

KEYT-TV, KSBB-CD & KKFX-CA

EEO Public File Report – 2018

Annual EEO Public File Report 2018

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, 2017](#) to and including [July 31, 2018](#) (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, 2017](#) to [July 31, 2018](#)

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 08/07/2017	Indeed.com Outreach	4
2	Account Executive 08/31/2017	Referral	7
3	Account Executive 09/20/2017	Indeed.com	4
4	Investigative Producer/MMJ 11/13/2017	KEYT.com	6
5	Producer 12/04/2017	TVJobs.com	13
6	Bilingual Multi-Media Journalist 03/05/2018	Referral	12
7	Newscast Director 03/05/2018	Rehire	3
8	Videographer 03/15/2018	Promotion	8
9	Account Executive 05/30/2018	Indeed.com	6
10	Producer 06/27/2018	KEYT.com	17
11	MMJ/Weekend Sports 07/17/2018	KEYT.com	16

Total Number of Persons Interviewed During Applicable Period: 96

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Appendix 2

Covering the Period from [August 1, 2017](#) to [July 31, 2018](#)

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/Rehire. 730 Miramonte Drive Santa Barbara, CA 93109	20	No	1, 2, 4, 5, 6, 7, 8, 10, 11.
B	TVJOBS.COM Broadcast Employment Services PO BOX 4116 Oceanside, CA 92052 (760) 754-8177 admin@tjjobs.com Attention: Mark Holloway	3	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11.
C	KEYT.com / NPGCO.com 730 Miramonte Drive Santa Barbara, CA 93109 (805) 882-3933	56	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11.
D	Craigslist.com (Paid Source) 1381 9 th Avenue San Francisco, CA 94122 webmaster@craigslist.com (415) 504-6394	0	No	1, 2, 3, 9.
E	EEO Recruitment Active Source List (see attached) All addresses listed after FCC statement	0	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11.
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.
G	UCSB Gaucho Link UCSB Building 599 Santa Barbara, CA 93106-7140 (805) 893-4412	1	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11.
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	0	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10.
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.

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.
L	Pepperdine University 24255 Pacific Coast Highway, Malibu, CA 90263 (310)506-4000 www.pepperdine.edu	0	No	4, 6, 7, 8, 10, 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.
N	Indeed.com (Paid Source) 1800-462-5842	16	No	1, 2, 3, 9.
O	YourCBA.com	0	No	1, 4, 5, 6, 7, 8, 9, 10, 11.
P	ClassifiedAds.com	0	No	2, 3.
Q	California Polytechnic State University San Luis Obispo, CA 93407 805-756-1111 calpoly.edu	0	No	4, 5, 6, 7, 8, 10, 11.
R	Santa Clara University 500 El Camino Real, Santa Clara, CA 95053 408-554-4000 scu.edu	0	No	4, 5, 6, 7, 8, 10, 11.
S	Westmont College 955 La Paz Road, Santa Barbara, CA 93108 805-565-6000 westmont.edu	0	No	4, 5, 6, 7, 8, 10, 11.
T	SLOJobs.com (Paid Source)	0	No	2, 3.

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

Note: None of the above listed recruiting sources referred candidates during period, and none have requested notification of job vacancies.

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Appendix 3

Covering the Period from [August 1, 2017](#) to [July 31, 2018](#)

Station Comprising Station Employment Unit: KEYT, KSBB, KKFX

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: (#5)

KEYT has always been involved in helping members of the community achieve their educational goals. 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 one student from Westmont College during Summer 2017 and one student from University of California, Los Angeles during Summer 2017, one student from Pepperdine University during summer 2018 and one student from University of California, Santa Barbara during summer 2018. Our former interns have had great success in being hired to full-time positions throughout our stations and other stations around the country. Like with all potential hires, they must go through the usual EEO wide recruiting procedures.

2. EEO Training: (#14)

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 September 2017, Sandra Sigala, Account Executive, attended a job fair in Santa Maria, CA. She spoke to many attendees and members of the public about job opportunities and her own career in broadcast sales. (#1)

In September 2017, Alan Rose, Chief Meteorologist, gave a weather presentation to students at The Knox School. He engaged with the students by discussing weather, education and importance of educational requirements, as well as his career as a television meteorologist.

In October 2017, Oscar Flores, Digital Content, and Claire Flores, Assignment Desk, spoke to students at La Cumbre School. They spoke about their jobs at KEYT, and taught some newsgathering skills for the students' upcoming video projects. They answered the students' questions and gave tips on educational paths and career opportunities in the broadcast news industry. (#10)

In October 2017, Mark Danielson, General Manager, conducted a station tour for the LVMS Computer and Video Class. He met with 25 of LVMS students and showed them a presentation on the market and our company. They discussed future career opportunities and he showed the students a LIVE newscast. (#10)

In October 2017, Alan Rose, Chief Meteorologist, hosted a student from the Harding School Charity Auction. The student spent several hours with Alan as they worked on weather graphics and pre-taped a weather forecast that aired during the evening news. Alan shared his personal experiences and information about job opportunities in the broadcast industry. (#10)

In October 2017, Dave Alley, Community Affairs/Reporter, attended The YMCA Chairman's Dinner. He spoke to attendees about NPG of CA's mission, work, and job opportunities. (#4)

In November 2017, Oscar Flores, Digital Content, attended a career panel as a guest speaker at UCSB. He spoke to students about career choices and answered questions about jobs in the broadcast industry field. (#10)

In November 2017, Alan Rose, Chief Meteorologist, spoke at Carpenteria School. He discussed with students his background, the importance of education, and his career path in broadcast news. (#10)

In November 2017, Dave Alley, Community Affairs/Reporter, participated in the KCOY Turkey Drive. He met members of the community, spoke to them about the stations work in the community. And answered questions about job opportunities. (#4)

In December 2017, Oscar Flores, Digital Content, Claire Flores, Assignment Desk, Ryder Christ, Digital Content, Vicky Nguyen, MMJ, attended the APTRA Academy as mentors, teaching aspiring journalists techniques and essential skills for the field of broadcast journalism. (#4)

In January 2018, Mark Danielson, General Manager, conducted a station tour for two students from CalPoly. One student is the broadcast news director for the Mustang News at CalPoly. They discussed internship opportunities, and he presented them with information on the market and the organization. (#10)

In January 2018, Alan Rose, Chief Meteorologist, attended Operation Sierra Storm Climate & Weather Conference. Talks included, Climatology and weather, historic California draught, and the state's snow pack, water conservation efforts, El Nino outlook and job opportunities in the field and in our market. (#4)

In February 2018, Oscar Flores, Digital Content, and Alex Biston, MMJ, attended an SBCC video production class as guest speakers. They spoke to students about their careers and daily job duties in broadcast news gathering. They also spoke about skills needed, and educational and career path requirements. They then opened the talk to the students' questions. (#10)

In February 2018, Alan Rose, Chief Meteorologist, spoke at Mountain View School. He was a special guest at a rally in advance of an athletic event. He was able to explain to students the details of a contest winner coming to the station and shadowing him for a day. He spoke about the job, and the path that he took to the meteorology career he now has. (#10)

In February 2018, Dave Alley, Community Affairs/Reporter, Emceed the Santa Barbara County Cardiac Arrest Survivor Celebration. During the event, he had to opportunity to speak to attendees about work experience requirements and job openings at the stations. (#4)

In February 2018, Alan Rose, Chief Meteorologist, spoke at Peabody School. He spoke to students about the weather, educational paths, and his own career in television meteorology. (#10)

In February 2018, Sandra Sigala, Account Executive, attended the Principal for the Day event at Santa Maria Elks. She spoke to attendees about the broadcast sales industry, as well as, educational requirements and job opportunities with the stations. (#10)

In February 2018, Alan Rose, Chief Meteorologist, spoke to students at Harding School. He gave a presentation focused on the type of weather patterns that we see in California, and also spoke about his career in broadcasting and meteorology. In addition, He covered recent local wildfire and flooding disasters. Students then had the chance to ask questions and discuss career opportunities. (#10)

In February 2018, Dave Alley, Community Affairs/Reporter, spoke at the Orcutt Academy Career Day. He spoke to students about educational requirements, career requirements, and work experiences in the broadcast industry. (#10)

In February 2018, Alan Rose, Chief Meteorologist, attended the Meteorology and Climate Science Workshop at University of California, Santa Barbara. Members of the media, UCSB professors and National Weather Service staff all came together for a seminar assessing the meteorological events leading to the Montecito landslides and flooding. He was also about to talk to attendees about jobs in the industry and his own career in broadcasting and meteorology. (#4)

In March 2018, Alan Rose, Chief Meteorologist, attended career day at La Cumbre School. He discussed with students, his background, his educational path, and his career as a television meteorologist. (#10)

In March 2018, Jim Lemon, News Director, traveled to Phoenix, AZ where other members of NPG were participating in a recruitment trip to Arizona State University – The Walter Cronkite School of Journalism. Jim was able to discuss the field of broadcast news and careers in the field with many students. He gave many one-on-one interviews and critiqued resumes and reels. (#10)

In March 2018, Alan Rose, Chief Meteorologist, gave a weather talk to students at Laguna Blanca School. He spoke to students about weather, the recent Thomas Fire, Montecito mudslides, weather forecasting, and his career in broadcasting and meteorology. (#10)

In March 2018, Ron Keller, Assistant News Director, visited and lectured at a broadcast producer class at USC's Annenberg School. He spoke to students about careers paths in journalism, educational requirements, and his own experiences in broadcast news. (#10)

In March 2018, Alan Rose, Chief Meteorologist, gave a weather talk to students at Summerland School. He spoke about weather, the recent Thomas Fire and Montecito mudslide, weather forecasting, and his career in broadcast meteorology. (#10)

In March 2018, Alan Rose, Chief Meteorologist, hosted a mentoring session for a Westmont College student at the station. A graduating senior joined Alan for a few hours to learn more about a career in broadcast meteorology. He learned from Alan the process behind building a weathercast for television and watched the newscast live from the studio. Alan answered his questions and talked about his educational path as well. (#10)

In March 2018, Alan Rose, Chief Meteorologist, mentored a student from Westmont College. The student learned the process behind building a forecast, and this time, was able to assist in graphics production and digital content efforts. (#10)

In April 2018, Dave Alley, Community Affairs/Reporter, attended the CALM Ladies Get Loud Dinner. He spoke to attendees about job opportunities, educational requirements, women's roles in the industry, and his own career experiences in the television news industry. (#4)

In April 2018, Alan Rose, Chief Meteorologist, spoke to students at Washington School. He spoke about the weather, his educational path, and his career as a weatherman. (#10)

In April 2018, Alan Rose, Chief Meteorologist, hosted a student from Roosevelt School's auction, as a weather helper. The student spent several hours with Alan touring the station, building weather graphics, and lastly pre-taping a weather forecast that aired during the news. (#10)

In April 2018, Jim Lemon, News Director, took part in the Women in Communications monthly meeting. He took part in the panel of news managers discussing the pros and cons of online comments in news stories. A columnist led the discussion, then they took questions from the audience. Jim met with attendees and discussed the industry, educational requirements, and job opportunities. (#4)

In April 2018, Alan Rose, Chief Meteorologist, hosted a mentoring session for a Westmont College student. In this final mentoring session, they continued to build on prior sessions with forecasting and producing graphics for the newscast. The student was also in front of the weather wall to record some practice weather segments. (#10)

In April 2018, Mark Danielson, General Manager, met with the Santa Barbara School Superintendent. They discussed coordinating with the district to develop educational opportunities, station tours, and possible internships with students interested in pursuing degrees or jobs in the broadcast/media industry. (#10)

In April 2018, Alan Rose, Chief Meteorologist, spoke at Mountain View School. He spoke to students about the weather, the recent Thomas Fire and Montecito mudslides, the importance of educational requirements, and his career as a weatherman. (#10)

In April 2018, Dave Alley, Community Affairs/Reporter, acted as a judge for the Arroyo Grande Orchid Show. He spoke with many members of the public about job opportunities, and career paths in television news. (#4)

In April 2018, Alan Rose, Chief Meteorologist, hosted the winner of the Santa Barbara Teen Sing auction. The student came to the station to shadow Alan for the day. They worked together on weather graphics and pre-taped a weather forecast that aired on the evening news. (#4)

In April 2018, Ron Keller, Assistant News Director, visited a class of communications students as part of a job fair at UCSB. He spoke to students about job opportunities, career paths, and interview techniques in broadcast news. (#10)

In April 2018, Mark Danielson, General Manager, was part of a panel discussion at Westmont College called "Caring for Communities in Crisis" among the topics, how media handles disasters like the Thomas Fire and Montecito Mudslide. He presented information about our company and discussed internship and career opportunities. (#10)

In April 2018, Alan Rose, Chief Meteorologist, was a guest speaker at Rio Vista School. He discussed with students his educational and career backgrounds, as well as opportunities in the broadcasting and meteorology industries. (#10)

In April 2018, Dave Alley, Community Affairs/Reporter, spoke at the Nipomo School Career Day. He spoke to students about his educational background, career path, and opportunities in the broadcast field. (#10)

In April 2018, Alan Rose, Chief Meteorologist, spoke to students at Garden Street Academy. He spoke to students about the recent Thomas Fire and Montecito Mudslides and Flooding, California weather patterns, and his career as a television meteorologist. (#10)

In April 2018, Todd Graham, Operations Director, gave a tour to students from the Granada Theatre Workshop. During the tour, he spoke to them about careers in a television station, what job responsibilities were assigned to different employees, and how to get started in broadcast news. (#4)

In May 2018, Alan Rose, Chief Meteorologist, hosted the winner of the Dream Foundation Charity Auction. The student spent several hours with Alan as they worked on weather graphics and pre-taped a weather forecast that aired on the evening news. (#4)

In May 2018, Dave Alley, Community Affairs/Reporter, spoke at the Arellanes School Career Day. He talked to students about educational paths, career opportunities and his own past in television broadcasting. (#10)

In May 2018, Alan Rose, Chief Meteorologist, hosted the winner of the Mountain View School Charity Auction. The student spent several hours with Alan as they worked on weather graphics and pre-taped a weather forecast that aired during the evening news. (#10)

In May 2018, Dave Alley, Community Affairs/Reporter, attended the Dana School STEAM expo. He met and spoke with many members of the public about educational requirements, and job opportunities in the broadcast television industry. (#10)

In June 2018, Alan Rose, Chief Meteorologist, hosted the winner of the Harding School Charity Auction. This student worked with Alan during the day to help build weather graphics and pre-tape a forecast that aired on the evening news. (#10)

In June 2018, Claire Flores, Assignment Desk, and Oscar Flores, Digital Content, accommodated 3 UCSB students for shadow days in the newsroom. They spent time at the desk and learned many aspects of the newsroom operation. They gave advice on educational requirements, skills needed and career opportunities. (#10)

In June 2018, Alan Rose, Chief Meteorologist, spoke to attendees at the Santa Barbara Newcomers & Graduates. He discussed his background with nearly 100 attendees, Santa Barbara weather patterns, the recent Thomas Fire and Montecito mudslides, the California Drought/El Nino, and his own career in television news. (#4)

In June 2018, Ryder Christ, Digital Content, spoke to students at Saint Francis School. He spoke to students in the television program about broadcasting and news gathering. He answered questions and gave advice on educational and career paths in the field. (#10)

In June 2018, Alan Rose, Chief Meteorologist, spoke at the Museum of Natural History. He spoke to students about the weather, the recent Thomas Fire, weather forecasting and his educational background and career in broadcasting and meteorology. (#4)

In June 2018, Claire Flores, Assignment Desk, and Oscar Flores, Digital Content, spoke to students at UCSB about TV news journalism at their Media Career event. They spoke to students about education requirements, career paths, and skills needed in the broadcast news field. (#10)

In June 2018, Sandra Sigala, Account Executive, spoke with students at Allan Hancock College. She spoke to students about educational requirements, her educational background, and career opportunities in broadcast sales. (#10)

In July 2018, Mark Danielson, General Manager, gave a presentation and station tour to the staff of the University of California, Santa Barbara Career Counseling Center. They spoke about job opportunities in the broadcast industry as well as ways to make our job opportunities visible to the students of UCSB. (#10)

Throughout the period, Sandra Sigala, Account Executive, represented the stations as an Ambassador to the Santa Maria Valley Chamber of Commerce Visitors and Convention Bureau. (#4)

Throughout the period, Alan Rose, Chief Meteorologist, had numerous conversations with viewers regarding seasonal weather patterns, the drought, recent winter rains, working at KEYT/KKFX, and employment opportunities with the stations. He also talked to some employees over the course of the past year about pursuing career opportunities in the broadcast news field and career advancement.

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. (#4)

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. (#4)

Throughout the period, 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. (#4)

Throughout the period, 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. (#4)

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)

4. Job Bank & Internet Program Participation: (#6)

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).

Throughout the period, Ron Keller, Assistant News Director, gave feedback to several (3-4) aspiring MMJs and potential producer candidates via LinkedIn and Facebook.

