

## WLS-TV ANNUAL EEO PUBLIC FILE REPORT, AUGUST 1, 2003

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 the effective date of the new EEO rules, March 10, 2003, through July 10, 2003, and will be placed in the Station's public files and on the Station's website as of August 1, 2003.

### 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 also sent to the ABC Corporate Job Listing, which in turn is sent to approximately 100 schools and organizations, national and local minority and professional organizations and, where appropriate, websites, schools and periodicals. See **Attachment A**, the Station's Recruitment Source List, for names, addresses, contact names and numbers of the organizations to which the Station directly sends notices of job openings. See **Attachment B** for the ABC Corporate distribution list. In addition, all full-time job openings are posted on the Station's website. The Station will continue to actively seek out new recruitment sources to ensure that word of all job openings is distributed to a broad pool of potential applicants.

### Supplemental Recruitment Measures

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

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

See **Attachment D** for a list of current interns and their responsibilities.

(B) Job Fairs: On June 26 and June 27, 2003, the Station hosted a booth at the NAHJ (National Association of Hispanic Journalists) job fair in New York. The Station's Assistant News Director, Janet Hundley, who has hiring responsibilities, attended and collected resumes of potential job applicants. WLS-TV expects to continue to participate in and/or co-sponsor job fairs with diverse participants over the next two years.

(C) Job Banks and Internet Programs: WLS-TV regularly participates in job banks by posting notices of all full-time job openings on the National Association of Broadcasters and the Illinois Broadcasters Association job banks as well as the station's own web site.

### Positions Filled

During the reporting period (March 10, 2003 through July 10, 2003), WLS-TV filled nine full-time job vacancies. Five of those nine positions became available before the effective date of the new EEO rules (3/10/03). Announcements of the jobs were sent to the list of organizations and web sites listed on **Attachments A and B**. Some of the jobs were also advertised in various outlets as indicated on **Attachment C**.

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

### Efforts to Improve Mailing List

Information about every full-time job vacancy at WLS-TV is sent to the organizations and web sites listed on **Attachments A and B**. We will be engaging in efforts to expand the Station's local mailing list through on-air announcements and print ads requesting that organizations interested in being added to our mailing list contact us. Starting in July, 2003, a similar ad was placed on the Station's website. The station will regularly assess and improve recruitment methods and sources by analyzing their effectiveness and making any necessary changes.

**ATTACHMENT A**  
**WLS-TV RECRUITMENT SOURCE LIST**

As of August 1, 2003

ABC Job Posting	See Attachment B	
Chicago Urban League 220 South State Street 11th Floor Chicago, Illinois 60604	Contact Phone Fax e-mail	Ted Russell (312) 692-0766 (312) 692-0769 <a href="mailto:trussel2@culchicago.org">trussel2@culchicago.org</a>
Harold Washington College 30 East Lake Chicago, Illinois 60601	Contact Phone Fax	Michael Miller (312) 553-5667 (312) 553-3130
Hull House Association LeClaire-Hearst Community Center 4340 South Lamon Chicago, Illinois 60638	Contact Phone Fax	Samantha Miller (773) 767-1516 (773) 767-6398
Joint Civic Committee of Italian Americans 500 North Michigan Avenue Suite 536 Chicago, Illinois 60611	Contact Phone Fax website	Mario Avignone (312) 828-0010 (312) 828-9155 <a href="http://www.jccia.com">www.jccia.com</a>
Latino Council on Media 2011 West Pershing Road Chicago, Illinois 60609	Contact Phone Fax e-mail	Mary Gonzalez Koenig (773) 247-1778 (773) 247-3924 <a href="mailto:marygkoenig@scs-usa.org">marygkoenig@scs-usa.org</a>
NAACP 800 East 78 <sup>th</sup> Street Chicago, Illinois 60619	Contact Phone Fax	Rev. James Demus (773) 487-9600 (773) 487-9633
NABJ (National Association of Black Journalists) 8701A Adelphi Road Adelphi, MD 20783 Fax: (301) 445-7101	Contact Phone Fax website	Warren Paul (301) 445-7100 (301) 445-7101 <a href="http://www.nabj.org">www.nabj.org</a>
NAHJ (National Association of Hispanic Journalists) 1000 National Press Building Washington, DC 20045	Contact Phone e-mail	Job Bank Coordinator (202) 662-7145 <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>
Operation PUSH, Inc 930 East 50th Street Chicago, Illinois 60615	Contact Phone Fax	Marnie Trotter (773) 373-3366 (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

United Cerebral Palsy Association  
160 North Wacker Drive  
Chicago, Illinois 60606

Contact Angela Welch  
Phone (312) 368-0380  
Fax (312) 853-1839  
e-mail [awelch@ucpnet.org](mailto:awelch@ucpnet.org)

Westside Business Improvement  
5425 West Madison  
Chicago, Illinois 60644

Contact Kimberly Richardson  
Phone (773) 921-0166  
Fax (773) 921-0935

Women Employed  
111 North Wabash  
Suite 1300  
Chicago, Illinois 60602

Contact Maritza Gonzalez  
Phone (312) 782-3902  
Fax (312) 782-5249  
e-mail [info@womenemployed.org](mailto:info@womenemployed.org)

Youth Job Center of Evanston  
1114 Church Street  
Evanston, Illinois 60201

Contact James Sibley  
Phone (847) 864-5650  
Fax (847) 864-3098

WLS-TV Website  
[www.abc7chicago.com](http://www.abc7chicago.com)

National Association of Broadcasters Job Bank  
[www.nab.org/bcc](http://www.nab.org/bcc)

Illinois Broadcasters Association Job Bank  
[www.ilba.org](http://www.ilba.org)

ATTACHMENT B :

SCHOOLS AND ORGANIZATIONS TO WHICH ABC HUMAN RESOURCES SENT JOB LISTINGS

COMPANY	FIRST	LAST	STREET	SUITE	CITY	ST	ZIP	AREA
AWRT, Inc.	Rose	Heller	1619 3RD AVE		NEW YORK	NY	10128	3459
AWRT, Inc.	Rosemary	Sharpe	234 5TH AVE	Suite 417	NEW YORK	NY	10001	7607
Abyssinian Baptist Church	Rev. Calvin	Burtis	132 ODELL CLARK PL		NEW YORK	NY	10030	2303
Asian American Journalists Assn.	Executive	Director	1765 SUTTER ST		SAN FRANCISCO	CA	94115	3217
Bay Area Black Media Coalition			PO BOX 2382		OAKLAND	CA	94614	0382
Black Agenda	Norman	Houston	200 E SLAUSON AVE		LOS ANGELES	CA	90011	5347
Black Broadcasters Alliance	Eddie	Edwards	2000 W 41TH ST		BALTIMORE	MD	21211	1420
CAL STATE UNIVERSITY	ATTN: JOB	LISTING			FULLERTON	CA	92634	
CAREER PLANNING CENTER	CENTER	DIRECTOR	PITZER COLLEGE/SCOTT 1		CAREER DEVELOPMENT CTR-L	CA	92634	
CLAREMONT GRADUATE SCHOOL	ROBERT	BRUCE	800 N STATE COLLEGE BLVD		BUSINESS ADMINISTRATION	CA	91711	
CSU-Fullerton/Career Center	Samuel	Mendoza	1250 N BELLEFLOWER BLVD		CLAREMONT	CA	91711	
CSU-LB/Upward Bound Prog.	Program	Director			FULLERTON	CA	92831	3599
Cal Chicano News Media	Magdalena	Beltran			LONG BEACH	CA	90840	0006
Cal Poly Career Center	Karen	Capestro	3801 W TEMPLE AVE		LOS ANGELES	CA	90089	0001
Cassata Learning Center	Patii	Everitt	1400 HEMPHILL ST		POMONA	CA	91768	4001
Dept. Of Employment Services	Roz	Harper	500 C STREET, NW		FORT WORTH	TX	76104	4796
E LA Occupational Center	Caroline	Daniels	2100 MARENGO ST		WASHINGTON	DC	20001	
E LA Skill Center	N.M.	Franco	3921 SELIG PL		LOS ANGELES	CA	90033	1399
EDD-Job Service			12715 PIONEER BLVD		NORWALK	CA	90051	3901
Emma Bowen Foundation	Sandra	Rice	524 West 57th Street	2nd Fl.	NEW YORK	NY	10019	6014
Employment Services Dept.	Industrial Relation		649 MONROE ST	Room 2813	MONTGOMERY	AL	36131	0001
FLORIDA A & M UNIVERSITY	Robert M.	Ruggles			TALLAHASSEE	FL	32307	
GOVERNMENT OF DC	DEPT. OF	EMPLOYMENT SERV	500 C ST, NW - ROOM 100		WASHINGTON	DC	20001	
Glendale Community College	Jean	Kay	1500 N VERDUGO RD		WASHINGTON	DC	20001	
HAMPTON INSTITUTE	Laron	Clark, Jr.			GLENDALE	CA	91208	2894
Hartford CT Works Center			3580 MAIN ST		HAMPTON	VA	23668	
Helen Keller Services For The Blind	Frank	Primeggia	57 WTLLOUGHBY ST		HARTFORD	CT	06120	1121
Institute for Immigrant Concerns	Susan	Jonas	1233 2ND AVE		BROOKLYN	NY	11201	5290
Intl Center For The Disabled	Leroy	Jones	340 E 24TH ST		NEW YORK	NY	10021	6705
Japanese American Citizens League	Executive	Director	244 S SAN PEDRO ST		NEW YORK	NY	10010	4019
Japanese Community Center	Center	Director	1203 W PUENTE AVE		LOS ANGELES	CA	90012	3856
Jewish Commun Relations Council	Phil	Abramowitz	70 W 36TH ST	RM 700	WEST COVINA	CA	91790	1221
Jewish Guild For The Blind	Arnie	Kramer	15 W 65TH ST		NEW YORK	NY	10018	8007
Job Path	Gina	Esposto	22 W 38TH ST		NEW YORK	NY	10023	6601
Just One Break, Inc.	Kathy	Croft	120 WALL ST	20TH FL	NEW YORK	NY	10018	6262
L.A. Job Corps Center	Placement	Director	1106 S BROADWAY		NEW YORK	NY	10005	3904
L.A. Urban League	Don	Griffin	3450 MOUNT VERNON DR		LOS ANGELES	CA	90015	2292
LACC Communications Dept.	Vaughn	Obem	844 N VERMONT AVE		LOS ANGELES	CA	90008	4936
LAPWI	Sharna	Sterling	2001 W MISSION BLVD	BLVD #F239	LOS ANGELES	CA	90029	3517
Latus In Business	Loyola	Marymount	7101 W 80TH ST		POMONA	CA	91766	1020
Long Beach Community College	Dr. Richard	Jones	4901 E CARSON ST		LOS ANGELES	CA	90045	2699
Mexican American Opportunity Found.			401 N GARFIELD AVE		LONG BEACH	CA	90808	1780
NJ DEPT. of Labor			PSG 107 BASSETT HIGHWAY		MONTABELLO	CA	90640	2901
Nabet	Amanda	Young	501 3RD ST NW		DOVER	NJ	10245	
					WASHINGTON	DC	20001	2760

ATTACHMENT B :

SCHOOLS AND ORGANIZATIONS TO WHICH ABC HUMAN RESOURCES SENT JOB LISTINGS

COMPANY	FIRST	LAST	STREET	SUITE	CITY	ST	ZIP	ZIP4
Nabel-local 57								
National Academy of TV Arts & Sciences	Allan	Bemish	3210 W BURBANK BLVD	SUITE D	BURBANK	CA	91505	2200
National Assn. of Black Journalists	Mervin	Aubespain	111 W 57TH ST	SUITE 1020	NEW YORK	NY	10019	2211
National Assn. of Broadcasters	Minority	Employment	525 W BROADWAY	PRESIDENT	LOUISVILLE	KY	40202	2206
National Assoc. of Hispanic Journalists	NAAH Job Bank		1771 N ST NW # N		WASHINGTON	DC	20036	2800
National Hispanic Media Coalition	Alex	Nogales	1000 National Press building	529 14th Street, NW	WASHINGTON	DC	20045	2001
National Urban League	Alton	Burton	3550 WILSHIRE BLVD	SUITE 670	LOS ANGELES	CA	90010	2401
New York Urban League	Judith	McPhie	120 WALL ST	COMMUNICATIONS DEPT. FL 7	NEW YORK	NY	10005	3904
Nosotros	Executive	Director	204 W 136TH ST	Suite 102	NEW YORK	NY	10030	2696
PCC Communications Dept.	Crystal	Watson	650 N BRONSON AVE		LOS ANGELES	CA	90004	1404
PEPPERDINE UNIVERSITY	RON	WHITTAKER	1570 E COLORADO BLVD		PASADENA	CA	91106	2003
Pasadena Football Urban League	Employment	Sves Dept		PROF OF BROADCASTING	MALIBU	CA	90265	
Peralta Colleges	Bob	Dabney	1200 N FAIR OAKS AVE		PASADENA	CA	91103	4201
Plaza De La Raza			333 E 8TH ST	EAST BAY SKILLS CTR.-EXE	OAKLAND	CA	94606	2889
SFV Japanese American Center	Ran	Kimura	3540 N MISSION RD		LOS ANGELES	CA	90031	3195
SOBRO	Karen	Hill	12953 BRANFORD ST		PACOMA	CA	91331	4399
So Cal Broadcasters Assn.	Darin	Bridwell	370 E 149TH ST		BRONX	NY	10455	3900
Society of Hispanic Prof. Engineers	Juan	Garcia	5670 WILSHIRE BLVD	SUITE 910	LOS ANGELES	CA	90036	5679
Std-local 399			5400 E OLYMPIC BLVD	#120	E. LOS ANGELES	CA	90022	5147
Texas Workforce Commission			PO BOX 6017		N. HOLLYWOOD	CA	91603	6017
The Epilepsy Institute	Dallas-Labor Office		1050 N WESTMORELAND RD	Suite 432-B	DALLAS	TX	75211	2400
The Lighthouse, Inc.	Michelle	Pierson	257 PARK AVE S		NEW YORK	NY	10010	7304
UCLA Latino Management Assn.	Shelly	Atabodeen	111 E 59TH ST		NEW YORK	NY	10022	1202
USC Latino Students Assn.	Executive	Director	405 HILGARD AVE	GSM ROOM 1387	LOS ANGELES	CA	90095	9000
University of California Irvine	Diane	Passilas	817 W 34TH ST	3RD FLOOR	LOS ANGELES	CA	90089	0079
Veterans Administration Office	Veteran		100 STUDENT SERVICES 1	CAREER & LIFE PLANNING CE	IRVINE	CA	92697	0001
Veterans Center	Debra	Levine	11000 WILSHIRE BLVD		LOS ANGELES	CA	90024	3602
WOMEN'S CENTER	EAST LA CC		741 N VERMONT AVE		LOS ANGELES	CA	90029	3514
Watts Labor Comm. Action	Dean	Morris	1301 W BROOKLYN AVE		MONTEREY PARK	CA	91754	
Watts Skills Center	Pat	Kiechler	10956 S CENTRAL AVE	SUITE 300	LOS ANGELES	CA	90059	1024
Women At Work	Barbara	Booth	840 E 111TH PL		LOS ANGELES	CA	90059	1598
Women's Center Rio Hondo CC	Bungalo	C/cal St. L.a.	50 N HILL AVE		PASADENA	CA	91106	1949
Women's Resource Center	Helylene	Meshar	3600 WORKMAN MILL RD		WHITTIER	CA	90601	1616
Women's Resource Center	Lawrence	Lanser	5151 STATE UNIVERSITY DR		LOS ANGELES	CA	90032	4226
Young Adult Institute			543 N FAIRFAX AVE		LOS ANGELES	CA	90036	1715
			460 W 34TH ST		NEW YORK	NY	10001	2320

## ATTACHMENT C

### **FULL-TIME JOB VACANCIES FILLED BETWEEN 3/10/03 - 07/10/03**

Listed below are full-time jobs filled at WLS-TV between 03/10/03 and 07/10/03 and the sources of interviewed applicants.

#### Executive Producer, News Department

Date position was open: 11/15/02

Date position was filled: 03/10/03

Two internal applicants, one from an employee referral, three from ads, one from other sources, and the hired applicant from the ABC7 Website

#### Account Executive, Sales Department

Date position was open: 02/05/03

Date position was filled: 04/09/03

Three applicants from the ABC7 Website, and seventeen from industry colleagues, one of which was the hired applicant

#### Reporter, News Department

Date position was open: 02/25/03

Date position was filled: 04/14/03

Three applicants from an ad, one from other sources, and six from talent agents, one of which was the hired applicant

#### Weekend Anchor, News Department

Date position was open: 02/25/03

Date position was filled: 06/04/03

Three applicants from an ad, one from other sources, and six from talent agents, one of which was the hired applicant

#### Media Manager, News Department

Date position was open: 03/31/03

Date position was filled: 05/03/03

One applicant from the ABC7 Website, two from the ABC Internal Job Posting, and three in-house freelance employees, one of which was the hired applicant

#### Graphic Designer, Graphics

Date position was open: 12/15/02

Date position was filled: 05/20/03

Four applicants from the ABC7 Website, three from postings on the BDA (Broadcast Design Association) website, one in-house staff employee, and two in-house freelance employees, one of which was the hired applicant

#### Accounting Clerk, Accounting

Date position was open: 04/23/03

Date position was filled: 05/19/03

Three applicants from employee referrals, one from the ABC Internal Job Posting, and seven applicants from the ABC7 Website, one of which was the hired applicant

Stage Manager, Programming

Date position was open: 03/28/03

Date position was filled: 06/21/03

Two in-house freelance employees, one in-house staff employee, and five from the ABC7 Website, one of which was the hired applicant

Desk Assistant/Weekend Assignment Editor, News

Date position was open: 05/06/03

Date position was filled: 06/12/03

Three in-house staff employees, one former employee, three from other sources, and two from the ABC7 Website, one of which was the hired applicant



**ATTACHMENT D**  
**CURRENT INTERNS**

**NEWS DEPARTMENT**

University of Missouri – Columbia	May 19 – August 25
University of Missouri – Columbia	May 20 – August 25
Bradley University	May 19 – August 25
North Central College	June 16 – August 30
Purdue University	May 21 – August 25
Columbia College Chicago	June 04 – August 30
Columbia College Chicago	July 21 – September 25
Duke University	May 19 – August 25
DePaul University	June 16 – August 30
Indiana University	May 19 – August 25
University of Illinois – Urbana	May 28 – August 25

Duties include going out with reporters on stories, writing the story to have it critiqued by the reporter, setting up interviews and producing their own resume tape.

**SPORTS DEPARTMENT**

Eastern Illinois University	May 05 – August 25
Columbia College Chicago	June 18 – August 25
Southern Illinois University	May 22 – August 25

Duties include logging events and screening tapes.

**PROMOTIONS DEPARTMENT**

Indiana University	May 20 – August 25
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Duties include screening tapes, writing promos and assisting with promotional activity.

**SALES DEPARTMENT**

Northwestern University	June 16 – September 25
Northwestern University	June 17 – August 30

Duties include working with Marketing/Research, learning about contracts and helping with office work.

## **PROGRAMMING DEPARTMENT**

DePauw University

May 19 – August 25

Columbia College Chicago

June 02 – August 30

University of Colorado @ Boulder

May 27 – August 25

Duties include screening phone calls, field producing and in-house production, working on the “190 North” television show and helping with the ABC7 Website.

In addition to the above duties, all interns help the Sales and Promotion Departments during the Western Open Golf Tournament, “Celebrity Shoot-Out” show and the Air & Water Show. They greet people and are the Station representatives.