francisco State students	Caroline Chang, Program Manager
11	4/13/09 & 4/14/09	Employee Training	Expose employees to higher level of skills to enhance job opportunities	Received After Effects training through the Bay Area Video Coalition	Rob Wentz, Graphic Designer
12	04/18/09	MC & Speaker	Expose high school students to careers in broadcasting	Spoke to students and faculty at Monte Vista High School coach's appreciation night	Joe Fonzi, Sports Anchor
13	04/24/09	MC & Speaker	Expose organization members to careers in broadcasting	MC and speaker at fundraising event for First Place, an organization assisting foster care youth with housing, academics and career opportunities	Rosy Chu, Community Affairs Director
14	05/01/09	Scholarship Donation	Provide scholarships to college journalism students	Donated \$300 to U.C. Berkeley Journalism Department	Janice Gin, Associate News Director
15	05/08/09	Media Day	Expose Oakland Chamber of Commerce members to broadcasting careers	Conducted a tour of the station and spoke to a group as a part of Leadership Oakland's Media Day	Gasia Mikaelian, Anchor, Frank Somerville, Anchor, Ed Chapuis, News Director
16	05/11/09	Speaker	Expose students and school district employees to careers in broadcasting	Spoke at San Ramon Valley School District's Women Athlete of the Year Awards	Joe Fonzi, Sports Anchor
17	05/21/09	MC & Speaker	Expose minorities to broadcasting careers	MC and speaker at fundraising event for Asian Americans for Community Involvement	Robert Handa, Reporter

**Prong 3 Longer-Term Recruitment Initiatives Implemented from
8/1/08 through 7/31/09**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
18	05/30/09	Job Fair & Summit Partner & Participant	Through the Community Presbyterian Church Job Connections, community outreach, expose the public, especially the unemployed to careers in broadcasting, especially broadcast sales	KTVU was a partner for the Job Connections Job Fair which included a KTVU booth at the fair, posting the event on our on-air "community calendar" and running PSA's for over 2 weeks prior to the event. Registered attendees increased from 1100 to 1650 as a result of our involvement	Tom Raponi, Director of Sales
19	06/12/09	Speaker	Expose elementary students to broadcasting careers	Spoke to and gave a tour to a 3rd grade class from Civicorps Elementary School	Paul Chambers, Reporter
20	06/29/09	Scholarship Donation	Provide scholarships to incoming high school students	Donated tickets to local sporting events and several logo apparel items to Moreau High School Annual Brother Gary Stone Golf Tournament auction to assist students who demonstrate superior academic potential	Chris Nohr, Human Resources Manager
21	06/30/09	Speaker and Tour	Expose high school students to careers in broadcasting	Gave tour and spoke to a group of high school students through the Port of Oakland internship program	Ed Chapuis, News Director
22	07/19/09	Speaker	Expose students to careers in broadcasting	Gave tour and spoke to a group of Spanish exchange students	Tori Campbell, Anchor
23	07/22/09	Scholarship Donation	Provide scholarships to graduating high school students	Donate \$500 to the Marcus Foster Institute Scholarship Fund	Rosy Chu, Community Affairs Director
24	07/22/09	Management EEO Training	Train management in appropriate EEO recruitment and hiring practices	Participated in on-line webinar regarding EEO policies and practices	Adina Pasto, Controller, Chris Nohr, Human Resources Manager