

WLS-TV ANNUAL EEO PUBLIC FILE REPORT, AUGUST 1, 2008

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, 2007 through July 15, 2008, and will be placed in the Station's public files and on the Station's website as of August 1, 2008.

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. With one exception, notices of all full-time job vacancies were 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. Notices of those job openings were also sent to other professional groups and minority and women's organizations that requested such notification or that the Station believed could be useful referral sources. In addition, The Walt Disney Company sent notices of all those full-time vacancies to Direct Employers, which in turn sent 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 publications used to advertise particular job openings are listed in *Attachment C*.

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.

Positions Filled

During the reporting period (July 16, 2007 through July 15, 2008), WLS-TV filled seventeen full-time job vacancies. See *Attachment C* for information about the recruitment initiatives used and the results of those recruitment initiatives.

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. The Sales Assistant for WLS-TV has since been promoted to a Marketing Sales Associate.
- 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 2007, 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 August of 2007, 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. Mr. Toy reviewed applicant reels and offered journalistic counseling pertaining to what hiring managers look for when screening audition tapes.

In November of 2007, the Station hosted a booth at the Illinois Center for Broadcasting Job Fair. H.R./Payroll Coordinator William Barroso, who screens resumes and applications for other departments, attended and collected resumes of potential job applicants.

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

Mike Caplan, news anchor

Country Meadows School – Long Grove, IL – October 23, 2007

Woodland Intermediate School – Gurnee, IL – November 6, 2007

Paul Meinke, news reporter
DePaul University – Chicago, IL – November 2007

Phil Schwarz, news anchor
Edison Elementary School – Elmhurst, IL – October 29, 2007
Jackson Elementary School – Elmhurst, IL – January 14, 2008
Field School – Elmhurst, IL – April 28, 2008
Gavin Middle School – Ingleside, IL – April 28, 2008

Rosalyn Varon, news anchor
Roosevelt Middle School – River Forest – May 15, 2008

(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.

Efforts to Improve Mailing List and Recruitment Methodology

In an effort to expand and improve its organizational mailing list, the Station has a notice on its website and has aired a 15-second spot on both the analog and high definition simulcast channels as well as the station's second high definition channel requesting that organizations interested in being added to our mailing list contact us. The 15-second spot aired twice in February 2008 and once a month between March and June of 2008 on the analog and high definition simulcast channels and once a month between January and June of 2008 on the second high definition channel.

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 07/16/07 – 07/15/08

602 Communications - 1011 Lyndhurst Falls Lane, Knightdale, NC 27545
Contact Sandy Lizik Phone (919) 217-4438. Effective 11/15/2007

Chicago Urban League -220 South State Street – Suite 1100 - Chicago, Illinois 60604
Contact Joe O. Gray - 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 Center for Broadcasting - 55 West 22nd St. Suite 240, Lombard, IL 60148
Phone (630) 916-1700. Effective 11/15/2007

Email placement.chicago@beonair.com

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)

*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@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 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

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 | About.com | Indeed Canada |
| Vetsuccess.gov/jobs | Clusty.com | Japan.recruit.net |
| Disaboom | Google | China.recruit.net |
| disABLEdperson.com | Google Desktop | HongKong.recruit.net |
| JobCentral Diversity | GoSasa.com | India.recruit.net |
| | | Just-posted.com |
| | | LinkedIN.com |
| | | Local.com |
| | | Lycos Classifieds |
| | | MammaJobs |

OCCMundial
MultiCultural Womens'
Council

Indeed

Myway.com

Australia.recruit.net

Info.com

New York Times

Singapore.recruit.net

Jobalot

Oodle.com

Jobespresso.net - Italy

JobCentral Myspace

SimplyHired 50+

Jobrapido.at - Austria

Jobs.myspace

SimplyHired.com

Jobrapido.br - Brazil

Jobsource.info

Snap.com

Jobrapido.ch - Switzerland

Juju.com

TalentPlanet.com

Jobrapido.co.uk - UK

Jobrapido.de - Germany

Jobrapido.es - Spain

Jobrapido.ie - Ireland

Jobrapido.nl - Holland

Jumpstation.com.au

| States | Metro | | | | |
|----------------------|--------------------------|------------------------|------------------------|----------------------------|----------------------|
| Alabama | Birmingham | Huntsville | Mobile | Montgomery | |
| Alaska | Anchorage | Fairbanks | Juneau | | |
| Arizona | Flagstaff | Phoenix | Tucson | | |
| Arkansas | Fayetteville | Little Rock | | | |
| California | Bakersfield | Fresno | Lancaster | Los Angeles | Modesto |
| | Oakland San Francisco | Sacramento San Jose | Salinas Santa Clara | San Bernardino Stockton | 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 | Fort Lauderdale | Jacksonville | Miami | Orlando |
| | St. Petersburg | Tallahassee | Tampa | | |
| Georgia | Athens | Atlanta | Augusta | Columbus | Savannah |
| Hawaii | Hilo | Honolulu | | | |
| Idaho | Boise | Pocatello | | | |
| Illinois | Aurora | Chicago | Joliet | Peoria | Rockford |
| | Springfield | | | | |
| Indiana | Evansville | Fort Wayne | Gary | Indianapolis | South Bend |
| Iowa | Cedar Rapids | Des Moines | | | |
| Kansas | Kansas City | Topeka | Wichita | | |
| Kentucky | Frankfurt | Lexington | Louisville | | |
| | | | New Orleans | Shreveport | |
| Louisiana | Baton Rouge | Lafayette | | | |
| Maine | Augusta | Portland | | | |
| Maryland | Annapolis | Baltimore | | | |
| Massachusetts | Boston | Springfield | Worcester | | |
| Michigan | Ann Arbor | Battle Creek | Detroit | Grand Rapids | Lansing |
| Minnesota | Minneapolis | St. Paul | | | |

| | | | | | |
|----------------|---|---|------------------------------|---------------------------------------|---------------------------------|
| Mississippi | Guifport | 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 | Fayetteville | 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 | | | |

Military Network

JobCentral Veterans
hirevetsfirst.gov

CorporateGray.com

Alumni Network

Abilene Christian University
Adelphi University
Adirondack Community College
Albion College
Albright College
Alcorn State University
Alfred University
Allegheny College

Brandeis University
Brazosport College
Brewton-Parker College
Brookhaven College
Brooklyn College, City University of New York
Bryant University
Buena Vista University
Butler University

Alvin Community College
 American University
 American University of Paris
 Ancilla College
 Anderson University
 Anna Maria College
 Aquinas College
 Arcadia University
 Arizona State University (Sun Devil CareerLink)
 Arkansas State University
 Arkansas Tech University
 Ashford University
 Athens State University
 Auburn University
 Augusta State University
 Augustana College
 Augustana College (SD)
 Austin College
 Babson College
 Baker College
 Ball State University (Cardinal ViewJobs)
 Barnard College
 Barton College
 Baruch College, City University of New York
 Belhaven College
 Belmont Abbey College
 Belmont University
 Beloit College
 Bemidji State University
 Bennington College
 Berkeley College
 Boston College
 Boston College Carroll Graduate School of Management
 Boston University (BU CareerLink)
 Bowdoin College
 Bradley University

Caldwell College
 California Baptist University
 California State University, Bakersfield
 California State University, Chico
 California State University, East Bay
 California State University, Fullerton
 California State University, Long Beach
 California State University, Monterey Bay
 California State University, San Marcos
 California University of Pennsylvania
 Calvin College (CalvinLink)
 Campbell University
 Campbellsville University
 Capital University
 Carlow University
 Carroll College
 Castleton State College
 Cayuga Community College
 Cazenovia College
 Cedar Crest College
 Central Florida Community College
 Central Methodist College
 Central Michigan University
 Central Missouri State University
 Central Piedmont Community College
 Central Texas College
 Central Washington University
 Centre College
 Chaminade University of Honolulu
 Chattahoochee Technical College
 Chestnut Hill College
 Chowan College

 Christopher Newport University
 City College of Chicago-Truman College
 Claflin University
 Clark University
 Clarke College

Alumni Network Continued...

Clarkson University
 Clemson University
 Coastal Carolina Community College
 Coastal Carolina University
 Coe College

 Colgate University
 College of Mount Saint Vincent
 College of Mount St. Joseph
 College of Notre Dame of Maryland

Evangel University
 Fairfield University
 Farmingdale State University

 Flathead Valley Community College
 Florida International University (PantherLink)
 Florida Metropolitan University Online (FMU Online)
 Florida State University (Seminole CareerNet)
 Florida Technical College
 Floyd College

College of Saint Benedict
 Colorado Christian University
 Colorado School of Mines
 Colorado State University, Pueblo
 Concordia College
 Concordia University, Wisconsin
 Concordia University-River Forest, IL
 Connecticut College
 Converse College
 Corning Community College
 Covenant College
 Culver-Stockton College
 Daniel Webster College
 Dartmouth College
 Delaware State University
 Delaware Valley College
 Delta State University
 Denison University
 DeSales University
 Dickinson College
 Dominican University
 Drew University
 Drexel University
 Drury University
 Duquesne University
 East Carolina University
 Eastern Kentucky University

 Eastern Michigan University
 Eastern Nazarene College
 Eastern New Mexico University-Roswell
 Eastern Oregon University

 Eastern University
 Eastern Washington University
 Eckerd College
 Elizabethtown College

 Emerson College (EmersonWorks)
 Emory & Henry College
 Eureka College

Fordham University
 Franklin College
 Frostburg State University
 Geneva College
 George Mason University
 George Washington University (GWork)
 Georgetown University
 Georgia College & State University
 Georgia Institute of Technology
 Georgia Southwestern State University
 Georgia State University
 Gettysburg College
 Gonzaga University
 Goshen College
 Graceland University
 Grand Valley State University
 Green Mountain College
 Grove City College
 Guilford College
 Gustavus Adolphus College
 Hampden-Sydney College
 Harris-Stowe State College
 Hastings College
 Heidelberg College
 High Point University
 Holy Names University
 Howard Payne University
 Hubert H. Humphrey Institute of Public Affairs,
 University of Minnesota (Humphrey Career Link)
 Hudson County Community College
 Hunter College, City University of New York
 Illinois State University

 Illinois Wesleyan University
 Indiana Institute of Technology
 Indiana State University (Sycamore CAREERlink)
 Indiana University - School of Informatics
 Indiana University Kelley School of Business,
 Bloomington
 Indiana University Kokomo
 Indiana University Purdue University Indianapolis

Alumni Network Continued...

Indiana University South Bend
 Indiana University, Kelley School of Business,
 Indianapolis
 Indiana University, Purdue University Fort Wayne
 (IPFW JobZone)
 Indiana University, School of Health, Physical
 Education and Recreation

Millikin University
 Mineral Area College
 Minnesota State University Moorhead
 Mississippi State University

Indiana Wesleyan University
 Jamestown Community College
 John Brown University

 John Jay College of Criminal Justice

 Johnson State College

 Juniata College
 Kansas State University at Salina
 Kaskaskia College
 Keuka College
 King's College
 La Salle University
 Lafayette College
 Lake Forest College
 Lakeland College
 Lehigh University
 Lewis & Clark College
 Lewis University
 Liberty University
 Long Island University
 Longwood University
 Loras College
 Louisiana State University
 Louisiana State University at Eunice
 Louisiana Tech University
 Lycoming College
 Lyndon State College
 Lyon College
 Macalester College
 Manchester College
 Marian College of Fond du Lac
 Marietta College
 Mars Hill College
 Maryville College
 Maryville University
 Massachusetts College of Liberal Arts
 Meredith College

 Methodist College
 Metropolitan Community Colleges
 Middle Tennessee State University
 Middlebury College

Missouri Western State College
 Molloy College
 Mount Aloysius College

 Mount Ida College

 Mount Marty College

 Mount Olive College
 Mount St. Mary College
 Mount St. Mary's College
 Mount Union College
 Mountain Empire Community College
 Muhlenberg College
 Murray State College
 National-Louis University
 Nebraska Wesleyan University
 New College of Florida
 New Jersey Institute of Technology
 New School University
 New York City College of Technology
 New York Institute of Technology
 New York University (NYU CareerNet)
 Newman University
 Niagara University
 North Carolina State University
 North Central College
 North Park University
 Northeastern State University
 Northeastern University
 Northern Arizona University
 Northern Illinois University
 Northern Michigan University
 Northern State University
 Northland College
 Northwestern College
 Notre Dame College
 Notre Dame de Namur University
 Nyack College
 NYU Robert F. Wagner Graduate School of Public
 Service (Career Directory)
 Occidental College
 Ocean County College
 Oglethorpe University

Alumni Network Continued...

Ohio Wesleyan University
 Oklahoma Baptist University
 Old Dominion University

Saint Joseph's University
 Saint Martin's College
 Saint Mary-of-the-Woods College

Olivet College
 Oregon State University
 Pace University
 Park University
 Penn State - University Park
 Penn State, Altoona
 Penn State, Hazleton
 Penn State, Wilkes-Barre
 Penn State, Worthington Scranton
 Pennsylvania Institute of Technology
 Pfeiffer University
 Plattsburgh State University
 Pratt Institute
 Presbyterian College
 Providence College
 Purchase College - SUNY (Purchase JobScore)
 Purdue University (CCO Express)
 Purdue University, Krannert School of Management
 Quincy University
 Randolph-Macon College
 Raritan Valley Community College
 Rasmussen College (Rasmussen Job Connect)
 Reed College
 Regent University Graduate School of Business
 Remington College, New Orleans Campus
 Rensselaer Polytechnic Institute (RedHawk JobLink)
 Rice University (Ricelink)
 Ringling School of Art and Design
 Roanoke College
 Rochester College
 Rochester Institute of Technology (RIT Job Zone)

Rockford Business College
 Rollins College
 Rose-Hulman Institute of Technology
 Rutgers, The State University of New Jersey, Camden
 Rutgers, The State University of New Jersey, Newark Campus
 Saint Bonaventure University
 Saint Francis University
 Saint Joseph College
 Saint Joseph's College

Saint Joseph's College of Maine

Saint Mary's College
 Saint Vincent College
 Salem College
 Salisbury University
 Salve Regina University
 Samford University
 San Diego State University
 San Jose State University
 Santa Clara University
 Seattle Central Community College
 Seattle Pacific University
 Seton Hill University
 Shoreline Community College
 Simmons College
 Skidmore College
 Slippery Rock University of Pennsylvania
 Soka University
 Sonoma State University
 South Mountain Community College
 Southampton College
 Southeastern Oklahoma State University
 Southern Methodist University
 Southern New Hampshire University
 Southern Oregon University
 Southern Polytechnic State University
 Southern State Community College
 Southwest Baptist University
 Southwest Missouri State University
 Southwest Tennessee Community College
 Southwest Virginia Community College
 Southwestern Assemblies of God University

Southwestern College
 Southwestern Illinois College
 Southwestern Oklahoma State University

Southwestern University

St. Ambrose University
 St. Francis College
 St. Gregory's University
 St. Joseph's College, New York
 St. Lawrence University

St. Mary's University

Alumni Network Continued...

St. Norbert College
 St. Olaf College
 St. Thomas Aquinas College

The Sage Colleges
 The Savannah College of Art and Design
 The University of Alabama in Huntsville

Stanford University (Cardinal Careers)
Stephens College

Stetson University
Stevens Institute of Technology
Stony Brook University

SUNY Buffalo

SUNY Cobleskill

SUNY College at Brockport (JobShop)
SUNY Delhi
SUNY Geneseo
SUNY Oswego

Susquehanna University
Swarthmore College
Sweet Briar College

Syracuse University

Tallahassee Community College

Tarleton State University
Taylor University
Teachers College, Columbia University
Temple University - The Fox School of Business &
Management, GCMC
Temple University - The Fox School of Business,
CSPD

Tennessee Technological University
Texas A&M International University
Texas A&M University
Texas A&M University-Commerce
Texas Lutheran University
Texas State Technical College - West Texas
Texas Wesleyan University
The Catholic University of America (Cardinal
Connection)

The College of New Jersey

The College of William and Mary
The Eli Broad Graduate School of Management,
Michigan State University
The Master's College

The Ohio State University
The Ohio State University, Engineering Career
Services

The University of Kansas
The University of Montana-Western
The University of North Carolina at Chapel Hill
(CarolinaLink)
The University of North Carolina at Charlotte
The University of North Carolina at Greensboro
The University of Texas at Austin, College of
Communication
The University of Texas at Austin, College of
Liberal Arts
The University of Texas at Austin, College of
Natural Sciences
The University of the Pacific
The University of Vermont
Thiel College

Transylvania University
Trevecca Nazarene University
Trinity University

Tri-State University

Troy State University Montgomery

Troy University
Turtle Mountain Community College
Tusculum College

Tyler Junior College

University at Buffalo, School of Management
University at Buffalo, The State University of New
York
University of Alabama at Birmingham
University of Alaska, Anchorage
University of Alaska, Fairbanks
University of Arizona (Wildcat JobLink)
University of Arkansas
University of California, Berkeley (CalJobs)

University of California, Davis (Aggie Job Link)

University of California, Irvine (ZotLink)

University of California, Los Angeles (BruinView)

University of California, Riverside
University of California, San Diego (Port Triton)
University of California, Santa Barbara
(GauchoLink)

University of California, Santa Cruz

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
University of Puget Sound
University of Redlands

Wells College
Wentworth Institute of Technology
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

ATTACHMENT C

POSITIONS FILLED BETWEEN 07/16/07 - 07/15/08

Listed below are the 18 full-time positions filled at WLS-TV between 07/16/07 and 07/15/08, the recruitment methods used for each, and the sources of interviewed applicants.

Maintenance Engineer

Date position was open: 06/12/07

Date position was filled: 08/01/07

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, TV Technology magazine, and on the TVTechnology.com and VarietyCareers.com websites.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website, four applicants from the TV Technology magazine ad and one in-house vacation relief employee applicant. The candidate hired was the in-house vacation relief employee applicant.

Website Producer

Date position was open: 01/15/07

Date position was filled: 08/03/07

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. Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Four applicants from the ABC7 website, one in-house staff employee applicant and two in-house temporary employee applicants. The referral source for the candidate hired was the ABC7 website.

Writer/Editor/Producer

Date position was open: 06/25/07

Date position was filled: 9/17/07

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: One applicant from the ABC7 website, one applicant from the 602 Communications newsletter and four employee referrals. The referral source for the candidate hired was the ABC7 website.

IT Engineer

Date position was open: 02/15/07

Date position was filled: 10/26/07

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. The Station also placed an ad in Broadcasting & Cable magazine, Television Week magazine, and on the TVWeek.com and VarietyCareers.com websites.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the Disney Jobs website, one employee referral, one industry referral, one internal ABC O&O station employee and one in-house temporary employee applicant. The candidate hired was the in-house temporary employee applicant.

Account Executive

Date position was open: 09/04/07

Date position was filled: 11/13/07

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 the Spots N Dots trade publication, the Cynopsis email newsletter and on the SpotsNDots.com and Cynopsis.com websites.

Twenty-seven people were interviewed. Referral sources of the candidates interviewed were as follows: Nine applicants from the Disney Jobs website, one applicant from the Spots N Dots trade publication, three applicants from the Monster.com job board, six employee referrals and eight industry referrals. The referral source for the candidate hired was the Spots N Dots trade publication.

Assistant Controller

Date position was open: 10/31/07

Date position was filled: 12/04/07

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. This position was also promoted at a job fair hosted at The Illinois Center for Broadcasting.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 website, one applicant from the Broadcasting & Cable ad, two employees of other ABC-owned stations, one internal corporate employee and one employee referral. The hired candidate was the Assistant Controller of an ABC-owned station in a smaller market.

Executive Producer

Date position was open: 08/27/07

Date position was filled: 12/18/07

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 on the TVWeek.com website. This position was also exhibited at a job fair hosted at The Illinois Center for Broadcasting.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Four in-house staff employee applicants, three applicants from the Disney Jobs website, one applicant from the Television Week ad, one employee referral and one industry referral. The candidate hired was an in-house staff employee applicant, and the position represented an internal promotion for that employee.

Receptionist/Guest Relations

Date position was open: 12/14/07

Date position was filled: 01/11/08

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: Three applicants from the ABC7 website, one applicant from the InDeed.com website, one applicant from a temporary employment agency and one in-house temporary employee applicant. The referral source for the candidate hired was the temporary employment agency.

Vice President & General Sales Manager

Date position was open: 12/11/07

Date position was filled: 01/28/08

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 TVNewsday.com website.

Fifteen people were interviewed. Referral sources of the candidates interviewed were as follows: Three in-house staff employee applicants, eight employees from other ABC properties, and four industry referrals. The candidate hired was a Vice President with the ABC National TV Sales Department in New York, and this position represented a promotion for him.

Vacation Relief Photographer/Editor/Live Shot Tech

Date positions were open: 11/03/07

Date positions were filled: 02/22/08

The Station posted six positions 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.

Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: Six current in-house vacation relief employee applicants and six in-house daily hire employee applicants. The candidates hired were three in-house daily hire employee applicants and three current in-house vacation relief employees.

Programming Producer

Date position was open: 05/02/08

Date position was filled: 05/14/08

Because the Station had a strong candidate who had been working approximately 30 hours a week for several months as a daily hire, full recruitment was not conducted for this position. Rather, the position was posted internally.

Two people were interviewed for this position, both of them daily hire employee applicants. The candidate hired was one of the two internal applicants.

The Station has now been advised that, if a similar situation recurs, it should conduct a full-scale recruitment.

Newswriter/Producer

Date position was open: 12/28/07

Date position was filled: 05/09/08

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: One in-house staff employee, two in-house vacation relief employees and two employee referrals. The candidate hired was an in-house vacation relief employee.

NewsWriter/Producer

Date position was open: 05/28/08

Date position was filled: 07/05/08

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, one in-house staff employee, one in-house vacation relief employee and three employee referrals. The candidate hired was an in-house vacation relief employee.

ATTACHMENT D

INTERNS

Following is a description of internship opportunities at WLS-TV and a list of the schools that the station's 2007-08 interns attended.

NEWS DEPARTMENT

| | |
|--|--------------------------------|
| Barnard College | May 2007 – August 2007 |
| Colorado College | May 2007 – August 2007 |
| Columbia College Chicago | September 2007 – December 2007 |
| Columbia College Chicago | January 2008 – May 2008 |
| DePaul University | June 2007 – August 2007 |
| DePaul University | September 2007 – December 2007 |
| DePaul University | February 2008 – May 2008 |
| Illinois Center for Broadcasting | December 2007 – March 2008 |
| Lake Forest College | January 2008 – May 2008 |
| Southern Illinois University | June 2007 – August 2007 |
| University of Illinois – Champaign (2) | May 2007 – August 2007 |
| University of Illinois – Champaign | January 2008 – May 2008 |
| University of Illinois – Chicago | April 2007 – August 2007 |
| University of Tennessee – Knoxville | May 2007 – August 2007 |

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 reports for the ABC7 news department. The planning editor and planning department researcher (regular staff employees) create a daily sheet, which lists possible reporting ideas. This list is then used the following day in the morning editorial meeting to decide which news reports 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 reports 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

Carleton College
Indiana University
Indiana University
Kansas University
University of Michigan

December 2007 – March 2008
May 2007 – August 2007
January 2008 – May 2008
May 2007 – August 2007
May 2007 – August 2007

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

School of the Art Institute of Chicago
University of Oklahoma

September 2007 – December 2007
May 2007 – August 2007

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
Valparaiso University

May 2007 – August 2007
May 2007 – August 2007

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 (2) | January 2008 – May 2008 |
| Hope College | September 2007 – December 2007 |
| Indiana University | May 2007 – August 2007 |
| University of Illinois – Chicago | September 2007 – December 2007 |
| University of Iowa | June 2007 – August 2007 |
| Western Michigan University | May 2007 – August 2007 |

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

Northwestern University
School of the Art Institute of Chicago

March 2008 – May 2008
June 2007 – August 2007

The creative services / graphics department interns are 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 2007 – September 2007

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

September 2007 – December 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" and 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 2007 – August 2007

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
University of Illinois – Champaign

June 2007 – August 2007

May 2007 – August 2007

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 reports, sites and systems
- Format documents and images
- Work with other departments in the station on web-related projects