

## WLS-TV ANNUAL EEO PUBLIC FILE REPORT, AUGUST 1, 2006

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, 2005 through July 15, 2006, and will be placed in the Station's public files and on the Station's website as of August 1, 2006.

### 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. On May 1 recruiting moved to an enterprise-wide applicant tracking system through DirectEmployers (a nonprofit association of employers). 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. The Station also posts all full-time job openings on the Illinois Broadcasters Association website. Many jobs are also advertised in publications and on job-related web sites 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 television stations.
- One former intern became employed by ABC-TV as an Account Executive and has since been promoted to Vice President, Sales Manager at WLS-TV.
- A former intern was hired by ABC-TV as a Sales Assistant in Network Sales.
- A former intern was hired as a staff Sales Assistant in the Sales Department at 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 2005, the Station hosted a booth at the NABJ (National Association of Black Journalists) Convention. News Director, Jennifer Graves, who has hiring responsibilities, and Executive Producer, Anthony Shute, who has input into hiring decisions, attended and collected resumes of potential job applicants.

In August of 2005, the Station hosted a booth at the AAJA (Asian American Journalists Association) Convention. Executive Producer, Wilson Toy, who has input into hiring decisions, 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 and the Station's News Director have given career-oriented talks at the following locations:

**Alan Krashesky**  
Lincoln Jr. High School – Lisle, Illinois – April 12, 2006

**Phil Schwarz**  
Maine South High School – Park Ridge, Illinois – November 17, 2005  
St. Hilary School – Chicago – December 12, 2005  
Edison Elementary School – Elmhurst – April 24, 2006

*(D) 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, 2005 through July 15, 2006), 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 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 07/16/05 – 07/15/06  
(Except when “other effective date” is noted)

ABC Corporate Job Listing – See Attachment B

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

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](http://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](mailto: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](mailto:jccia@voyager.net)  
Website [www.jccia.com](http://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](mailto:marygkoenig@scj-usa.org)

NAACP - 800 East 78<sup>th</sup> 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](mailto:charlieb@nabet41.org)  
Website [NABET 41.org](http://NABET41.org)

\*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](http://www.nabj.org)

NABJ Chicago - 190 North State – 11<sup>th</sup> Floor - Chicago, Illinois 60601  
Contact Marsha Eaglin – Phone (312) 750-7704 – Fax (312) 750-7701  
E-mail [secretary@nabjchicago.org](mailto:secretary@nabjchicago.org)

NAHJ (National Association of Hispanic Journalists) - 1000 National Press Building  
529 14<sup>th</sup> St. NW, Washington, DC 20045-2001  
Contact Job Bank Coordinator – Phone (202) 662-7145 – Fax (202) 662-7144  
E-mail [jobbank@nahj.org](mailto: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@nlgja.org](mailto:info@nlgja.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 54<sup>th</sup> Street - New York, NY 10022  
Contact Job Bank Coordinator – Phone (212) 486-1111 – Fax (212) 935-5631  
E-mail [hope@tvb.org](mailto: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](http://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](mailto: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](http://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](mailto: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](mailto:dnestingen@desiatchicago.com)  
Effective 04/27/06

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 added to the Station's Recruitment Source List

Attachment B:  
Schools and Organizations to which ABC Human Resources Sent Job Listings  
(prior to May 1, 2006)

COMPANY	EVENTS	FIRST LAST	XTITLE	STREET	CITY	STATE	ZIP
Abyssinian Baptist Church	Job Fair	Rev. Calvin Butts		132 Odell Clark Place	New York	NY	10030
Asian American Journalists Assn.		Executive Heller		1765 Sutter Street	San Francisco	CA	94115
AWRT, Inc. (American Women in Radio & TV)		Rose		1619 Third Avenue	New York	NY	10018
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	90011
Black Agenda		Magdalena Beltran	UNIVERSITY OF SO. CALIF.	200 E Slauson Ave	Los Angeles	CA	90089
BLACK JOURNALISTS ASSOC	JOB FAIR	Karen Capestro	USC SCHOOL OF JOURNALISM	PO Box 25	Los Angeles	CA	90089
Cal Chicano News Media		ATTN: JOB LISTING	CAREER DEVELOPMENT CTR--L	3801 W Temple Ave	Pomona	CA	91768
Cal Poly Career Center		CENTER	CAREER & LIFE PLANNING CE	100 Student Services 1	Fullerton	CA	92634
CAL STATE UNIVERSITY		Patricia Sandra		PITZER COLLEGE/SCOTT 1	Irvine	CA	92697
University of California Irvine		ROBERT BRUCE	MINNEAPOLIS AMERICAN INDIAN	1400 Hemphill St	Claremont	CA	91711
CAREER PLANNING CENTER		Crystal Watson	BUSINESS ADMINISTRATION	Fort Worth	Fort Worth	TX	76104
Cassata Learning Center		Rev. Clinton Miller		1530 E Franklin Ave	Minneapolis	CA	91711
Circle Newspaper		Charles T. Thomas		Claremont	Claremont	CA	91711
CLAREMONT GRADUATE SCHOOL		Sierra Roz		Pasadena	Pasadena	CA	91106
PCC Communications Dept.		Caroline N.M.		1570 E Colorado Blvd	NY	11238	
Brown Memorial Church		Robert M. Ruggles		Brooklyn	Buffalo	NY	14209
Community Action Organization		Atm: Emma Jean	484 Washington Ave	70 Harvard Place	Brooklyn	NY	11232
Concerned Communicators		DEPT. OF EMPLOYMENT SERV.	EXECUTIVE DIRECTOR	783 4th Ave	Philadelphia	PA	19103
CSU-Fullerton/Career Center		Laron Henry		PO Box 2138	Fullerton	CA	92831
CSU-LB/Upward Bound Prog.		Thelma Tiger		800 N State College Blvd	Fullerton	CA	92831
CSU-Northridge Career Placement	JOB FAIR	Job Placement		Long Beach	Long Beach	CA	90840
CSU-Northridge Chicano Bus. Assn		Job Placement		1250 N Bellflower Blvd	Northridge	CA	91330
Dept. Of Employment Services		Job Placement		1811 Northhoff St # 20	Northridge	CA	91330
EDD-Job Service		Job Placement		1811 Northhoff St	Northridge	CA	91330
E LA Occupational Center		Job Placement		1811 Northhoff St	Northridge	CA	91330
E LA Skill Center		Job Placement		500 C Street, NW	Washington	DC	20001
FLORIDA A & M UNIVERSITY		Job Placement		12715 Pioneer Blvd	Norwalk	CA	90650
Found. for Minority Interest in Media		Job Placement		2100 Marengo St	Los Angeles	CA	90033
Glendale Community College		Job Placement		3921 Selig Place	Los Angeles	CA	90031
GOVERNMENT OF DC		Job Placement		825 7th Ave	Tallahassee	FL	32307
HAMPTON INSTITUTE		Job Placement		1500 N Verdugo Rd	New York	NY	10019
Hispanic Urban Center		Job Placement		4th Floor	Glendale	CA	91208
Houston Black Media Assn		Job Placement		JTPA TRAILER- TRAILER NO.	Washington	DC	20001
Indian Centers South		Job Placement		500 C St. NW - Room 100	Washington	VA	23668
Inglewood Community Adult		Job Placement		1075 S Herbert Ave	Los Angeles	CA	90023
Int'l Center For The Disabled		Job Placement		3825 Wichita St	Houston	TX	77004
Japanese Community Center		Job Placement		5900 S Eastern Ave	Los Angeles	CA	90040
Japanese American Citizens League		Job Placement		115 W Kelso St	Inglewood	CA	90301
Korean Federation Of L.A. Inc.		Job Placement		115 W Kelso St	Inglewood	CA	90301
L.A. Job Corps Center	JOB FAIR	Don Vaughn		340 E 24th St	New York	CA	91790
L.A. Urban League		Job Placement		1203 W Puente Ave	West Covina	CA	91790
LACC Communications Dept.		Job Placement		244 S San Pedro St	Los Angeles	CA	90012
		Job Placement		981 S Western Ave	Los Angeles	CA	90006
		Job Placement		1106 S Broadway	Los Angeles	CA	90015
		Job Placement		3450 Mount Vernon Dr	Los Angeles	CA	90008
		Job Placement		844 N Vermont Ave	Los Angeles	CA	90029



Attachment B:  
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COMPANY	EVENTS	FIRST	LAST	TITLE LINE	STREET	CITY	STATE	ZIP
Latins In Business		Loyola	Maymount		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 MEDIA PROJECT		Noreen	Vincent	SUITE 2100	200 N Spring St	Los Angeles	CA	90012
N.a.p.b.c.i.		Kathy	Bonk	MEDIA PROJECT DIRECTOR	1333 H St. NW -11th floor	Washington	DC	20005
National Academy of TV Arts & Sciences		Frank	Blythe	EXECUTIVE DIRECTOR	PO Box 83111	Lincoln	NE	68501
National Assn. of Broadcasters		Christine	Spencer	SUITE 1020	111 W 57th St	New York	NY	10019
National Assn. of Black Journalists	Job Fair	Minority	Employment		1771 N St. NW # N	Washington	DC	20036
National Black Media Coalition		Mervin	Aubespain	PRESIDENT	525 W Broadway	Louisville	KY	40202
National Puerto Rican Forum		Yvonne	Lopez	STE 204	11120 New Hampshire Av	Silver Spring	MD	20904
National Urban League	Job Fair	Alton	Burton	DIRECTOR, PUBLIC RELATION	31 E 32nd St	New York	NY	10016
Native American Journalists Assoc.	Job Fair	Theresa	Lumbar	COMMUNICATIONS DEPT. FL 7	120 Wall St	New York	NY	10005
New York League for the Hard of Hearing		Florence	Rosen	MEMBERSHIP SERVICES	3359 36th Avenue	South Minneapolis	MIN	55406
Nosotros		Executive	Director	JOB PLACEMENT OFFICER	71 W 23rd St	New York	NY	10010
Pacific/Asian C.E.		M.B.	Strauss-ridged	Suite 102	650 North Bronson	Hollywood	CA	90004
PEPPERDINE UNIVERSITY		RON	WHITTAKER	PROF OF BROADCASTING	2525 W 8th St	Los Angeles	CA	90057
Peralta Colleges		Bob	Dabney	EAST BAY SKILLS CTR.--EXE	333 E 8th St	MALIBU	CA	90285
Plaza De La Raza		Joan	Hershaw	JOB COORDINATOR	3540 N Mission Rd	Oakland	CA	94606
South Bronx OEDC		Ren	Kimura		370 E 149th St	Los Angeles	CA	90031
SFV Japanese American Center		Darin	Bridwell	SUITE 910	12953 Brantford St	Bronx	NY	10455
So Cal Broadcasters Assn.		Juan	Garcia	#120	5670 Wilshire Blvd	Pacoma	CA	91331
Society of Hispanic Prof. Engineers		Keith	Wartman	GSM ROOM 1387	5400 E Olympic Blvd	Los Angeles	CA	90036
State Dept. of Employment	JOB FAIR	Executive	Director		1405 S Broadway	Los Angeles	CA	90022
UCLA Latino Management Assn.		Employment	SVCS Dept		405 Hilgard Ave	Los Angeles	CA	90015
Pasadena Foothill Urban League		Derek L.	Smith	3RD FLOOR	1200 N Fair Oaks Ave	Los Angeles	CA	90095
Urban League of Rhode Island		Diane	Passilas	SCHOOL OF JOURNALISM	246 Prairie Ave	Pasadena	CA	91103
USC Latino Students Assn.	JOB FAIR	CLINT	WILSON		817 W 34th St	Providence	RI	02905
Veterans Administration Office		Veteran	Employmt-mdp 28		11000 Wilshire Blvd	Los Angeles	CA	90089
NYS Dept of Labor Veterans Prog.		Andy	Rodriguez		247 W 54th St	Los Angeles	CA	90024
Veterans Center		Debra	Levine		741 N Vermont Ave	New York	NY	10019
Watts Labor Comm. Action		Dean	Morris		10956 S Central Ave	Los Angeles	CA	90029
Watts Skills Center		Saundra	Stanton		840 E 111th Place	Los Angeles	CA	90059
Nabet				SUITE 8B	501 3rd St, NW	Washington	DC	20001
Ms. Gwen Wiggins					325 Clinton Ave	Brooklyn	NY	11205
Stdu-local 399				SUITE 300	PO Box 6017	North Hollywood	CA	91603
Women At Work		Pat	Kiechler	SUITE 530	50 N Hill Ave	Pasadena	CA	91106
Editor, Job Bank		c/o Women in	Film		6464 W Sunset Blvd	Hollywood	CA	90028
WOMEN'S CENTER		Barbara	Booth		1301 W Brooklyn Ave	Monterey Park	CA	91754
Women's Center Rio Hondo CC		Bungalo	C/cal St. L.a.		3600 Workman Mill Rd	Whittier	CA	90601
Women's Resource Center		Helvne	Mesnar		5151 State University	Los Angeles	CA	90032
Women's Resource Center					543 N Fairfax Ave	Los Angeles	CA	90036

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COMPANY	FIRST	LAST	ADDRESS	STREET	CITY	STATE	ZIP
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		2514 South Grand Avenue	Los Angeles	CA	90007
Dept. Of Veterans Affairs	Joseph	Limmina		1601 Kirkwood Hwy	Wilmington	DE	19805
LAPWI	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	4th Floor	33 W 60th Street	New York	NY	10023
New York Urban League	Dennis	Walcott		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	12TH FL	711 Third Ave	New York	NY	10017
Mexican American Opportunity Found.				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	20TH FL	120 Wall St	New York	NY	10005
The Lighthouse, Inc.	Shelly	Aftabodeen		111 E 59th St	New York	NY	10022
New York Urban League	Ali	Riddick		9220 Union Hall St	Jamaica	NY	11433
NYS Dept of Labor	John	Sweeney	GOVERNOR AVERELL HARRIMAN	State Office Bldg Campus	Albany	NY	12240
NYS Dept of Labor	Ray	Simmons	EMP. RELATIONS	PO Box 704	New York	NY	10014
Latino Coalition for Fair Broadcast	Luis	Esquin	SUITE D-4	888 Union St	Brooklyn	NY	11215
Black Broadcasters Alliance	Eddie	Edwards	SUITE 301	711 W 40th St	Baltimore	MD	21211
Mt. San Antonio College	Linda	Reyes		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
ACAP CENTER				BLDG. 690, ROOM 3G, US	SCHOFIELD BARRACKS	HI	96857

## DirectEmployers Association Network Sites

### JobCentral.com - National Employment Network

#### 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

DiversityWorking.com
America's Job Bank - (opt in)
Dept. of Veterans Affairs - (opt in)
Department of Defense - (opt in)
IMDiversity
OCCMundial
Black Collegian

#### Other

Google	
Google Desktop	
LinkedIn.com	
Oodle.com	
Lycos Classifieds	
TalentPlanet.com	
Jobster	
Indeed	
Indeed Canada	
SimplyHired.com	
Ryze.com	
Clusty.com	
A9	
Info.com	
About.com	
NetworkWorld.com	
New York Times	
Boston.com	
Jumpstation.com.au	
Gawker.com	
Snap.com	

## DirectEmployers Association Networking Sites

### Military Network

<a href="http://BizJournalsHire.com">BizJournalsHire.com (42 Markets)</a>	<a href="http://JobsforFiremen.com">JobsforFiremen.com</a>
<a href="http://AirForceAssociation.com">Air Force Association</a>	<a href="http://JobsforMedicalWorkers.com">JobsforMedicalWorkers.com</a>
<a href="http://VetFriends.com">VetFriends.com</a>	<a href="http://JobsinCivilService.com">JobsinCivilService.com</a>
<a href="http://MilitaryPartners.com">Military Partners</a>	<a href="http://JobsinDrugs.com">JobsinDrugs.com</a>
<a href="http://IRAQTopJobs.com">IRAQTopJobs.com</a>	<a href="http://JobsinFederalGovt.com">JobsinFederalGovt.com</a>
<a href="http://HireVets.com">HireVets.com</a>	<a href="http://JobsinFirefighting.com">JobsinFirefighting.com</a>
<a href="http://VeteransandFamilies.org">VeteransandFamilies.org</a>	<a href="http://JobsinResorts.com">JobsinResorts.com</a>
<a href="http://USWOA-USArmyWarrantOfficerAssociation.com">USWOA-US Army Warrant Officer Association</a>	<a href="http://JrOfficers.com">JrOfficers.com</a>
<a href="http://AlamoAOG.com">Alamo AOG</a>	<a href="http://JSANA-Austin.com">JSANA-Austin</a>
<a href="http://SanDiego@Work.com">SanDiego@Work</a>	<a href="http://JuniorOfficers.com">JuniorOfficers.com</a>
<a href="http://WorkMinistry.com">WorkMinistry.com</a>	<a href="http://LongHaulJobs.com">LongHaulJobs.com</a>
<a href="http://OCONUS.com">OCONUS.com</a>	<a href="http://MarineforLifeProgram.com">Marine for Life Program</a>
<a href="http://USBA.com">USBA</a>	<a href="http://MarketingSalesJobs.com">MarketingSalesJobs.com</a>
<a href="http://VeteransForCommonSense.org">VeteransForCommonSense.org</a>	<a href="http://MarketYourJobSearch.com">MarketYourJobSearch.com</a>
<a href="http://AirForceWives.com">AirForceWives.com</a>	<a href="http://MedicalTransition.com">MedicalTransition.com</a>
<a href="http://ArmyWives.com">ArmyWives.com</a>	<a href="http://Mil2Civ.com">Mil2Civ.com</a>
<a href="http://CoastGuardWives.com">CoastGuardWives.com</a>	<a href="http://MilitaryEngineers.com">MilitaryEngineers.com</a>
<a href="http://MarineWives.com">MarineWives.com</a>	<a href="http://MilitaryFriendlyEmployer.com">MilitaryFriendlyEmployer.com</a>
<a href="http://MilitaryWives.com">MilitaryWives.com</a>	<a href="http://MilitaryJobBoard.com">MilitaryJobBoard.com</a>
<a href="http://MilitaryHusbands.com">MilitaryHusbands.com</a>	<a href="http://MilitaryJobHunts.com">MilitaryJobHunts.com</a>
<a href="http://NavyWives.com">NavyWives.com</a>	<a href="http://MilitaryPathfinder.com">MilitaryPathfinder.com</a>
<a href="http://ReserveWives.com">ReserveWives.com</a>	<a href="http://MILITARYSPOT.com">MILITARYSPOT.com</a>
<a href="http://AcademyGrads.com">AcademyGrads.com</a>	<a href="http://MilitarySpouses.com">MilitarySpouses.com</a>
<a href="http://AcademyNetworking-Seattle.com">AcademyNetworking-Seattle</a>	<a href="http://MilitaryTruckDriver.com">MilitaryTruckDriver.com</a>
<a href="http://ActiveClearance.com">ActiveClearance.com</a>	<a href="http://MilitaryTruckDrivers.com">MilitaryTruckDrivers.com</a>
<a href="http://AllManagementJobs.com">AllManagementJobs.com</a>	<a href="http://NicheBoards.com">NicheBoards.com</a>
<a href="http://AllManagerJobs.com">AllManagerJobs.com</a>	<a href="http://OilGasMining.com">OilGasMining.com</a>
<a href="http://BillGaul.com">BillGaul.com</a>	<a href="http://RestaurantManagersJobs.com">RestaurantManagersJobs.com</a>
<a href="http://BuildingConstructionJobs.com">BuildingConstructionJobs.com</a>	<a href="http://SalesForceJobs.com">SalesForceJobs.com</a>
<a href="http://ClearedwithPoly.com">ClearedwithPoly.com</a>	<a href="http://TaylorInnervation.com">Taylor Innervation</a>
<a href="http://CoalMineJobs.com">CoalMineJobs.com</a>	<a href="http://TheNavyLeague-SDChapter.com">The Navy League-SD Chapter</a>
<a href="http://ConstructionJobsSite.com">ConstructionJobsSite.com</a>	<a href="http://TroopsToTeachers.com">TroopsToTeachers.com</a>
<a href="http://DAVJobs.com">DAVJobs.com</a>	<a href="http://USARA-RangerAssociation.com">USARA-Ranger Association</a>
<a href="http://EmployMilitary.com">EmployMilitary.com</a>	<a href="http://USMCMotorTransportAssociation.com">USMC Motor Transport Association</a>
<a href="http://FedGovJobs.com">FedGovJobs.com</a>	<a href="http://VeteranFranchiseCenter.com">VeteranFranchiseCenter.com</a>
<a href="http://FieldTechJobs.com">FieldTechJobs.com</a>	<a href="http://VeteranJobBoard.com">VeteranJobBoard.com</a>
<a href="http://FormerMilitary.com">FormerMilitary.com</a>	<a href="http://VeteranResourceCenter.com">VeteranResourceCenter.com</a>
<a href="http://GeneralManagementJobs.com">GeneralManagementJobs.com</a>	<a href="http://VeteranResources.com">VeteranResources.com</a>
<a href="http://HireAGrad.com">HireAGrad.com</a>	<a href="http://VeteranRewards.com">VeteranRewards.com</a>
<a href="http://HireAVet.com">HireAVet.com</a>	<a href="http://VeteransAdvantage.com">VeteransAdvantage.com</a>
<a href="http://Jobs4Military.com">Jobs4Military.com</a>	<a href="http://Vets4Hire.com">Vets4Hire.com</a>
<a href="http://Jobs4Veterans.org">Jobs4Veterans.org</a>	<a href="http://VetsofColor.com">VetsofColor.com</a>
<a href="http://JobsatResorts.com">JobsatResorts.com</a>	<a href="http://VMIAlumniAssociation.com">VMI Alumni Association</a>
<a href="http://JobsConstructionJobs.com">JobsConstructionJobs.com</a>	<a href="http://WomensJobSearch.net">Womens JobSearch.net</a>
<a href="http://JobsforCops.com">JobsforCops.com</a>	<a href="http://WoundedWarriorProject.com">Wounded Warrior Project</a>

DirectEmployers Association Networking 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

DirectEmployers Association Networking Sites

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 (Seminoles 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	Gulford 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

DirectEmployers Association Networking 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

DirectEmployers Association Networking 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



DirectEmployers Association Networking Sites

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
Stetson University	The University of North Carolina at Chapel Hill (CarolinaLink)
Stevens Institute of Technology	The University of North Carolina at Charlotte
Stony Brook University	The University of North Carolina at Greensboro
SUNY Buffalo	The University of Texas at Austin, College of Communication
SUNY Cobleskill	The University of Texas at Austin, College of Liberal Arts
SUNY College at Brockport (JobShop)	The University of Texas at Austin, College of Natural Sciences
SUNY Delhi	The University of the Pacific
SUNY Geneseo	The University of Vermont
SUNY Oswego	Thiel College
Susquehanna University	Transylvania University
Swarthmore College	Trevecca Nazarene University
Sweet Briar College	Trinity University
Syracuse University	Tri-State University
Tallahassee Community College	Troy State University Montgomery
Tarleton State University	Troy University
Taylor University	Turtle Mountain Community College
Teachers College, Columbia University	Tusculum College
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	

DirectEmployers Association Networking 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 Colorado at Colorado Springs	University of Southern California School of Policy, Planning & Development
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
University of Saint Francis	West Virginia University, College of Business & Economics
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 07/16/05 - 07/15/06**

Listed below are the positions filled at WLS-TV between 07/16/05 and 07/15/06 and the sources of interviewed applicants.

#### Studio/Field Engineer, Engineering Department

Date position was open: 06/03/05

Date position was filled: 10/03/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A and promoted at the NABJ (National Association of Black Journalists) job fair in August of 2005.

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

#### Stagehand, Engineering Department

Date position was open: 07/18/05

Date position was filled: 10/03/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A and promoted at the NABJ (National Association of Black Journalists) job fair in August of 2005.

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

#### Marketing Sales Account Executive/Web Specialist, Sales Department

Date position was open: 04/14/04

Date position was filled: 10/07/05

The Station posted the position on the ABC7 website, Entertainment Careers.Net website, 4Entertainmentjobs.com website, "Spots & Dots" trade publication and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A and promoted at the NABJ (National Association of Black Journalists) job fair in August of 2005.

Twenty-one people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 website, four applicants from the "Spots & Dots" publication, five applicants from the ABC Corporate Job Listings, one applicant from the Disney Careers website and eight employee referrals. The referral source for the candidate hired was the ABC Corporate Job Listing.

Special Projects Producer, News Department

Date position was open: 05/03/05

Date position was filled: 10/07/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A and promoted at the NABJ (National Association of Black Journalists) job in August of 2005.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 website, one applicant from a talent agent, one applicant from the ABC Corporate Job Listing, one staff in-house employee applicant, three employee referrals and one applicant from the Illinois Broadcasters Association website. The referral source for the candidate hired was the Illinois Broadcasters Association website.

Desk Assistant, News Department

Date position was open: 05/24/05

Date position was filled: 10/19/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A and promoted at the NABJ (National Association of Black Journalists) job fair in August of 2005.

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website, four employee referrals, one former intern and one in-house vacation relief employee applicant. The candidate hired was the in-house vacation relief employee applicant.

Admin/Technical Buyer, Engineering Department

Date position was open: 08/08/05

Date position was filled: 11/18/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A.

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 website, three applicants from the ABC Corporate Job Listing and two applicants from the Broadcasting & Cable magazine ad. The referral source for the candidate hired was the ABC7 website.

HR/Payroll Coordinator, Accounting Department

Date position was open: 10/18/05

Date position was filled: 12/12/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A.

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

Accounting Clerk, Accounting Department

Date position was open: 10/18/05

Date position was filled: 12/22/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A.

Three people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 Website, one industry colleague referral and one applicant from the Disney Careers website. The referral source for the candidate hired was the Disney Careers website.

Sports Reporter/Fill in Anchor, Sports Department

Date position was open: 07/25/05

Date position was filled: 02/10/06

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The job posting was also faxed/emailed to the organizations listed on Attachment A and promoted at the NABJ (National Association of Black Journalists) job fair in August of 2005.

Eighteen people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from NAHJ (National Association of Hispanic Journalists) organization, five applicants from word of mouth, nine applicants from talent agents and three employee referrals. The referral source for the candidate hired was a talent agent.

Photographer/Editor/Live Shot Tech, News Department

Date position was open: 12/01/05

Date position was filled: 02/21/06

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/mailed to the organizations listed on Attachment A.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from an industry colleague referral, one in-house staff employee applicant, three in-house temporary employee applicants and five in-house vacation relief employee applicants. The candidate hired was an in-house vacation relief employee applicant.

Vacation Relief Desk Assistant, News Department

Date position was open: 10/25/05

Date position was filled: 03/02/06

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/mailed to the organizations listed on Attachment A.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant was an intern, two applicants were former interns, three were employee referrals and one was an in-house temporary employee applicant. The candidate hired was the in-house temporary employee applicant.

Vacation Relief Studio/Field Engineer, Engineering Department (2 positions)

Date positions were open: 11/30/05

Date positions were filled: 03/10/06

The Station posted these two positions on the ABC7 website, TVJobs.com website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job postings were also faxed/mailed to the organizations listed on Attachment A.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 website, one applicant from the TVJobs.com website, one employee referral and one in-house temporary employee applicant. The referral source for one of the candidates hired was the employee referral and the other candidate hired was the in-house temporary employee applicant.

Account Executive, Sales Department

Date position was open: 11/29/05

Date position was filled: 03/23/06

The Station posted the position on the ABC7 website, mediabistro.com website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A

Thirty-one people were interviewed. Referral sources of the candidates interviewed were as follows: Fourteen applicants from the ABC7 website and seventeen industry colleague referrals. The referral source for the candidate hired was an industry colleague referral.

Reporter, News Department

Date position was open: 01/13/06

Date position was filled: 03/31/06

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A.

Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website, four applicants from talent agents, four industry colleague referrals, one employee referral and one in-house temporary employee. The referral source for the candidate hired was the employee referral.

Vacation Relief Photographer/Editor/Live Shot Tech, News Department

Date position was open: 02/24/06

Date position was filled: 04/12/06

The same recruitment methods and the same pool of candidates, used for the Photographer/Editor/Live Shot Tech position (filled on 02/21/06), were used to fill this position. The candidate hired was an in-house temporary employee.

Stagehand, Engineering Department (2 positions)

Date positions were open: 11/30/05

Date positions were filled: 04/21/06 & 05/17/06

The Station posted these two positions on the ABC7 website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job postings were also faxed/emailed 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 employee referral and two in-house temporary employee applicants. The two candidates hired were the in-house temporary employee applicants.



Staff Accountant, Accounting Department

Date position was open: 04/03/06

Date position was filled: 05/15/06

The Station posted the position on the ABC7 website, monster.com website, hotjobs.com website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: Four applicants from the monster.com website, three applicants from the hotjobs.com website, one applicant from the ABC Corporate Job Listing and one in-house staff employee applicant. The candidate hired was the in-house staff employee applicant, which represented an internal promotion.

Accounting Clerk, Accounting Department

Date position was open: 04/03/06

Date position was filled: 05/15/06

The Station posted the position on the ABC7 website, monster.com website, hotjobs.com website, DePaul University website and the ABC Corporate Job Listing. The Station also placed an ad in Broadcasting & Cable magazine and Television Week magazine. The job posting was also faxed/emailed to the organizations listed on Attachment A.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the monster.com website, one applicant from the hotjobs.com website, one applicant from the DePaul University website, one employee referral and one unsolicited resume. The referral source for the candidate hired was the unsolicited resume.

**ATTACHMENT D**  
**INTERNS**

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

**NEWS DEPARTMENT**

Bradley University	May 2006 – August 2006
Calvin College	September 2005 – December 2005
Carleton College	June 2006 – August 2006
Columbia College - Chicago (2)	January 2006 – May 2006
DePaul University	September 2005 – December 2005
DePaul University	January 2006 – April 2006
Eastern Illinois University	May 2006 – August 2006
Indiana University	May 2006 – August 2006
Institut D'Etudes Politiques - France	May 2006 – August 2006
Loras College	May 2006 – August 2006
Loyola University - Chicago	January 2006 – May 2006
Northeastern University	May 2006 – August 2006
Northern Illinois University	May 2006 – August 2006
Northwestern University	May 2006 – August 2006
Olivet Nazarene University	January 2006 – May 2006
Olivet Nazarene University	May 2006 – August 2006
Quinnipiac University	May 2006 – August 2006
University of Dayton	June 2006 – August 2006
University of Illinois – Chicago	September 2005 – December 2005
University of Illinois – Chicago	January 2006 – May 2006
University of MO – Columbia	May 2006 – August 2006
Washington State University	July 2006 – September 2006
Western Illinois University	May 2006 – August 2006

Interns assigned to reporters work on a variety of stories – researching information and setting up possible interviews. Interns are assigned to a reporter two days a week and one day in planning.

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	January 2006 – May 2006
Columbia College - Chicago	February 2006 – May 2006
Columbia College - Chicago	May 2006 – September 2006
North Central College	June 2006 – September 2006
Ohio State University	September 2005 – December 2005
University of Iowa	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 Michigan	May 2006 – August 2006
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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**

Miami University	May 2006 – August 2006
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The creative services / promotions intern learns how to write and produce promotion for TV, including:

- News Topicals (:30, :20 and IDs)
- News Special Reports
- Sports Special
- 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	January 2006 – May 2006
Columbia College - Chicago	May 2006 – August 2006
International Academy of Design & Technology	October 2005 – December 2005
Miami University	May 2006 – August 2006
Nottingham Trent University – Nottingham, UK	June 2006 – September 2006
Roosevelt University	May 2006 – August 2006
Southern Illinois 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**

Bradley University

September 2005 -- December 2005

EWHA University - Seoul, Korea

May 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)**

Florida International University

May 2006 -- August 2006

University of Illinois -- Chicago

January 2006 -- May 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**

Loyola University - Chicago

May 2006 -- August 2006

Syracuse University

May 2006 -- August 2006

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**

Ball State University  
Columbia College - Chicago  
Columbia College - Chicago  
University of Iowa

June 2006 – August 2006  
January 2006 – May 2006  
July 2006 – September 2006  
May 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**

New York University

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

**ACCOUNTING DEPARTMENT**

Indiana University

June 2006 – August 2006

Interns in the Accounting department are exposed to many facets of the various forms of work that are performed. These include:

- Cash Receipts & General Ledger postings
- Accounts Receivable reconciliations
- Budget-Forecast processes
- In-house Revenue Audits - tracking specific syndicated shows
- Mailroom duties

In addition, the intern audits some of the conferences with Labor Relations, in preparation for the collective bargaining negotiations, scheduled to take place next February. Finance participates in some of the data gathering that will be required, in the form of compensation and the corresponding allowances and penalties.