

WLS-TV ANNUAL EEO PUBLIC FILE REPORT, AUGUST 1, 2007

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 16, 2006 through July 15, 2007, and will be placed in the Station's public files and on the Station's website as of August 1, 2007.

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 on the Station's website, on the website of The Walt Disney Company, its ultimate parent company, and on the Illinois Broadcasters Association website. The Station also sends notices of all such job openings to other professional groups and minority and women's organizations that have requested such notification or that the Station believes could be useful referral sources. In addition, The Walt Disney Company sends notices of all full-time vacancies to Direct Employers, which in turn sends these notices on to a large number of nonprofit organizations across the country. 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 Direct Employers Association Network Sites.

The Station also advertises many of its job openings in publications and on job-related websites 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 fall, winter/spring and summer sessions 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 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:

- Two of the Station's former interns became General Assignment Reporters at other television stations.
- One former intern became employed as an Account Executive in ABC National TV Sales and has since been promoted to Vice President, Local Sales Manager at WLS-TV.
- One former intern was hired by ABC-TV as a Sales Assistant in Network Sales and another as a Sales Assistant for WLS-TV.
- A former intern was hired by WLS-TV as an Account Executive.

- In 2004 three former interns were hired as freelance employees by WLS-TV, one in Programming, one in Accounting and one in News.
- In 2005 two former interns were hired as freelance employees by WLS-TV in News.
- In 2006 two former interns were hired as freelance employees by WLS-TV in News.

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

(B) Job Fairs: In August of 2006, the Station hosted a booth at the NABJ (National Association of Black Journalists) Convention. Executive Producer, Anthony Shute, who has input into hiring decisions, attended and collected resumes of potential job applicants. Mr. Shute reviewed applicant reels and offered journalistic counseling pertaining to what hiring managers look for when screening audition tapes.

In June of 2007, the Station hosted a booth at the NAHJ (National Association of Hispanic Journalists) Convention. Executive Producer, Amy Morris, who has input into hiring decisions, attended and collected resumes of potential job applicants. Ms. Morris reviewed applicant reels and offered journalistic counseling pertaining to what hiring managers look for when screening audition tapes.

(C) Sales Traineeship: Between July of 2006 and April of 2007, the Station employed a television sales trainee who received on the job training in the key areas of television sales and the sales management process. The trainee received rotational experience working in departments which relate to sales, such as research, marketing, internet/website, sales proposals, service and traffic. The trainee also received exposure to news, promotion, programming, and other operations of the TV station as they interact with sales management. This position also allowed the opportunity to shadow account executives and participate in sales meetings as well as client and agency meetings. The trainee was able to learn and be tutored on the practical side of sales reporting, inventory controls and pricing strategies.

(D) Career Days: Over the past year, some of the Station's on-air talent have given career-oriented talks at the following locations:

Ben Bradley

Society of Professional Journalists Convention – Chicago – August 27, 2006
 Homewood-Flossmoor High School – Flossmoor, IL – September 14, 2006
 Homewood-Flossmoor High School – Flossmoor, IL – March 12, 2007

Tracy Butler

Downers Grove North High School – Downers Grove, IL – October 10, 2006
 Rich Central High School – Olympia Fields, IL – November 14, 2006

Mike Caplan

Kipling Elementary – Deerfield, IL – February 21, 2007
Hawthorne Elementary South – Vernon Hills, IL – February 27, 2007
Kildeer Countryside School – Long Grove, IL – April 5, 2007
AJ Katzenmaier School – North Chicago – May 29, 2007

Steve Dolinsky

Neuqua Valley High School – Naperville, IL – September 5, 2006

John Garcia

Streamwood High School – Streamwood, IL – March 14, 2007

Alan Krashesky

Oakton Community College – Des Plaines, IL – November 15, 2006
Kennedy Junior High School – Lisle, IL – April 26, 2007

Jim Rose

Woods Elementary School – Chicago – February 15, 2007
Woods Elementary School – Chicago – March 27, 2007
DePaul University – Chicago – April 13, 2007

Phil Schwarz

Hillel Torah School – Skokie, IL – October 17, 2006
Edison Elementary – Elmhurst, IL – December 4, 2006
Hawthorne Elementary – Elmhurst, IL – December 4, 2006
Heather Hill Elementary – Flossmoor, IL – January 8, 2007
Ranch View Elementary – Naperville, IL – April 16, 2007
St. Hillary School – Chicago – June 4, 2007

Linda Yu

Illinois Institute of Technology Stuart Business School – Chicago – November 29, 2006
Heineman Middle School – Huntley, IL – February 22, 2007

(E) Media Trade Group Postings: During the reporting period, the Station posted all of its full-time job openings on the employment page of the website of the Illinois Broadcasters Association.

Positions Filled

During the reporting period (July 16, 2006 through July 15, 2007), WLS-TV filled eighteen 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 other outlets as indicated on *Attachment C*.

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

Efforts to Improve Mailing List and Recruitment Methodology

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 regularly assesses and improves recruitment methods and sources by analyzing their effectiveness and making any necessary changes.

ATTACHMENT A
WLS-TV RECRUITMENT SOURCE LIST

For the Entire Period 07/16/06 – 07/15/07

Chicago Urban League -220 South State Street – Suite 1100 - Chicago, Illinois 60604
Contact Ted Russell - Phone (312) 692-0766 - Fax (312) 692-0769

Direct Employers Association – See Attachment B

Harold Washington College - 30 East Lake Street - Chicago, Illinois 60601
Contact Ollie Horan – Phone (312) 553-5667 – Fax (312) 553-3130

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

Illinois Broadcasters Association Website - www.ilba.org

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

*Joint Civic Committee of Italian Americans – 3800 W. Division Street - Stone Park, Illinois 60165

Contact Marie Palello – Phone (708) 450-9050 – Fax (708) 450-9065

E-mail jccia@voyager.net

Website www.jccia.com

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@scj-usa.org

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

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

*NABET – CWA Local 41 – (National Association of Broadcast Employees & Technicians) 203 North Wabash Avenue – Suite 2118 – Chicago, Illinois 60601

Contact Charlie Braico – Phone (312) 372-4111 – Fax (312) 372-4115

E-mail charlieb@nabet41.org

Website [NABET 41.org](http://NABET41.org)

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*NABET – CWA – (National Association of Broadcast Employees & Technicians)
501 3rd Street, N.W., Washington DC 20001-2797
Contact John Clark - Phone (202) 434-1254 – Fax (202) 434-1426
For NABET positions only

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

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

NAHJ (National Association of Hispanic Journalists) - 1000 National Press Building
529 14th St. NW, Washington, DC 20045-2001
Contact Job Bank Coordinator – Phone (202) 662-7145 – Fax (202) 662-7144
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 info@nlgia.org

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

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
E-mail hope@tvb.org

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

United Cerebral Palsy Association – 325 North Wells Street – Suite 321
Chicago, Illinois 60610
Contact Angela Welch – Phone (312) 464-1608– Fax (312) 464-1646
E-mail awelch@ucpnet.org

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Westside Business Improvement - 5427 West Madison - Chicago, Illinois 60644
Contact Kimberly Richardson – Phone (773) 921-0166 – Fax (773) 921-0935

WLS-TV Website
www.abc7chicago.com

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

*Worknet Chicago – 10456 South Halsted – Chicago, Illinois 60628
Contact Doug Nestingen – Phone (773) 233-4364 – Fax (773) 298-0810
E-mail dnestingen@desiatchicago.com

Youth Job Center of Evanston - 1114 Church Street - Evanston, Illinois 60201
Contact James Sibley – Phone (847) 964-5627 – Fax (847) 864-3098

* These organizations explicitly requested to be placed on the Station's Recruitment Source List

ATTACHMENT B

**DirectEmployers Association Network Sites
JobCentral.com - National Labor Exchange**

State Networks			
AK.JobCentral.com	AK	NE.JobCentral.com	NE
AL.JobCentral.com	AL	NV.JobCentral.com	NV
AR.JobCentral.com	AR	NH.JobCentral.com	NH
AZ.JobCentral.com	AZ	NJ.JobCentral.com	NJ
CA.JobCentral.com	CA	NM.JobCentral.com	NM
CO.JobCentral.com	CO	NY.JobCentral.com	NY
CT.JobCentral.com	CT	NC.JobCentral.com	NC
DE.JobCentral.com	DE	ND.JobCentral.com	ND
FL.JobCentral.com	FL	OH.JobCentral.com	OH
GA.JobCentral.com	GA	OK.JobCentral.com	OK
HI.JobCentral.com	HI	OR.JobCentral.com	OR
IA.JobCentral.com	IA	PA.JobCentral.com	PA
ID.JobCentral.com	ID	RI.JobCentral.com	RI
IL.JobCentral.com	IL	SC.JobCentral.com	SC
IN.JobCentral.com	IN	SD.JobCentral.com	SD
KS.JobCentral.com	KS	TN.JobCentral.com	TN
KY.JobCentral.com	KY	TX.JobCentral.com	TX
LA.JobCentral.com	LA	UT.JobCentral.com	UT
MA.JobCentral.com	MA	VT.JobCentral.com	VT
MD.JobCentral.com	MD	VA.JobCentral.com	VA
ME.JobCentral.com	ME	WA.JobCentral.com	WA
MI.JobCentral.com	MI	DC.JobCentral.com	Washington,DC.
MN.JobCentral.com	MN	WV.JobCentral.com	WV
MO.JobCentral.com	MO	WI.JobCentral.com	WI
MS.JobCentral.com	MS	WY.JobCentral.com	WY
MT.JobCentral.com	MT		

Diversity	Other	Global
DiversityWorking.com	A9	Indeed Canada
America's Job Bank	About.com	Japan .recruit.net
Dept. of Veterans Affairs	Boston.com	China .recruit.net
Department of Defense	Clusty.com	HongKong .recruit.net
JobCentral Diversity	Gawker.com	India .recruit.net
OCCMundial	Google	Australia .recruit.net
DiversityJobs.com	Google Desktop	Singapore .recruit.net
MultiCultural Womens' Council	Indeed	Jobespresso.net - Italy
	Info.com	Jobrapido.at - Austria
	JobCental Myspace	Jobrapido.br - Brazil
	Jobster	Jobrapido.ch - Switzerland
	LinkedIn.com	Jobrapido.co.uk - UK
	Lycos Classifieds	Jobrapido.de - Germany
	NetworkWorld.com	Jobrapido.es - Spain
	New York Times	Jobrapido.ie - Ireland
	Oodle.com	Jobrapido.nl - Holland
	Ryze.com	Jumpstation.com.au
	SimplyHired.com	
	Snap.com	
	TalentPlanet.com	

Executive
TheLadders
SalesLadder
MkgLadder
FinanceLadder
UpLadder
HRLadder
TechnologyLadder
OpsLadder
LawLadder

JobCentral Metropolitan Job Network

States	Metro				
Alabama	Birmingham	Huntsville	Mobile	Montgomery	
Alaska	Anchorage	Fairbanks	Juneau		
Arizona	Flagstaff	Phoenix	Tucson		
Arkansas	Fayetteville	Little Rock			
California	Bakersfield Oakland San Francisco	Fresno Sacramento San Jose	Lancaster Salinas Santa Clara	Los Angeles San Bernardino Stockton	Modesto San Diego Vellejo
Colorado	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware	Dover	Wilmington			
District of Columbia	Washington				
Florida	Clearwater St. Petersburg	Fort Lauderdale Tallahassee	Jacksonville Tampa	Miami	Orlando
Georgia	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii	Hilo	Honolulu			
Idaho	Boise	Pocatello			
Illinois	Aurora Springfield	Chicago	Joliet	Peoria	Rockford
Indiana	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa	Cedar Rapids	Des Moines			
Kansas	Kansas City	Topeka	Wichita		
Kentucky	Frankfurt	Lexington	Louisville		
Louisiana	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine	Augusta	Portland			
Maryland	Annapolis	Baltimore			
Massachusetts	Boston	Springfield	Worcester		
Michigan	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota	Minneapolis	St. Paul			
Mississippi	Gulfport	Jackson			
Missouri	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana	Billings	Helena			
Nebraska	Lincoln	Omaha			
Nevada	Carson City	Las Vegas	Reno		
New Hampshire	Concord	Manchester			
New Jersey	Elizabeth	Jersey City	Newark	Paterson	Trenton
New Mexico	Albuquerque	Santa Fe			
New York	Albany Syracuse	Buffalo	Elmira	New York	Rochester
North Carolina	Asheville Durham	Charlotte Winston-Salem	Fayettesville	Greensboro	Raleigh
North Dakota	Bismark	Fargo			
Ohio	Akron Toledo	Cincinnati	Cleveland	Columbus	Dayton
Oklahoma	Oklahoma City	Tulsa			
Oregon	Eugene	Portland	Salem		
Pennsylvania	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island	Providence				
South Carolina	Charleston	Columbia			
South Dakota	Pierre	Sioux Falls			
Tennessee	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas	Abilene Corpus Christi Laredo Waco	Amarillo Dallas Longview Wichita Falls	Austin El Paso Lubbock	Beaumont Fort Worth San Antonio	Brownsville Houston Tyler
Utah	Provo	Salt Lake City			
Vermont	Burlington	Montpelier			
Virginia	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington	Olympia	Seattle	Spokane	Tacoma	
West Virginia	Charleston	Huntington			
Wisconsin	Green Bay	Madison	Milwaukee		
Wyoming	Casper	Cheyenne			

JobCentral National Labor Exchange Distribution Sites

Military Network

JobCentral Veterans	CorporateGray.com
hirevetsfirst.gov	www.jobsforfiremen.com
BizJournalsHire.com (42 Markets)	JobsforMedicalWorkers.com
Air Force Association	JobsinCivilService.com
VetFriends.com	JobsinDrugs.com
Military Partners	JobsinFederalGovt.com
IRAQTopJobs.com	JobsinFirefighting.com
HireVets.com	JobsinResorts.com
VeteransandFamilies.org	JrOfficers.com
USWOA-US Army Warrant Officer Association	JSANA-Austin
Alamo AOG	JuniorOfficers.com
SanDiego@Work	LongHaulJobs.com
WorkMinistry.com	Marine for Life Program
OCONUS.com	MarketingSalesJobs.com
USBA	MarketYourJobSearch.com
VeteransForCommonSense.org	MedicalTransition.com
AirForceWives.com	Mil2Civ.com
ArmyWives.com	MilitaryEngineers.com
CoastGuardWives.com	MilitaryFriendlyEmployer.com
MarineWives.com	MilitaryJobBoard.com
MilitaryWives.com	MilitaryJobHunts.com
MilitaryHusbands.com	MilitaryPathfinder.com
NavyWives.com	MILITARYSPOT.com
ReserveWives.com	MilitarySpouses.com
AcademyGrads.com	MilitaryTruckDriver.com
AcademyNetworking-Seattle	MilitaryTruckDrivers.com
ActiveClearance.com	NicheBoards.com
AllManagementJobs.com	OilGasMining.com
AllManagerJobs.com	RestaurantManagersJobs.com
BillGaul.com	SalesForceJobs.com
BuildingConstructionJobs.com	Taylor Innervation
ClearedwithPoly.com	The Navy League-SD Chapter
CoalMineJobs.com	TroopsToTeachers.com
ConstructionJobsSite.com	USARA-Ranger Association
DAVJobs.com	USMC Motor Transport Association
EmployMilitary.com	VeteranFranchiseCenter.com
FedGovJobs.com	VeteranJobBoard.com
FieldTechJobs.com	VeteranResourceCenter.com
FormerMilitary.com	VeteranResources.com
GeneralManagementJobs.com	VeteranRewards.com
HireAGrad.com	VeteransAdvantage.com
HireAVet.com	Vets4Hire.com
Jobs4Military.com	VetsofColor.com
Jobs4Veterans.org	VMI Alumni Association
JobsatResorts.com	Women's JobSearch.net
JobsConstructionJobs.com	Wounded Warrior Project
JobsforCops.com	

JobCentral National Labor Exchange Distribution Sites

Alumni Network	
Abilene Christian University	Brandeis University
Adelphi University	Brazosport College
Adirondack Community College	Brewton-Parker College
Albion College	Brookhaven College
Albright College	Brooklyn College, City University of New York
Alcorn State University	Bryant University
Alfred University	Buena Vista University
Allegheny College	Butler University
Alvin Community College	Caldwell College
American University	California Baptist University
American University of Paris	California State University, Bakersfield
Ancilla College	California State University, Chico
Anderson University	California State University, East Bay
Anna Maria College	California State University, Fullerton
Aquinas College	California State University, Long Beach
Arcadia University	California State University, Monterey Bay
Arizona State University (Sun Devil CareerLink)	California State University, San Marcos
Arkansas State University	California University of Pennsylvania
Arkansas Tech University	Calvin College (CalvinLink)
Ashford University	Campbell University
Athens State University	Campbellsville University
Auburn University	Capital University
Augusta State University	Carlow University
Augustana College	Carroll College
Augustana College (SD)	Castleton State College
Austin College	Cayuga Community College
Babson College	Cazenovia College
Baker College	Cedar Crest College
Ball State University (Cardinal ViewJobs)	Central Florida Community College
Barnard College	Central Methodist College
Barton College	Central Michigan University
Baruch College, City University of New York	Central Missouri State University
Belhaven College	Central Piedmont Community College
Belmont Abbey College	Central Texas College
Belmont University	Central Washington University
Beloit College	Centre College
Bemidji State University	Chaminade University of Honolulu
Bennington College	Chattahoochee Technical College
Berkeley College	Chestnut Hill College
Boston College	Chowan College
Boston College Carroll Graduate School of Management	Christopher Newport University
Boston University (BU CareerLink)	City College of Chicago-Truman College
Bowdoin College	Claflin University
Bradley University	Clark University
	Clarke College

Alumni Network Continued...

Clarkson University	Evangel University
Clemson University	Fairfield University
Coastal Carolina Community College	Farmingdale State University
Coastal Carolina University	Flathead Valley Community College
Coe College	Florida International University (PantherLink)
Colgate University	Florida Metropolitan University Online (FMU Online)
College of Mount Saint Vincent	Florida State University (Seminole CareerNet)
College of Mount St. Joseph	Florida Technical College
College of Notre Dame of Maryland	Floyd College
College of Saint Benedict	Fordham University
Colorado Christian University	Franklin College
Colorado School of Mines	Frostburg State University
Colorado State University, Pueblo	Geneva College
Concordia College	George Mason University
Concordia University, Wisconsin	George Washington University (GWork)
Concordia University-River Forest, IL	Georgetown University
Connecticut College	Georgia College & State University
Converse College	Georgia Institute of Technology
Corning Community College	Georgia Southwestern State University
Covenant College	Georgia State University
Culver-Stockton College	Gettysburg College
Daniel Webster College	Gonzaga University
Dartmouth College	Goshen College
Delaware State University	Graceland University
Delaware Valley College	Grand Valley State University
Delta State University	Green Mountain College
Denison University	Grove City College
DeSales University	Guilford College
Dickinson College	Gustavus Adolphus College
Dominican University	Hampden-Sydney College
Drew University	Harris-Stowe State College
Drexel University	Hastings College
Drury University	Heidelberg College
Duquesne University	High Point University
East Carolina University	Holy Names University
Eastern Kentucky University	Howard Payne University
Eastern Michigan University	Hubert H. Humphrey Institute of Public Affairs, University of Minnesota (Humphrey Career Link)
Eastern Nazarene College	Hudson County Community College
Eastern New Mexico University-Roswell	Hunter College, City University of New York
Eastern Oregon University	Illinois State University
Eastern University	Illinois Wesleyan University
Eastern Washington University	Indiana Institute of Technology
Eckerd College	Indiana State University (Sycamore CAREERlink)
Elizabethtown College	Indiana University - School of Informatics
Emerson College (EmersonWorks)	Indiana University Kelley School of Business, Bloomington
Emory & Henry College	Indiana University Kokomo
Eureka College	Indiana University Purdue University Indianapolis

JobCentral National Labor Exchange Distribution Sites

Alumni Network Continued...

Indiana University South Bend	Millikin University
Indiana University, Kelley School of Business, Indianapolis	Mineral Area College
Indiana University, Purdue University Fort Wayne (IPFW JobZone)	Minnesota State University Moorhead
Indiana University, School of Health, Physical Education and Recreation	Mississippi State University
Indiana Wesleyan University	Missouri Western State College
Jamestown Community College	Molloy College
John Brown University	Mount Aloysius College
John Jay College of Criminal Justice	Mount Ida College
Johnson State College	Mount Marty College
Juniata College	Mount Olive College
Kansas State University at Salina	Mount St. Mary College
Kaskaskia College	Mount St. Mary's College
Keuka College	Mount Union College
King's College	Mountain Empire Community College
La Salle University	Muhlenberg College
Lafayette College	Murray State College
Lake Forest College	National-Louis University
Lakeland College	Nebraska Wesleyan University
Lehigh University	New College of Florida
Lewis & Clark College	New Jersey Institute of Technology
Lewis University	New School University
Liberty University	New York City College of Technology
Long Island University	New York Institute of Technology
Longwood University	New York University (NYU CareerNet)
Loras College	Newman University
Louisiana State University	Niagara University
Louisiana State University at Eunice	North Carolina State University
Louisiana Tech University	North Central College
Lycoming College	North Park University
Lyndon State College	Northeastern State University
Lyon College	Northeastern University
Macalester College	Northern Arizona University
Manchester College	Northern Illinois University
Marian College of Fond du Lac	Northern Michigan University
Marietta College	Northern State University
Mars Hill College	Northland College
Maryville College	Northwestern College
Maryville University	Notre Dame College
Massachusetts College of Liberal Arts	Notre Dame de Namur University
Meredith College	Nyack College
Methodist College	NYU Robert F. Wagner Graduate School of Public Service (Career Directory)
Metropolitan Community Colleges	Occidental College
Middle Tennessee State University	Ocean County College
Middlebury College	Oglethorpe University

JobCentral National Labor Exchange Distribution Sites

Alumni Network Continued...

Ohio Wesleyan University	Saint Joseph's University
Oklahoma Baptist University	Saint Martin's College
Old Dominion University	Saint Mary-of-the-Woods College
Olivet College	Saint Mary's College
Oregon State University	Saint Vincent College
Pace University	Salem College
Park University	Salisbury University
Penn State - University Park	Salve Regina University
Penn State, Altoona	Samford University
Penn State, Hazleton	San Diego State University
Penn State, Wilkes-Barre	San Jose State University
Penn State, Worthington Scranton	Santa Clara University
Pennsylvania Institute of Technology	Seattle Central Community College
Pfeiffer University	Seattle Pacific University
Plattsburgh State University	Seton Hill University
Pratt Institute	Shoreline Community College
Presbyterian College	Simmons College
Providence College	Skidmore College
Purchase College - SUNY (Purchase JobScore)	Slippery Rock University of Pennsylvania
Purdue University (CCO Express)	Soka University
Purdue University, Krannert School of Management	Sonoma State University
Quincy University	South Mountain Community College
Randolph-Macon College	Southampton College
Raritan Valley Community College	Southeastern Oklahoma State University
Rasmussen College (Rasmussen Job Connect)	Southern Methodist University
Reed College	Southern New Hampshire University
Regent University Graduate School of Business	Southern Oregon University
Remington College, New Orleans Campus	Southern Polytechnic State University
Rensselaer Polytechnic Institute (RedHawk JobLink)	Southern State Community College
Rice University (Ricelink)	Southwest Baptist University
Ringling School of Art and Design	Southwest Missouri State University
Roanoke College	Southwest Tennessee Community College
Rochester College	Southwest Virginia Community College
Rochester Institute of Technology (RIT Job Zone)	Southwestern Assemblies of God University
Rockford Business College	Southwestern College
Rollins College	Southwestern Illinois College
Rose-Hulman Institute of Technology	Southwestern Oklahoma State University
Rutgers, The State University of New Jersey, Camden	Southwestern University
Rutgers, The State University of New Jersey, Newark Campus	St. Ambrose University
Saint Bonaventure University	St. Francis College
Saint Francis University	St. Gregory's University
Saint Joseph College	St. Joseph's College, New York
Saint Joseph's College	St. Lawrence University
Saint Joseph's College of Maine	St. Mary's University

Alumni Network Continued...

St. Norbert College	The Sage Colleges
St. Olaf College	The Savannah College of Art and Design
St. Thomas Aquinas College	The University of Alabama in Huntsville
Stanford University (Cardinal Careers)	The University of Kansas
Stephens College	The University of Montana-Western
	The University of North Carolina at Chapel Hill (CarolinaLink)
Stetson University	The University of North Carolina at Charlotte
Stevens Institute of Technology	The University of North Carolina at Greensboro
Stony Brook University	The University of Texas at Austin, College of Communication
SUNY Buffalo	The University of Texas at Austin, College of Liberal Arts
SUNY Cobleskill	The University of Texas at Austin, College of Natural Sciences
SUNY College at Brockport (JobShop)	The University of the Pacific
SUNY Delhi	The University of Vermont
SUNY Geneseo	Thiel College
SUNY Oswego	Transylvania University
Susquehanna University	Trevecca Nazarene University
Swarthmore College	Trinity University
Sweet Briar College	Tri-State University
Syracuse University	Troy State University Montgomery
Tallahassee Community College	Troy University
Tarleton State University	Turtle Mountain Community College
Taylor University	Tusculum College
Teachers College, Columbia University	
Temple University - The Fox School of Business & Management, GCMC	Tyler Junior College
Temple University - The Fox School of Business, CSPD	University at Buffalo, School of Management
Tennessee Technological University	University at Buffalo, The State University of New York
Texas A&M International University	University of Alabama at Birmingham
Texas A&M University	University of Alaska, Anchorage
Texas A&M University-Commerce	University of Alaska, Fairbanks
Texas Lutheran University	University of Arizona (Wildcat JobLink)
Texas State Technical College - West Texas	University of Arkansas
Texas Wesleyan University	University of California, Berkeley (CalJobs)
The Catholic University of America (Cardinal Connection)	University of California, Davis (Aggie Job Link)
The College of New Jersey	University of California, Irvine (ZotLink)
The College of William and Mary	University of California, Los Angeles (BruinView)
The Eli Broad Graduate School of Management, Michigan State University	University of California, Riverside
The Master's College	University of California, San Diego (Port Triton)
The Ohio State University	University of California, Santa Barbara (GauchosLink)
The Ohio State University, Engineering Career Services	University of California, Santa Cruz
The Robert O. Anderson Schools of Management	

JobCentral National Labor Exchange Distribution Sites

Alumni Network Continued...

University of Connecticut, School of Business	University of South Florida
University of Colorado at Boulder	University of South Florida Sarasota-Manatee
	University of Southern California School of Policy, Planning & Development
University of Colorado at Colorado Springs	
University of Dallas, Graduate School of Management	University of Southern Indiana
University of Delaware	University of St. Thomas
University of Evansville (UE JobLink)	University of Tennessee
University of Florida (Gator CareerLink)	University of Texas at Arlington
University of Hartford	University of Utah
University of Hawaii at Hilo	University of West Florida
University of Houston	University of West Georgia
University of Illinois	University of Wisconsin-Green Bay
University of Illinois at Chicago	University of Wisconsin-Madison School of Business
University of Illinois at Urbana	University of Wisconsin-Milwaukee
University of Illinois, Urbana-Champaign	University of Wisconsin-Platteville
University of Indianapolis	Upper Iowa University
University of La Verne	Urbana University
University of Louisiana at Lafayette	Ursinus College
University of Louisiana at Monroe	Utah Valley State College
University of Mary	Utica College
University of Maryland, Baltimore County	Valley City State University
University of Massachusetts Boston	Valparaiso University
University of Massachusetts-Amherst, Isenberg School	Vassar College
University of Michigan Business School	Villanova University
University of Michigan School of Information (iTrack)	Virginia Highlands Community College
University of Minnesota	Voorhees College
University of Missouri	Wabash College
University of Nebraska at Kearney (Career Services Solutions)	
	Wake Forest University
University of Nebraska, Lincoln (Husker Hire Link)	Wake Forest University-Babcock Graduate School of Management
University of Nevada, Las Vegas (CareerLink)	Wallace State Community College
University of Nevada, Reno (Career Navigator)	Walsh College
University of North Alabama	Walsh University
University of North Carolina Wilmington	Wartburg College
University of North Texas Dallas Campus	Washington and Lee University
University of Notre Dame (Go IRISH)	Washington College
University of Oregon (UO-JobLink)	Wayne State University
University of Pennsylvania (PennLink)	Waynesburg College
University of Pittsburgh	Wells College
University of Puget Sound	Wentworth Institute of Technology
University of Redlands	West Texas A&M University
	West Virginia University, College of Business & Economics
University of Saint Francis	
University of San Diego (ToreroLink)	
University of South Alabama	

Alumni Network Continued...

Western Kentucky University
Western Oregon University
Western Washington University
Westminster College
Westwood College of Technology
Wheeling Jesuit University
Whitman College
Whitworth College
Wichita State University
Widener University
Wilkes University
Willamette University
Williams Baptist College
Wilmington College
Wilmington College of Ohio
Winston-Salem State University
Wittenberg University
Xavier University
Yale Divinity School
Yale Graduate School of Arts and Sciences, Yale
University
Yavapai College
Yeshiva University
York College of Pennsylvania



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ATTACHMENT C

POSITIONS FILLED BETWEEN 07/16/06 - 07/15/07

Listed below are the 18 full-time positions filled at WLS-TV between 07/16/06 and 07/15/07, the recruitment methods used for each, and the sources of interviewed applicants.

Marketing Associate

Date position was open: 08/22/06

Date position was filled: 09/15/06

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: One in-house staff employee applicant, one applicant from the Disney Jobs website, one applicant from the ABC7 website, one former intern and two industry referrals. The candidate hired was the in-house staff employee applicant, which represented an internal promotion.

Weekend Anchor/Reporter

Date position was open: 06/15/06

Date position was filled: 10/05/06

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine and on the TVweek.com website.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 website, three applicants from talent agents and one industry referral. The referral source for the candidate hired was a talent agent.

Producer

Date position was open: 07/26/06

Date position was filled: 11/10/06

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine, Television Week magazine and on the VarietyCareers.com website.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: Four applicants from the ABC7 website, two in-house temporary employee applicants, one in-house vacation relief employee applicant, one Buena Vista staff employee applicant, one WLS Radio staff employee applicant, one VarietyCareers.com applicant and one applicant from the Disney Jobs website. The hired candidate was an in-house temporary employee.

Staff Desk Assistant

Date position was open: 09/29/06

Date position was filled: 11/13/06

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The station also placed an ad on the VarietyCareers.com website.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 website, one applicant from the VarietyCareers.com website and two employee referrals. The referral source for the candidate hired was an employee referral.

Promotion Manager

Date position was open: 10/12/06

Date position was filled: 11/21/06

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. Six people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 website, four in-house staff employee applicants and one in-house temporary employee applicant. The candidate hired was an in-house staff employee applicant, which represented an internal promotion.

Marketing Sales Assistant

Date position was open: 09/29/06

Date position was filled: 12/04/06

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Television Week magazine, on the TVJobs.com website and on the VarietyCareers.com website.

Sixteen people were interviewed. Referral sources of the candidates interviewed were as follows: Seven applicants from the ABC7 website, five employee referrals, one applicant from the TVJobs.com ad, one applicant from the VarietyCareers.com ad, one industry referral and one former intern. The referral source for the candidate hired was the ABC7 website.

Sales Traffic Coordinator

Date position was open: 10/02/06

Date position was filled: 12/07/06

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine, on the VarietyCareers.com website and on the TVWeek.com website.

Sales Traffic Coordinator (continued)

Four people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 website and one in-house staff employee applicant. The candidate hired was the in-house staff employee applicant, who was previously the National Sales Coordinator.

Executive Producer of Online Operations

Date position was open: 09/10/06

Date position was filled: 01/12/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad on the Online Media Bistro website and on the LostRemote.com website.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 Website, one applicant from the Online Media Bistro website, one applicant from the LostRemote.com website and three in-house staff employees. The candidate hired was an in-house staff employee, which represented an internal promotion.

IT Support Specialist

Date position was open: 06/07/06

Date position was filled: 02/08/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine, in Television Week magazine and on the VarietyCareers.com website.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Five applicants from the Disney Jobs website, one applicant from an industry referral and four applicants from the ABC7 website. The referral source for the candidate hired was the ABC7 website.

Vacation Relief Desk Assistant

Date position was open: 09/29/06

Date position was filled: 02/08/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine and on the VarietyCareers.com website.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: One in-house temporary employee applicant, three former interns and two applicants from the ABC7 website. The candidate hired was the in-house temporary employee applicant.

Promotion Writer/Producer/Editor

Date position was open: 10/12/06

Date position was filled: 02/26/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position 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 and three in-house temporary employee applicants. The candidate hired was an in-house temporary employee applicant.

National Sales Coordinator

Date position was open: 11/09/06

Date position was filled: 04/02/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine, in Television Week magazine and on the VarietyCareers.com website.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Eight applicants from the ABC7 website, one employee referral and one industry referral. The referral source for the candidate hired was the ABC7 website.

Research Analyst

Date position was open: 12/11/06

Date position was filled: 04/10/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. Station also placed an ad in Television Week, on the TVWeek.com website and on the VarietyCareers.com website.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website, six applicants from industry referrals, one applicant from the Television Week ad and two in-house staff employee applicants. The candidate hired was an in-house staff employee applicant, which represented a lateral transfer.

Manager Technical Facilities

Date position was open: 05/08/07

Date position was filled: 06/01/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine, Television Week magazine and TV Technology magazine and on the VarietyCareers.com website.

Manager Technical Facilities (continued)

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Four applicants from the ABC7 website, two applicants from the Broadcasting & Cable magazine ad, one applicant from the TV Technology magazine ad, one applicant from the Television Week magazine ad and two in-house staff employees. The candidate hired was an in-house staff employee, which represented an internal promotion.

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Broadcast IT Engineer

Date position was open: 05/08/07

Date position was filled: 06/01/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 website, one applicant from the Broadcasting & Cable magazine ad, one applicant from the Television Week magazine ad and one in-house staff employee applicant. The candidate hired was the in-house staff employee applicant, which represented an internal promotion.

Programming Producer

Date position was open: 05/01/07

Date position was filled: 06/08/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website, one in-house staff employee applicant and three in-house temporary employee applicants. The candidate hired was an in-house temporary employee applicant.

Photographer/Editor/ Live Shot Tech

Date position was open: 06/12/07

Date position was filled: 07/10/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A. The Station also placed an ad in Broadcasting & Cable magazine and on the VarietyCareers.com website.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website, three in-house vacation relief employee applicants and five in-house temporary employee applicants. The candidate hired was an in-house vacation relief employee applicant.

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Vacation Relief Photographer/Editor/ Live Shot Tech

Date position was open: 06/12/07

Date position was filled: 07/10/07

The Station posted the position on the ABC7 website and the Disney Jobs website and faxed or emailed a notice of the position to the organizations listed on Attachment A.

The Station also placed an ad in Broadcasting & Cable magazine and on the VarietyCareers.com website.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website and five in-house temporary employee applicants. The candidate hired was an in-house temporary employee applicant.

ATTACHMENT D
INTERNS

Following is a description of internship opportunities at WLS-TV and a list of the schools that the station's 2006-07 interns attended.

NEWS DEPARTMENT

Barnard College	May 2006 – August 2006
Colorado College	May 2006 – August 2006
Columbia College Chicago	August 2006 – December 2006
Columbia College Chicago (2)	September 2006 – December 2006
DePaul University	June 2006 – August 2006
Loyola University Chicago (2)	August 2006 – December 2006
Loyola University Chicago (2)	January 2007 – May 2007
Moody Bible Institute	January 2007 – May 2007
Southern Illinois University	June 2006 – August 2006
University of Illinois – Champaign (2)	May 2006 – August 2006
University of Illinois – Chicago	April 2006 – August 2006
University of Illinois – Chicago	August 2006 – December 2006
University of Illinois – Chicago	January 2007 – May 2007
University of Tennessee – Knoxville	May 2006 – August 2006

Interns are typically assigned to a reporter two days a week and to the news planning department one day a week.

While assigned to reporters, interns work on a variety of stories. Tasks include researching information and setting up possible interviews.

The news planning department is responsible for collecting, researching and developing future news stories for the ABC7 news department. The planning editor and planning department researcher (regular staff employees) create a daily sheet, which lists 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

Columbia College Chicago
Indiana University
Kansas University
St. Francis University (2)
University of Michigan

September 2006 – December 2006
May 2006 – August 2006
May 2006 – August 2006
January 2007 – May 2007
May 2006 – August 2006

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.

WEATHER DEPARTMENT

University of Oklahoma

May 2006 – August 2006

At first, the intern mainly watches and learns the daily procedures. The intern will do some surface analysis and temperature plotting, along with monitoring certain computers and clearing charts. The weather department teaches the interns things they need to know in order to work as a broadcast meteorologist. The intern will learn forecasting, on-air presentation, graphic production and story writing skills, and how to work under deadlines.

CREATIVE SERVICES / PROMOTIONS DEPARTMENT

Ball State University
DePaul University
Valparaiso University

May 2006 – August 2006
January 2007 – May 2007
May 2006 – August 2006

The creative services / promotions intern learns how to write and produce promotion for TV, including:

- News Topicals (:30, :20 and IDs)
- News Special Reports
- Sport Specials
- Local Programming (190 North, Healthbeat, N Beat, People Places & Things)
- Sales Campaigns and other related projects

The creative services / promotions intern:

- Learns how to produce promotional announcements from concept to completion
- Learns how to screen video/audio...and choose the best elements for use.
- Observes editors during the editing process.
- Assists department producers in the production of promotional announcements.
- Works with announcers.
- Works with production crews on location shoots (when scheduled).
- Works with artists in developing graphics for promos.
- Works on various print ads (writing copy, graphic development, and deadline responsibility).

CREATIVE SERVICES / PROGRAMMING DEPARTMENT

Columbia College Chicago	September 2006 -- December 2006
Indiana University	May 2006 -- August 2006
Northeastern Illinois University	January 2007 -- May 2007
University of Iowa	June 2006 -- August 2006
Western Michigan University	May 2006 -- August 2006

Interns assigned to the creative services / 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 and deadline demanding, and provides an understanding of the work that goes on behind the scenes of studio-based live events and field-produced programs.

PUBLICITY - Interns work closely with the WLS-TV Station Publicist, in concert with the Program Director, in helping to cultivate and maintain 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.

CREATIVE SERVICES / GRAPHICS DEPARTMENT

School of the Art Institute of Chicago

June 2006 – August 2006

The creative services / 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)

Columbia College Chicago

June 2006 – September 2006

DePaul University

September 2006 – November 2006

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 synopses 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 DEPARTMENT

Columbia College Chicago

January 2007 – May 2007

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 and public service announcements.

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, and pre and postproduction.

SALES DEPARTMENT

University of IL Urbana-Champaign

July 2006 – August 2006

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

ON LINE OPERATIONS

Northwestern University

June 2006 – August 2006

University of Illinois – Champaign

May 2006 – August 2006

Online operations include abc7chicago.com and 190north.com as well as several “in production” projects. Website interns:

- Update and develop website content
- Research internet-related stories, sites and systems
- Format documents and images
- Work with other departments in the station on web-related projects