

WLS-TV ANNUAL EEO PUBLIC FILE REPORT, AUGUST 1, 2004

This Annual EEO Public File Report is filed on behalf of WLS-TV (the "Station") in compliance with the FCC's EEO reporting requirements.

This report includes information from July 11, 2003 through July 15, 2004, and will be placed in the Station's public files and on the Station's website as of August 1, 2004.

General Policy

WLS-TV has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender, marital status, religion, age, national origin or citizenship status, disability, sexual orientation, status as a Vietnam era or special disabled veteran, or any other protected characteristic as established by law.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is WLS-TV's policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

WLS-TV is engaged in a continual effort to evaluate the effectiveness of its EEO outreach and recruitment program and to improve and refine it as needed by monitoring the responses that are received and ensuring that the interviewing pool for the positions it fills includes a large number of qualified applicants from diverse sources. WLS-TV continually modifies and regularly expands its recruitment program as needed to fulfill these goals.

Responsibility

Emily Barr, President and General Manager of WLS-TV, is in charge of the implementation and administration of the Equal Opportunity Programs and the accuracy of the information in this report.

Job Vacancy Information

WLS-TV is an equal opportunity employer that is committed to meeting and surpassing the Station's EEO information dissemination obligations. Notices of all full-time job vacancies are posted with several sources including minority and women's organizations and professional groups that have asked for such notification or that the Station believes could be useful referral sources. Notices are posted on a website of the Walt Disney Company and also sent to the ABC Corporate Job Listing, which in turn is sent to approximately 100 schools and organizations, national and local minority and professional organizations and, where appropriate, websites, schools and periodicals. See *Attachment A*, the Station's Recruitment Source List, for names, addresses, contact names and numbers of the organizations to which the Station directly sends notices of job openings. See *Attachment B* for the ABC Corporate distribution list. In addition, all full-time job openings are posted on the Station's website. Since December of 2003 the Station sent notices of all full-time job openings to the Illinois Broadcasters Association for posting in their job bank newsletter. Some jobs are also advertised in publications calculated to reach a variety of other qualified applicants. The Station will continue to actively seek out new recruitment sources to ensure that word of all job openings is distributed to a broad pool of potential applicants.

Supplemental Recruitment Measures

(A) Internship program: WLS-TV is continuing to offer internships during each autumn, spring and summer to college and university students (including women and minorities). An internship generally lasts 12-15 weeks, with each student working about 20 hours per week for school credit. To recruit college interns, our Internship Coordinator goes to several colleges and works directly with the Internship Directors at each school. Information about the internship program is also posted under the "Job Listings" section on the Station's website.

Those who have successfully completed the Station internship program have often received full-time paid positions in broadcasting after graduation. By way of example, one of the Station's former interns became a General Assignment Reporter at a television station in Texas. Two other interns became employed by ABC-TV as Account Executives, one for WLS-TV Local Sales and the other for the ABC National TV Sales division. Another former intern is currently employed by ABC-TV as a Sales Assistant in Network Sales.

In 2004, two former interns were hired as freelance employees by WLS-TV, one in Programming and one in Accounting. A former intern was also hired as a staff Sales Assistant in the Sales Department.

See *Attachment D* for a description of internship opportunities and a list of the schools the interns attend.

(B) Job Fairs: In August of 2003, the Station hosted a booth at the NABJ (National Association of Black Journalists) Convention. The Station's News Director, Jennifer Graves and Executive Producer, Anthony Shute, both of whom have hiring responsibilities, attended and collected resumes of potential job applicants.

In August of 2003, the Station attended the AAJA (Asian American Journalists) Convention. Executive Producer, Wilson Toy, who has hiring responsibilities, attended and collected resumes of potential job applicants.

(C) Career Days:

Over the past year, some of the Station's News and Programming on-air talent have given career-oriented talks at the following schools:

Cheryl Burton

Collins High School – January, 2004

Janet Davies

Murphy Elementary – June, 2004

John Garcia

Ferdinand Peck – June, 2004

Alan Krashesky

Lincoln Junior High School – March, 2004

Jim Rose

Wendy's High School – April, 2004

Athletes for Christ – May, 2004

Vandenberg Elementary – May, 2004

South Shore High School – May, 2004

Phil Schwarz

Maine West High School – October, 2003

Southeast Elementary – December, 2003

Ranchview Elementary – December, 2003

Barrington Elementary – March, 2004

Sarah Adams School – March, 2004

Woodland Elementary – March, 2004

Roz Varon

McArthur Elementary – April, 2004

(D) Job Bank Newsletter:

Starting in December of 2003 the Station sent notices of all job vacancies to the Illinois Broadcasters Association (IBA), for posting in their job bank newsletter. The IBA has a broad-based membership that includes women and minorities.

Positions Filled

During the reporting period (July 11, 2003 through July 15, 2004), WLS-TV filled twenty full-time job vacancies. Announcements of the jobs were sent to the organizations and web sites listed on *Attachments A and B*. Some of the jobs were also advertised in various outlets as indicated on *Attachment C*.

See *Attachment C* for information about the results of those recruitment initiatives.

Efforts to Improve Mailing List

Information about every full-time job vacancy at WLS-TV is sent to the organizations and web sites listed on *Attachments A and B*. An ad is placed on the Station's website requesting that organizations interested in being added to our mailing list contact us. The station will regularly assess and improve recruitment methods and sources by analyzing their effectiveness and making any necessary changes.

ATTACHMENT A
WLS-TV RECRUITMENT SOURCE LIST

For the Entire Period 07/11/03 – 07/15/04
(except when “other effective date” is noted)

ABC Corporate Job Listing – See Attachment B

AAJA (Asian American Journalists Association) - 1182 Market Street - Suite 320
San Francisco, California 94102

Contact Job Postings – Phone (415) 346-2051 – Fax (415) 346-6343

E-mail post@aja.org

Effective 10/06/03

Chicago Urban League -220 South State Street - 11th Floor -Chicago, Illinois 60604

Contact Ted Russell - Phone (312) 692-0766 - Fax (312) 692-0769

E-mail trussel2@culchicago.org

Harold Washington College - 30 East Lake - Chicago, Illinois 60601

Contact Ollie Horan – Phone (312) 553-5667 – Fax (312) 553-3130

Illinois Broadcasters Association – 300 North Pershing Street – Energy, IL 62933

Contact Debbie David – Phone (618) 942-2139– Fax (618) 988-9056

E-mail ilbrdcst@neondsl.com

Effective 12/16/03

Illinois Department of Human Services - 401 South Clinton Street - Chicago, Illinois
60607

Contact Job Board – Phone (312) 814-4392 – Fax (312) 814-2378

E-mail DHSD3232@dhs.state.il.us

Effective 11/12/03

Latino Council on Media - 2011 West Pershing Road - Chicago, Illinois 60609

Contact Mary Gonzalez Koenig – Phone (773) 247-1778 – Fax (773) 247-3924

E-mail marygkoenig@scs-usa.org

NAACP - 800 East 78th Street - Chicago, Illinois 60619

Contact Rev. James Demus – Phone (773) 487-9600 – Fax (773) 487-9633

NABJ (National Association of Black Journalists) - 8701A Adelphi Road - Adelphi, MD
20783

Contact Warren Paul – Phone (301) 445-7100 - Fax (301) 445-7101

Website www.nabj.org

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NABJ Chicago - 190 North State – 11th Floor - Chicago, Illinois 60601
Contact Marsha Eaglin – Phone (312) 750-7704 – Fax (312) 750-7701
E-mail secretary@nabjchicago.org
Effective 10/06/03

NAHJ (National Association of Hispanic Journalists) - 1000 National Press Building
Washington, DC 20045
Contact Job Bank Coordinator – Phone (202) 662-7145
E-mail jobbank@nahj.org

NLGJA (National Lesbian & Gay Journalists Association) - 1420 K Street, NW
Suite 910 - Washington, DC 20005
Contact L. Spencer – Phone (202) 588-9888 – Fax (202) 588-1818
E-mail lspencer@nlgja.org
Effective 10/06/03

Operation PUSH, Inc. - 930 East 50th Street - Chicago, Illinois 60615
Contact Marnie Trotter - Phone (773) 373-3366 - Fax (773) 373-3571

School of the Art Institute of Chicago - 37 South Wabash Avenue - Chicago, Illinois
60603
Contact Career Development Office – Phone (312) 899-5103 – Fax (312) 899-9031
E-mail careers@artic.edu
Effective 10/06/03

Spanish Coalition for Jobs - 2011 West Pershing Road - Chicago, Illinois 60609
Contact Sandra Luna – Phone (773) 247-0707 – Fax (773) 247-4975

Television Bureau of Advertising - 3 East 54th Street - New York, NY 10022
Contact Job Bank Coordinator – Phone (212) 486-1111 – Fax (212) 935-5631

United Cerebral Palsy Association - 160 North Wacker Drive - Chicago, Illinois 60606
Contact Angela Welch – Phone (312) 368-0380 – Fax (312) 853-1839
E-mail awelch@ucpnet.org

Westside Business Improvement - 5425 West Madison - Chicago, Illinois 60644
Contact Kimberly Richardson – Phone (773) 921-0166 – Fax (773) 921-0935

Women Employed - 111 North Wabash - Suite 1300 - Chicago, Illinois 60602
Contact Maritza Gonzalez – Phone (312) 782-3902 – Fax (312) 782-5249
E-mail info@womenemployed.org

Youth Job Center of Evanston - 1114 Church Street - Evanston, Illinois 60201
Contact James Sibley – Phone (847) 864-5650 – Fax (847) 864-3098

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WLS-TV Website
www.abc7chicago.com

ORGANIZATIONS REQUESTING NOTIFICATION

Hull House Association - LeClaire-Hearst Community Center - 4340 South Lamon
Chicago, Illinois 60638
Contact Samantha Miller – Phone (773) 767-1516 – Fax (773) 767-6398

Joint Civic Committee of Italian Americans - 500 North Michigan Avenue - Suite 536
Chicago, Illinois 60611
Contact Mario Avignone – Phone (312) 828-0010 – Fax (312) 828-9155
Website www.jccia.com

TVJobs.Com - P.O. Box 4116 - Oceanside, CA 92052
Contact Mark Holloway – Phone (760) 754-8177 – Fax (760) 754-2115
Website www.tvjobs.com/postjobs
Effective 07/14/04

ATTACHMENT C

POSITIONS FILLED BETWEEN 07/11/03 - 07/15/04

Listed below are the positions filled at WLS-TV between 07/11/03 and 07/15/04 and the sources of interviewed applicants.

Assistant to the Business Manager, News Department

Date position was open: 07/23/03

Date position was filled: 08/20/03

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Four applicants from the ABC7 Website, one word of mouth, one unsolicited resume and one in-house temporary employee. The candidate hired was the in-house temporary employee.

Desk Assistant, News Department

Date position was open: 06/16/03

Date position was filled: 08/26/03

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 Website, two employee referrals and one in-house temporary employee. The candidate hired was the in-house temporary employee.

Account Executive, Sales Department

Date position was open: 02/05/03

Date position was filled: 09/24/03

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Fourteen people were interviewed. Referral sources of the candidates interviewed were as follows: Four applicants from employee referrals and ten industry colleague referrals. The referral source for the candidate hired was an industry colleague referral.

Morning Show Producer, News Department

Date position was open: 06/23/03

Date position was filled: 10/23/03

The Station posted the position on the ABC7 website, the ABC Corporate Job Listing and Broadcast & Cable magazine. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 Website, three from ad in Broadcast & Cable magazine, four from the AAJA Job Fair and one from the ABC Corporate Job Listing. The referral source for the candidate hired was the ABC Corporate Job Listing.

Newswriter/Producer, News Department

Date position was open: 04/22/03

Date position was filled: 11/10/03

The Station posted the position on the ABC7 website, the ABC Corporate Job Listing, Electronic Media, Broadcast & Cable and Television Week magazines. The Station also faxed/emailed the job posting to the organizations listed on Attachment A. Sixteen people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from an employment agency, two from the ABC Corporate Job Listing, one word of mouth, one from the NABJ Job Fair, four from ads in Electronic Media, Broadcasting & Cable and Television Week magazines, one in-house freelance employee, one former intern, and five employee referrals. The referral source for the candidate hired was an employee referral.

News Non-Linear Editor & Media Supervisor, News Department

Date position was open: 10/06/03

Date position was filled: 11/03/03

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant was an in-house Vacation Relief employee and four in-house freelance employees. The candidate hired was an in-house freelance employee.

News Non-Linear Editor & Media Supervisor, News Department

Date position was open: 10/06/03

Date position was filled: 11/03/03

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant was an in-house Vacation Relief employee and four in-house freelance employees. The candidate hired was the in-house Vacation Relief employee.

News Researcher, News Department

Date position was open: 04/22/03

Date position was filled: 11/11/03

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 Website, one industry colleague referral, one employee referral and one from the Spanish Coalition for Jobs organization (one of our Recruitment Sources). The referral source for the candidate hired was the Spanish Coalition for Jobs organization.

Research Analyst, Research Department

Date position was open: 11/11/03

Date position was filled: 01/13/04

The Station posted the position on the ABC7 website, the ABC Corporate Job Listing, Broadcast & Cable and Television Week magazines. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from advertisements in Broadcast & Cable magazine and Television Week, one former intern and three employee referrals. The referral source for the candidate hired was an employee referral.

News Non-Linear Editor & Media Supervisor, News Department

Date position was open: 11/10/03

Date position was filled: 01/22/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 Website, three in-house Vacation Relief employees and three in-house freelance employees. The candidate hired was an in-house freelance employee.

Technical Maintenance, Engineering Department

Date position was open: 12/15/03

Date position was filled: 01/31/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 Website, two word of mouth and two in-house Vacation Relief employees. The candidate hired was an in-house Vacation Relief employee.

Photographer/Editor/Live Shot Tech, News Department

Date position was open: 01/20/04

Date position was filled: 02/04/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: Four applicants from word of mouth, three in-house freelance employees and six in-house Vacation Relief employees. The candidate hired was an in-house Vacation Relief employee.

Sports Producer, News Department

Date position was open: 02/19/04

Date position was filled: 04/17/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 Website and four employee referrals. The referral source for the candidate hired was an employee referral.

Sales Assistant, Sales Department

Date position was open: 03/17/04

Date position was filled: 04/30/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Twenty-five people were interviewed. Referral sources of the candidates interviewed were as follows: Seven applicants from the ABC7 Website, six industry colleague referrals, one from the ABC Corporate Job Listing and eleven employee referrals. The referral source for the candidate hired was an employee referral.

Vice President & General Sales Manager, Sales Department

Date position was open: 04/01/04

Date position was filled: 05/11/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: Six applicants from industry colleague referrals, one employee referral, one former employee and four in-house staff employees. The candidate hired was an in-house staff employee.

Special Projects Producer, News Department

Date position was open: 02/24/04

Date position was filled: 05/14/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from an employee referral, one in-house Vacation Relief employee, three in-house Staff employees and one from the ABC Corporate Job Listing. The referral source for the candidate hired was the ABC Corporate Job Listing.

Sales Assistant, Sales Department

Date position was open: 03/17/04

Date position was filled: 05/19/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Twenty-five people were interviewed. Referral sources of the candidates interviewed were as follows: Seven applicants from the ABC7 Website, six industry colleague referrals, one from the ABC Corporate Job Listing and eleven employee referrals. The referral source for the candidate hired was an employee referral. The hired applicant was a former Station intern.

Marketing/New Business Account Executive, Sales Department

Date position was open: 04/14/04

Date position was filled: 06/07/04

The Station posted the position on the ABC7 website, the ABC Corporate Job Listing and "Spots & Dots" trade publication. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: Seven applicants from employee referrals, two from the ABC7 website, one from "Spots & Dots" trade publication, one former employee and two industry colleague referrals. The referral source for the candidate hired was an industry colleague referral.

Senior Designer, Graphics Department

Date position was open: 12/31/02

Date position was filled: 06/21/04

The Station posted the position on the ABC7 website, the ABC Corporate Job Listing, the BDA (Broadcast Design Association) website, the Promax & BDA Boards job bank and the EmmyOnline job bank. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Twenty-one people were interviewed. Referral sources of the candidates interviewed were as follows: Seven applicants from the ABC7 Website, eight from the BDA (Broadcast Design Association) website, three employee referrals, two in-house staff employees and one from ad that was placed on the Promax & BDA Boards and the EmmyOnline job bank. The candidate hired was an in-house staff employee.

Sales Manager, Sales Department

Date position was open: 05/14/04

Date position was filled: 07/09/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 Website, one former employee, three industry colleague referrals, three in-house staff employees, one employee referral, one from the ABC Corporate Job Listing and three current, ABC National TV Sales employees. The candidate hired was an ABC National TV Sales employee. Prior to working for National Sales, the hired candidate was a former Station intern.

ATTACHMENT D
INTERNS

Following is a description of internship opportunities at WLS-TV and a list of the schools the interns attend.

NEWS DEPARTMENT

University of Georgia	May 2004 – August 2004
Moody Bible Institute	May 2004 – August 2004
University of Illinois at Chicago (2)	May 2004 – August 2004
University of Illinois at Chicago	September 2003 – December 2003
Wheaton College	January 2004 – May 2004
Columbia College (2)	September 2003 – December 2003
Columbia College	January 2004 – May 2004
Cornell University	May 2004 – August 2004
Columbia College Chicago (2)	September 2003 – December 2003
Columbia College Chicago (3)	January 2004 – April 2004
DePaul University (2)	January 2004 – April 2004
Lewis University	January 2004 – April 2004
Boston University	May 2004 – August 2004
University of Iowa	September 2003 – December 2003
Illinois Center for Broadcasting	January 2004 – May 2004
Southern Illinois University	May 2004 – August 2004
Heidelberg College	January 2004 – April 2004
University of Colorado – Boulder	May 2004 – August 2004
School of Journalism-Grafotecnico; Buenos Aires, Argentina	May 2004 – August 2004

Interns assigned to reporters work on a variety of stories – researching information and setting up possible interviews.

The planning department is responsible for collecting, researching and developing future news stories for the ABC7 news department. The planning editor and planning department researcher create a daily sheet, which list possible story ideas. This list is then used the following day in the morning editorial meeting to decide which news stories will be covered. The planning department is also responsible for planning long-term stories, such as elections and political conventions. News planning department interns assist the planning editor and researcher by answering phone tip lines, collecting and organizing possible future news stories as well as collecting and sorting incoming faxes and mail. They are encouraged to contribute potential story ideas and attend the morning editorial meeting when possible. The interns' duties also include conducting phone pre-interviews on potential interview subjects to determine the newsworthiness of any given story.

SPORTS DEPARTMENT

Syracuse University	May 2004 – August 2004
Lewis University	May 2004 – August 2004
Columbia College Chicago	September 2003 – December 2003
Columbia College Chicago (2)	January 2004 – April 2004
Northwestern University	May 2004 – August 2004

The sports interns are responsible for logging and watching sports events during the day. The interns are also expected to suggest the best highlights for the day's newscast.

When possible, the intern is sent out into the field during sporting events to see how the reporter reacts in the field. From time to time the intern will do interviews.

PROMOTIONS DEPARTMENT

Northwestern University	May 2004 – August 2004
Moody Bible Institute	January 2004 – April 2004
University of Iowa	May 2004 – July 2004

The promotions interns learn how to write advertising/promotion copy for TV, including advertisements for:

- Late Movie :04 second ID'S
- Saturday Night Movies
- Topical News :10, :15, & :30 seconds
- News Specials Reports
- Sports Specials
- Sporting Events
- Fall Presentation Tape

The promotions interns:

- Learn the difference between producing promotional announcements from concept to completion, and customizing syndicated show promos and movies.
- Learn how to operate newsroom computer in order to find production elements for various station advertisements.
- Learn how to screen video/audio...and choose the best elements for use.
- Supervise editors during the editing process.
- Assist department producers in the production of promotional announcements.
- Work with announcers.
- Work with production crews on location shoots (when scheduled).
- Work with artists in developing graphics for promos.
- Work on various print ads (writing copy, graphic development, and deadline responsibility)

SALES DEPARTMENT

North Central College May 2004 – August 2004

University of Illinois Urbana – Champaign May 2004 – August 2004

Sales interns become familiar with all aspects of the Local Sales Department. They are trained in:

Professional business phone etiquette
Sales and ordering procedures
Order placement and commercial traffic coordination
Broadcast standards and commercial clearance
General Nielsen Rating Research information
Sales Presentation Preparation

Sales interns also have the opportunities to observe in:

Local Sales meetings
Inventory analyzing and pricing meetings
Projects Analyzing Program Sales
Master Control airing of Commercial Pods
Actual Account Executive/Buyer negotiations

PROGRAMMING DEPARTMENT

University of Notre Dame May 2004 – August 2004

Columbia College September 2003 – December 2003

Columbia College Chicago October 2003 – May 2004

Columbia College Chicago January 2004 – April 2004

Indiana University (2) May 2004 - August 2004

DePaul University January 2004 – April 2004

Lewis University January 2004 – April 2004

Northern Illinois University May 2004 – August 2004

UIC January 2004 – April 2004

Interns assigned to the programming department can be involved in two main areas of work:

- Production
- Publicity

PRODUCTION - Interns work closely with four producers who are responsible for a wide variety of productions and programs scheduled to air on WLS-TV during their time of assignment. Interns can be directly involved in research, planning, shooting, screening and editing of videotape. This is "field" and office experience. In both cases, interns act as production associates to the producers. The work is creative, deadline demanding and provides an understanding of the work that goes on behind the scenes of studio-based, live event and field produced programs.

PUBLICITY - Interns work closely with the WLS-TV Station Publicist, in concert with the Program Director, toward a professional public profile in the greater community. Interns learn how press releases are written and how they are used to communicate both publicly and "internally" among other media outlets and allied fields. Interns learn also to gather important information from various sources to help managers keep abreast of the marketplace. The work is information oriented and provides an understanding of the need for clear communication, publicly and internally.

GRAPHICS DEPARTMENT

Andrews University September 2003 – December 2003

The graphics department intern is involved in:

- Assisting our staff of designers with hands-on design and production of projects utilizing Macintosh software and some traditional techniques of art production.
- Developing the visual identity of WLS-TV through assigned projects.
- Understanding how graphic design contributes to a television station's image positioning and brand identity.
- Gaining hands-on experience with Macintosh software.
- Gaining an understanding of animation and post-production through observation of high-end digital paint and editing systems.
- Improving communication skills through daily contact with station employees, outside vendors and other interns in a professional environment.

EBERT & ROEPER (FILM REVIEW SHOW)

Marquette University	May 2004 – August 2004
University of Wisconsin – Madison	May 2004 – August 2004
Columbia College Chicago	January 2004 – May 2004
Columbia College Chicago	February 2004 – April 2004
Eastern Illinois University	May 2004 – August 2004

Interns assigned to the Ebert & Roeper show:

Assist staff during studio production; research specific films and film history as assigned; screen film-clips, preview cassettes and synopsis for talent; prepare program transcriptions for studio publicists; log and dub videocassettes; maintain files and tape library; answer phone as needed and attend movie screenings.

COMMUNITY SERVICES

University of Pittsburgh

May 2004 – August 2004

In addition to serving as the station's chief liaison with the broader Chicago area community, the Community Services Department is also responsible for producing the show "Chicagoing...with Bill Campbell".

The department is also responsible for managing the station's internship program.

The intern is involved in all facets of the department's activities. This includes, but is not limited to, involvement in all phases of producing "Chicagoing", which entails research, writing, pre and postproduction.

RESEARCH

Ball State University

May 2004 – August 2004

De Paul University

September 2003 – November 2003

Interns in the research department become familiar with all aspects of the Research Department. They are trained on the following:

Nielsen Rating Methodology
Quantitative and Qualitative Audience Analyses
Tracking Ratings Information
Organizing Research Materials
Duplication and Distribution of Research Materials

In addition, research interns are exposed to the Local Sales Department and are expected to work on projects for and with that department.

ATTACHMENT B :

SCHOOLS AND ORGANIZATIONS TO WHICH ABC HUMAN RESOURCES SENT JOB LISTINGS

COMPANY	FIRST	LAST	STREET	SUITE	CITY	ST.	ZIP	ZIP4
Nabet-local 57			3210 W BURBANK BLVD	SUITE D	BURBANK	CA	91505	2200
National Academy of TV Arts & Sciences	Allan	Benish	111 W 57TH ST	SUITE 1020	NEW YORK	NY	10019	2211
National Assn. of Black Journalists	Mervin	Aubespin	525 W BROADWAY	PRESIDENT	LOUISVILLE	KY	40202	2206
National Assn. of Broadcasters	Minority	Employment	1771 N ST NW # N		WASHINGTON	DC	20036	2800
National Assoc. of Hispanic Journalists	NAHJ Job Bank		1000 National Press building	529 14th Street, NW	WASHINGTON	DC	20045	2001
National Hispanic Media Coalition	Alex	Nogales	3550 WILSHIRE BLVD	SUITE 670	LOS ANGELES	CA	90045	2401
National Urban League	Alton	Burton	120 WALL ST	COMMUNICATIONS DEPT. FL 7	NEW YORK	NY	10005	3904
New York Urban League	Judith	McPhie	204 W 136TH ST	Suite 102	NEW YORK	NY	10030	2696
Nosotros	Executive	Director	650 N BRONSON AVE		LOS ANGELES	CA	90004	1404
PCC Communications Dept.	Crystal	Watson	1570 E COLORADO BLVD	PROF OF BROADCASTING	PASADENA	CA	91106	2003
PEPPERDINE UNIVERSITY	RON	WHITTAKER			MALIBU	CA	90265	
Pasadena Foothill Urban League	Employment	Sves Dept	1200 N FAIR OAKS AVE	EAST BAY SKILLS CTR. -EXE	PASADENA	CA	91103	4201
Peralta Colleges	Bob	Dabney	333 E 8TH ST		OAKLAND	CA	94606	2889
SFV Japanese American Center	Ren	Kimura	3540 N MISSION RD		LOS ANGELES	CA	90031	3195
SOBRO	Karen	Hill	12953 BRANFORD ST		PACOIMA	CA	91331	4399
So Cal Broadcasters Assn.	Darin	Bridwell	370 E 149TH ST	SUITE 910	BRONX	NY	10455	3900
Society of Hispanic Prof. Engineers	Juan	Garcia	5670 WILSHIRE BLVD	#120	LOS ANGELES	CA	90036	5679
Stdu-local 399			5400 E OLYMPIC BLVD		E. LOS ANGELES	CA	90022	5147
Texas Workforce Commission	Dallas-Labor Office		PO BOX 6017	Suite 432-B	N. HOLLYWOOD	CA	91603	6017
The Epilepsy Institute	Michelle	Pierson	1050 N WESTMORELAND RD		DALLAS	TX	75211	2400
The Lighthouse, Inc.	Shelly	Afrobodeen	257 PARK AVE S		NEW YORK	NY	10010	7304
UCLA Latino Management Assn.	Executive	Director	111 E 59TH ST	GSM ROOM 1387	NEW YORK	NY	10022	1202
USC Latino Students Assn.	Diane	Passilas	405 HILGARD AVE	3RD FLOOR	LOS ANGELES	CA	90095	9000
University of California Irvine	Veteran	Employment-mdp 28	817 W 34TH ST	CAREER & LIFE PLANNING CE	LOS ANGELES	CA	90089	0079
Veterans Administration Office	Debra	Levine	100 STUDENT SERVICES 1		IRVINE	CA	92697	0001
Veterans Center	Dean	Morris	11000 WILSHIRE BLVD		LOS ANGELES	CA	90024	3602
WOMEN'S CENTER	Saundra	Stanton	741 N VERMONT AVE		LOS ANGELES	CA	90029	3514
Watts Labor Comm. Action	Pat	Kiechler	1301 W BROOKLYN AVE		MONTEREY PARK	CA	91754	
Watts Skills Center	Barbara	Booth	10956 S CENTRAL AVE	SUITE 300	LOS ANGELES	CA	90059	1024
Women At Work	Bungalo	Helyne	840 E 111TH PL		LOS ANGELES	CA	90059	1598
Women's Center Rio Hondo CC	Helyne	Meshtar	50 N HILL AVE		PASADENA	CA	91106	1949
Women's Resource Center	Lawrence	Lanser	3600 WORKMAN MILL RD		WHITTIER	CA	90601	1616
Women's Resource Center			5151 STATE UNIVERSITY DR		LOS ANGELES	CA	90032	4226
Young Adult Institute			543 N FAIRFAX AVE		LOS ANGELES	CA	90036	1715
			460 W 34TH ST		NEW YORK	NY	10001	2320

Attachment B:

Schools and Organizations to which ABC Human Resources Sent Job Listings

COMPANY	FIRST	LAST	XTRA_LINE	STREET	CITY	STATE	ZIP
Abyssinian Baptist Church	Rev. Calvin	Butts		132 Odell Clark Place	New York	NY	10030
Asian American Journalists Assn.	Executive	Director		1765 Sutter Street	San Francisco	CA	94115
AWRT, Inc. (American Women in Radio & TV)	Rose	Heller		1619 Third Avenue	New York	NY	10128
AWRT, Inc.	Rosemary	Sharpe	Suite 417	234 Fifth Avenue	New York	NY	10001
Bay Area Black Media Coalition	Rudy	Marshall	PRESIDENT	PO Box 2382	Oakland	CA	94614
BJASC Jobline	Norman	Houston	VALLEE BUNTING JOB COOR.	2621 W 54th St	Los Angeles	CA	90043
Black Agenda	Magdalena	Beltran	UNIVERSITY OF SO. CALIF.	200 E Slauson Ave	Los Angeles	CA	90011
BLACK JOURNALISTS ASSOC	Karen	Capestro	USC SCHOOL OF JOURNALISM	PO Box 25	Los Angeles	CA	90089
Cal Chicano News Media	ATTN: JOB	LISTING		3801 W Temple Ave	Los Angeles	CA	90089
Cal Poly Career Center	ATTN: JOB	LISTING			Pomona	CA	91768
CAL STATE UNIVERSITY	ATTN: JOB	LISTING	CAREER DEVELOPMENT CTR-L	100 Student Services 1	Fullerton	CA	92634
University of California Irvine	ATTN: JOB	LISTING	CAREER & LIFE PLANNING CE		Irvine	CA	92697
CAREER PLANNING CENTER	CENTER	DIRECTOR		PITZER COLLEGE/SCOTT 1	Claremont	CA	91711
Cassata Learning Center	Patti	Everitt		1400 Hemphill St	Fort Worth	TX	76104
Circle Newspaper	Sandra	King, Editor	MINNEAPOLIS AMERICAN INDIAN	1530 E Franklin Ave	Minneapolis	MIN	55404
CLAREMONT GRADUATE SCHOOL	ROBERT	BRUCE	BUISNESS ADMINISTRATION	1570 E Colorado Blvd	Claremont	CA	91711
PCC Communications Dept.	Crystal	Watson		Brooklyn	Pasadena	CA	91106
Brown Memorial Church	Rev. Clinton	Miller	484 Washington Ave		NY	11238	
Community Action Organization	Charles T.	Perkins	EXECUTIVE DIRECTOR	70 Harvard Place	Buffalo	NY	14209
Community Board 7	Thomas	Walsh		783 4th Ave	Brooklyn	NY	11232
Concerned Communicators	Samir Ali	Sadsq		PO Box 2138	Philadelphia	PA	19103
CSU-Fullerton/Career Center	Samuel	Mendoza		800 N State College Blvd	Fullerton	CA	92831
CSU-LB/Upward Bound Prog.	Program	Director		1250 N Bellflower Blvd	Long Beach	CA	90840
CSU-Northridge Career Placement	Irene	Davis		18111 Nordhoff St # 20	Northridge	CA	91330
CSU-Northridge Chicano Bus. Assn	Sierra	South 242		18111 Nordhoff St	Northridge	CA	91330
Dept. Of Employment Services	Roz	Harper	DIVISION OF MARKETING	500 C Street, NW	Washington	DC	20001
EDD-Job Service				12715 Pioneer Blvd	Norwalk	CA	90650
E LA Occupational Center	Caroline	Daniels		2100 Marengo St	Los Angeles	CA	90033
E LA Skill Center	N.M.	Franco		3921 Selig Place	Los Angeles	CA	90031
FLORIDA A & M UNIVERSITY	Robert M.	Ruggles	DEAN, SCHOOL OF JOURNALISM		Tallahassee	FL	32307
Found. for Minority Interest in Media	Aftr: Emma		4th Floor	825 7th Ave	New York	NY	10019
Glendale Community College	Jean	Kay	JTPA TRAILER--TRAILER NO.	1500 N Verdugo Rd	Glendale	CA	91208
GOVERNMENT OF DC	DEPT. OF	Employment Serv.	OFFICE OF THE DIRECTOR	500 C St, NW - Room 100	Washington	DC	20001
HAMPTON INSTITUTE	Laron	Clark, Jr.	DIR OF DEVELOPMENT		Hampton	VA	23668
Hispanic Urban Center	Henry	Gutiérrez		1075 S Herbert Ave	Los Angeles	CA	90023
Houston Black Media Assn	Thelma	Thomas		3825 Wichita St	Houston	TX	77004
Indian Centers South	B.	Tiger		5900 S Eastern Ave	Los Angeles	CA	90040
Inglewood Community Adult	Job	Placement		115 W Kelso St	Inglewood	CA	90301
Int'l Center For The Disabled	Leroy	Jones		340 E 24th St	New York	NY	10010
Japanese Community Center	Center	Director		1203 W Puente Ave	West Covina	CA	91790
Japanese American Citizens League	Executive	Director		244 S San Pedro St	Los Angeles	CA	90012
Korean Federation Of L.A. Inc.	Executive	Director		981 S Western Ave	Los Angeles	CA	90006
L.A. Job Corps Center	Placement	Director		1106 S Broadway	Los Angeles	CA	90015
L.A. Urban League	Don	Griffin		3450 Mount Vernon Dr	Los Angeles	CA	90008
LACC Communications Dept.	Vaughn	Obern		844 N Vermont Ave	Los Angeles	CA	90029

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COMPANY	FIRST	LAST	TITLE	STREET	CITY	STATE	ZIP
Latins In Business	Loyola	Marymount		7101 W 80th St	Los Angeles	CA	90045
Long Beach Community College	Dr. Richard	Jones		4901 E Carson St	Long Beach	CA	90808
Long Island University	WLIU			1 University Plz	Brooklyn	NY	11201
Government of District of Columbia	L.	Love	DEPT. OF EMPLOYMENT SERVICES	500 C Street, NW	Washington	DC	20001
Mayor's Office/Handicapped	Noreen	Vincent	SUITE 2100	200 N Spring St	Los Angeles	CA	90012
MEDIA PROJECT	Kathy	Bonk	MEDIA PROJECT DIRECTOR	1333 H St, NW -11th floor	Washington	DC	20005
N.a.p.b.c.i.	Frank	Blythe	EXECUTIVE DIRECTOR	PO Box 83111	Lincoln	NE	68501
National Academy of TV Arts & Sciences	Christine	Spencer	SUITE 1020	111 W 57th St	New York	NY	10019
National Assn. of Broadcasters	Minority	Employment		1771 N St, NW # N	Washington	DC	20036
National Assn. of Black Journalists	Mervin	Aubespain	PRESIDENT	525 W Broadway	Louisville	KY	40202
National Black Media Coalition		Lopez	STE 204	11120 New Hampshire Av	Silver Spring	MD	20904
National Puerto Rican Forum	Yvonne		DIRECTOR, PUBLIC RELATION	31 E 32nd St	New York	NY	10016
National Urban League	Alton	Burton	COMMUNICATIONS DEPT, FL 7	120 Wall St	New York	NY	10005
Native American Journalists Assoc.	Theresa	Lumbar	MEMBERSHIP SERVICES	3359 36th Avenue	South Minneapolis	MIN	55406
New York League for the Hard of Hearing	Florence	Rosen	JOB PLACEMENT OFFICER	71 W 23rd St	New York	NY	10010
Nosotros	Executive	Director	Suite 102	650 North Bronson	Hollywood	CA	90004
Pacific/Asian C.E.	M.B.	Strauss-ridged		2525 W 8th St	Los Angeles	CA	90057
PEPPERDINE UNIVERSITY	RON	WHITTAKER	PROF OF BROADCASTING		MALIBU	CA	90265
Peralta Colleges	Bob	Dabney	EAST BAY SKILLS CTR. -EXE	333 E 8th St	Oakland	CA	94606
Plaza De La Raza				3540 N Mission Rd	Los Angeles	CA	90031
South Bronx OEDC	Joan	Hershaw	JOB COORDINATOR	370 E 149th St	Bronx	NY	10455
SFV Japanese American Center	Ren	Kimura		12953 Branford St	Pacoima	CA	91331
So Cal Broadcasters Assn.	Darin	Bridwell	SUITE 910	5670 Wilshire Blvd	Los Angeles	CA	90036
Society of Hispanic Prof. Engineers	Juan	Garcia	#120	5400 E Olympic Blvd	East Los Angeles	CA	90022
State Dept. of Employment	Keith	Wartman		1405 S Broadway	Los Angeles	CA	90015
UCLA Latino Management Assn.	Executive	Director	GSM ROOM 1387	405 Hilgard Ave	Los Angeles	CA	90095
Pasadena Foothill Urban League	Employment	Svcs Dept		1200 N Fair Oaks Ave	Pasadena	CA	91103
Urban League of Rhode Island	Derek L.	Smith		246 Prairie Ave	Providence	RI	02905
USC Latino Students Assn.	Diane	Passillas	3RD FLOOR	817 W 34th St	Los Angeles	CA	90007
USC MEDIA INSTITUTE	CLINT	WILSON	SCHOOL OF JOURNALISM		UNIVERSITY PARK	CA	90089
Veterans Administration Office	Veteran	Employment-mdp 28		11000 Wilshire Blvd	Los Angeles	CA	90024
NYS Dept of Labor Veterans Prog.	Andy	Rodriguez		247 W 54th St	New York	NY	10019
Veterans Center	Debra	Levine		741 N Vermont Ave	Los Angeles	CA	90029
Watts Labor Comm. Action	Dean	Morris		10956 S Central Ave	Los Angeles	CA	90059
Watts Skills Center	Saundra	Stanton		840 E 111th Place	Los Angeles	CA	90059
Nabet				501 3rd St, NW	Washington	DC	20001
Ms. Gwen Miggins			SUITE 8B	325 Clinton Ave	Brooklyn	NY	11205
Stdu-local 399				PO Box 6017	North Hollywood	CA	91603
Women At Work	Pat	Kiechler	SUITE 300	50 N Hill Ave	Pasadena	CA	91106
Editor, Job Bank	c/o Women in	Film	SUITE 530	6464 W Sunset Blvd	Hollywood	CA	90028
WOMEN'S CENTER	EAST LA CC			1301 W Brooklyn Ave	Monterey Park	CA	91754
Women's Center Rio Hondo CC	Barbara	Booth		3600 Workman Mill Rd	Whittier	CA	90601
Women's Resource Center	Bungalo	C/cal St. L.a.		5151 State University	Los Angeles	CA	90032
Women's Resource Center	Helyne	Meshar		543 N Fairfax Ave	Los Angeles	CA	90036

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World Arts Foundation Inc	Michael	Grice		PO Box 12384	Portland	OR	97212
Young Adult Institute	Lawrence	Lanser		460 W 34th St	New York	NY	10001
Job Path	Gina	Esposito		22 W 38th St	New York	NY	10018
Nabet-local 57			SUITE D	3210 W Burbank Blvd	Burbank	CA	91505
Helen Keller Services For The Blind	Albert	Arrieta		57 Willoughby St	Brooklyn	NY	11201
Affirmative Action Officer	Carlos	Pacheco		319 E State St	Trenton	NJ	08608
National Hispanic Media Coalition	Alex	Nogales	CITY OF TRENTON	2514 South Grand Avenue	Los Angeles	CA	90007
Dept. Of Veterans Affairs	Joseph	Limmina		1601 Kirkwood Hwy	Wilmington	DE	19805
LAPWJ	Shanna	Sterling	REGIONAL CENTER 28	2001 W Mission Blvd	Pomona	CA	91766
The Epilepsy Institute	Sandra	Silverman	BLVD #F239	257 Park Ave South	New York	NY	10010
Fordham University	Denise	Badolato		33 W 60th Street	New York	NY	10023
New York Urban League	Dennis	Walcott	4th Floor	204 W 136th St	New York	NY	10030
Professional Svcs. Grp				5 Sussex Ave	Morristown	NJ	07960
Jewish Guild For The Blind	Arnie	Kramer		15 West 65th Street	New York	NY	10023
Worker Career Center	Sonya	Jones		247 W 54th St	New York	NY	10019
Jewish Commun Relations Council	Phil	Abramowitz		711 Third Ave	New York	NY	10017
Mexican American Opportunity Found.			12TH FL	401 N Garfield Ave	Montebello	CA	90640
SOBRO	Julie	Amir	Suite 300	384 E 149th St	Bronx	NY	10455
Fountain House	Sandra	Silverman		425 W 47th St	New York	NY	10036
Just One Break, Inc.	Kathy	Croft		120 Wall St	New York	NY	10005
The Lighthouse, Inc.	Shelly	Attabodeen	20TH FL	111 E 58th St	New York	NY	10022
New York Urban League	Ali	Riddick		9220 Union Hall St	Jamaica	NY	11433
NYS Dept of Labor	John	Sweeney		State Office Bldg Campus	Albany	NY	12240
NYS Dept of Labor	Ray	Simmons	GOVERNOR AVERELL HARRIMAN	PO Box 704	New York	NY	10014
Latino Coalition for Fair Broadcast	Luis	Esquillin	EMP. RELATIONS	888 Union St	Brooklyn	NY	11215
Black Broadcasters Alliance	Eddie	Edwards	SUITE D-4	711 W 40th St	Baltimore	MD	21211
Mt. San Antonio College	Linda	Reyes	SUITE 301	1100 N Grand Ave	Walnut	CA	91789
Council of Jewish Org. of Flatbush	Jennifer	Blum		1550 Coney Island Ave	Brooklyn	NY	11230
United Cerebral Palsy Assoc. of NY	KEN	ROSSI	APVG-GO (JAC), STOP 213	245 E 149th St	Bronx	NY	10451
CAP CENTER				BLDG. 690, ROOM 3G, US	SCHOFIELD BARRI	HI	96857