

WLS-TV ANNUAL EEO PUBLIC FILE REPORT, AUGUST 1, 2005

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, 2004 through July 15, 2005, and will be placed in the Station's public files and on the Station's website as of August 1, 2005.

General Policy

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

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

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

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

Responsibility

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

Job Vacancy Information

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

Supplemental Recruitment Measures

(A) Internship program: WLS-TV is continuing to offer internships during each 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 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:

- 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.

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

(B) Job Fairs: In August of 2004, the Station hosted a booth at the Unity Convention. This convention is jointly held by the NABJ (National Association of Black Journalists), NAHJ (National Association of Hispanic Journalists), AAJA (Asian American Journalists Association) and NAJA (Native American Journalists Association) organizations. Two of the Station's Executive Producers, Anthony Shute and Wilson Toy, both of whom have input in hiring decisions, attended and collected resumes of potential job applicants.

In June of 2005, the Station hosted a booth at the NAHJ (National Association of Hispanic Journalists) Convention. News Director, Jennifer Graves, who has hiring responsibilities, attended and collected resumes of potential job applicants.

(C) Career Days:

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

Steve Dolinsky

Westmoor School - Northbrook, Illinois - April 4, 2005

Phil Schwarz

DeVry University - Addison, Illinois - September 20, 2004

Beth Hillel School - Skokie, Illinois - October 18, 2004

Madison Jr. High - Naperville, Illinois - November 1, 2004

Prairie View Elementary - Downers Grove, Illinois - December 6, 2004

Percy Julian Middle School - Oak Park, Illinois - March 14, 2005

Isaac Fox Elementary - Barrington, Illinois - April 11, 2005

Roz Varon

Alcuin Montessori School - Oak Park, Illinois - December 14, 2004

Linda Yu

Truman College - Chicago, Illinois - April 11, 2005

In addition, News Director **Jennifer Graves** spoke on a panel entitled "Ask The News Director" at the Illinois News Broadcasters Association Convention on April 23, 2005. The audience consisted of mostly college students and those with first jobs.

(D) Job Bank Newsletter:

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

Positions Filled

During the reporting period (July 16, 2004 through July 15, 2005), WLS-TV filled eighteen full-time job vacancies. Announcements of the jobs were sent to the organizations and web sites listed on *Attachments A and B*. Some of the jobs were also advertised in various outlets as indicated on *Attachment C*.

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

Efforts to Improve Mailing List

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

ATTACHMENT A
WLS-TV RECRUITMENT SOURCE LIST

For the Entire Period 07/16/04 – 07/15/05
(Except when “other effective date” is noted)

ABC Corporate Job Listing – See Attachment B

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

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

E-mail post@aja.org

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 – 300 North Pershing Street – Energy, IL 62933
Contact Debbie David – Phone (618) 942-2139– Fax (618) 988-9056

E-mail ilbrdcast@neondsl.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

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
Website [NABET 41.org](http://NABET41.org)
Effective 01/11/05

*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
Effective 01/11/05 – 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 lspencer@nlgja.org

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

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

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

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

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

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

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

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

WLS-TV Website
www.abc7chicago.com

* 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

COMPANY	FIRST NAME	LAST NAME	ADDRESS	STREET	CITY	STATE	ZIP
Abyssinian Baptist Church	Rev. Calvin	Butts	Director	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	Shupe	Suite 417	1619 Third Avenue	New York	NY	10001
AWRT, Inc.	Rosemary	Marshall	PRESIDENT	234 Fifth Avenue	Oakland	CA	94614
Bay Area Black Media Coalition	Rudy		VALLEE BUNTING JOB COOR.	PO Box 2382	Los Angeles	CA	90043
BJASC Jobline	Norman	Houston	UNIVERSITY OF SO. CALIF.	2621 W 54th St	Los Angeles	CA	90011
Black Agenda	Magdalena	Beltran	USC SCHOOL OF JOURNALISM	200 E Slauson Ave	Los Angeles	CA	90089
BLACK JOURNALISTS ASSOC	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	Crystal	Watson	CAREER DEVELOPMENT CTR-L	Fullerton	CA	92697	
CAL STATE UNIVERSITY	Rev. Clinton	Perkins	CAREER & LIFE PLANNING OE	Irvine	CA	91711	
University of California Irvine	Charles T.	Walsh	CAREER & LIFE PLANNING OE	100 Student Services 1	Claremont	CA	91711
CAREER PLANNING CENTER	Thomas	Davis	MINNEAPOLIS AMERICAN INDIAN	PITZER COLLEGE/SCOTT 1	Fort Worth	TX	76104
Cassata Learning Center	Samir Ali	Sadiso	BUSINESS ADMINISTRATION	1400 Hemphill St	Minneapolis	MN	55404
Circle Newspaper	Crystal	Watson	BUSINESS ADMINISTRATION	1530 E Franklin Ave	Claremont	CA	91711
CLAREMONT GRADUATE SCHOOL	ROBERT	BRUCE		1570 E Colorado Blvd	Pasadena	CA	91106
PCC Communications Dept.	Rev. Clinton	Perkins	484 Washington Ave	Brooklyn	NY	11238	
Brown Memorial Church	Charles T.	Walsh	EXECUTIVE DIRECTOR	70 Harvard Place	Brooklyn	NY	11232
Community Action Organization	Thomas	Davis		783 4th Ave	Philadelphia	PA	19103
Community Board 7	Samir Ali	Sadiso		PO Box 2138	Fullerton	CA	92831
Concerned Communicators	Samuel	Mendoza		800 N State College Blvd	Long Beach	CA	90840
CSU-Fullerton/Career Center	Irene	Davis		1250 N Bellflower Blvd	Northridge	CA	91330
CSU-LB/Upward Bound Prog.	Sierra	Harper		18111 Nordhoff St # 20	Northridge	CA	91330
CSU-Northridge Career Placement	Roz	Harper		18111 Nordhoff St	Washington	DC	20001
CSU-Northridge Chicano Bus. Assn	Caroline	Daniels		500 C Street, NW	Norwalk	CA	90650
Dept. Of Employment Services	N.M.	Ruggles		12715 Pioneer Blvd	Los Angeles	CA	90033
EDD-Job Service	Robert M.	Emma		2100 Marengo St	Los Angeles	CA	90031
E LA Occupational Center	Attr: Emma	Kay		3921 Selig Place	Tallahassee	FL	32307
FLORIDA A & M UNIVERSITY	Jean	Clark, Jr.		825 7th Ave	New York	NY	10019
Found. for Minority Interest in Media	DEPT. OF	Gutierrez		1500 N Verdugo Rd	Glendale	CA	91208
Glendale Community College	Laron	Thomas		500 C St, NW - Room 100	Washington	DC	20001
GOVERNMENT OF DC	Henry	Tiger		1075 S Herbert Ave	Hampton	VA	23668
HAMPTON INSTITUTE	Theima	Placement		3825 Wichita St	Los Angeles	CA	90023
Hispanic Urban Center	B.	Job		5900 S Eastern Ave	Los Angeles	CA	90040
Houston Black Media Assn	Job	Placement		115 W Kelso St	Inglewood	CA	90301
Indian Centers South	Leroy	Center		340 E 24th St	New York	NY	10010
Inglewood Community Adult	Center	Executive		1203 W Puente Ave	West Covina	CA	91790
Int'l Center For The Disabled	Executive	Director		244 S San Pedro St	Los Angeles	CA	90006
Japanese Community Center	Executive	Director		981 S Western Ave	Los Angeles	CA	90015
Japanese American Citizens League	Placement	Director		1106 S Broadway	Los Angeles	CA	90008
Korean Federation Of L.A. Inc.	Don	Griffin		3450 Mount Vernon Dr	Los Angeles	CA	90029
L.A. Job Corps Center	Vaughn	Oborn		844 N Vermont Ave	Los Angeles	CA	90045
L.A. Urban League	Loyola	Marymount		7101 W 80th St	Los Angeles	CA	90045
LACC Communications Dept.							
Latins In Business							

Attachment B:

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COMPANY	FIRST	LAST	TITLE	STREET	CITY	STATE	ZIP
Long Beach Community College	Dr. Richard	Jones		4901 E Carson St	Long Beach	CA	90808
Long Island University	WLIU			1 University Plz	Brooklyn	NY	11201
Government of District of Columbia	L.	Love	DEPT. OF EMPLOYMENT SERVICES	500 C Street, NW	Washington	DC	20001
Mayor's Office/Handicapped	Noreen	Vincent	SUITE 2100	200 N Spring St	Los Angeles	CA	90012
MEDIA PROJECT	Kathy	Bonk	MEDIA PROJECT DIRECTOR	1333 H St, NW -11th floor	Washington	DC	20005
N.a.p.b.c.i.	Frank	Blythe	EXECUTIVE DIRECTOR	PO Box 83111	Lincoln	NE	68501
National Academy of TV Arts & Sciences	Christine	Spencer	SUITE 1020	111 W 57th St	Washington	DC	20036
National Assn. of Broadcasters	Minority	Employment	PRESIDENT	1771 N St, NW # N	Louisville	KY	40202
National Assn. of Black Journalists	Mervin	Aubespain	STE 204	525 W Broadway	Silver Spring	MD	20904
National Black Media Coalition	Yvonne	Lopez	DIRECTOR, PUBLIC RELATION	11120 New Hampshire Av	New York	NY	10016
National Puerto Rican Forum	Alfon	Burton	COMMUNICATIONS DEPT. FL 7	31 E 32nd St	New York	NY	10005
National Urban League	Theresa	Lumbar	MEMBERSHIP SERVICES	120 Wall St	South Minneapolis	MIN	55406
Native American Journalists Assoc.	Florence	Rosen	JOB PLACEMENT OFFICER	3359 36th Avenue	New York	NY	10010
New York League for the Hard of Hearing	Executive	Director	Suite 102	71 W 23rd St	Hollywood	CA	90004
Nosotros	M.B.	Strauss-ridged	PROF OF BROADCASTING	650 North Bronson	Los Angeles	CA	90057
Pacific/Asian C.E.	RON	WHITTAKER	EAST BAY SKILLS CTR.-EXE	2525 W 8th St	MALIBU	CA	90265
PEPPERDINE UNIVERSITY	Bob	Dabney	JOB COORDINATOR	333 E 8th St	Oakland	CA	94606
Peralta Colleges	Joan	Hershaw		3540 N Mission Rd	Los Angeles	CA	90031
Plaza De La Raza	Ren	Kimura		370 E 149th St	Bronx	NY	10455
South Bronx OEDC	Darin	Garcia	SUITE 910	12953 Bramford St	Pacoima	CA	91331
SFV Japanese American Center	Juan	Wartman	#120	5670 Wilshire Blvd	Los Angeles	CA	90036
Society of Hispanic Prof. Engineers	Keith	Director	GSM ROOM 1387	5400 E Olympic Blvd	East Los Angeles	CA	90022
State Dept. of Employment	Executive	Employment		1405 S Broadway	Los Angeles	CA	90015
UCLA Latino Management Assn.	Derek L.	Smith	3RD FLOOR	405 Hilgard Ave	Los Angeles	CA	90095
Urban League of Rhode Island	Diane	Passilas	SCHOOL OF JOURNALISM	1200 N Fair Oaks Ave	Pasadena	CA	91103
USC Latino Students Assn.	CLINT	WILSON		246 Prairie Ave	Providence	RI	02905
USC MEDIA INSTITUTE	Veteran	Employment-mdp 28		817 W 34th St	Los Angeles	CA	90007
Veterans Administration Office	Andy	Rodriguez		11000 Wilshire Blvd	UNIVERSITY PARK	CA	90089
Veterans Dept. of Labor Veterans Prog.	Debra	Levine		Los Angeles	Los Angeles	CA	90024
Veterans Center	Dean	Morris		247 W 54th St	New York	NY	10019
Watts Labor Comm. Action	Saundra	Stanton	SUITE 8B	741 N Vermont Ave	Los Angeles	CA	90029
Watts Skills Center	Ms. Gwen Wiggins	Kiechler	SUITE 300	10956 S Central Ave	Los Angeles	CA	90059
Ms. Gwen Wiggins	Pat	Film	SUITE 530	840 E 111th Place	Los Angeles	CA	90059
Stdu-Jocal 399	c/o Women in	EAST LA CC		501 3rd St, NW	Washington	DC	20001
Women At Work	Barbara	C/cal St. L.a.		325 Clinton Ave	Brooklyn	NY	11205
Editor, Job Bank	Bungalo	Mesnar		PO Box 6017	North Hollywood	CA	91603
WOMEN'S CENTER	Helyne	Grice		PO Box 6017	Pasadena	CA	91106
Women's Center Rio Hondo CC	Michael	Lawrence		50 N Hill Ave	Hollywood	CA	90028
Women's Resource Center	Lawrence			6464 W Sunset Blvd	Hollywood	CA	90028
Women's Resource Center	Lawrence			1301 W Brooklyn Ave	Monterey Park	CA	91754
World Arts Foundation Inc	Lawrence			3600 Workman Mill Rd	Whittier	CA	90601
Young Adult Institute	Lawrence			5151 State University	Los Angeles	CA	90032
				543 N Fairfax Ave	Los Angeles	CA	90036
				PO Box 12384	Portland	OR	97212
				460 W 34th St	New York	NY	10001

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COMPANY	FIRST	LAST	MARKING	STREET	CITY	STATE	ZIP
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	Arieta		57 Willoughby St	Brooklyn	NY	11201
Affirmative Action Officer	Carlos	Pacheco	CITY OF TRENTON	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	Lirmina	REGIONAL CENTER\28	1601 Kirkwood Hwy	Wilmington	DE	19805
LAPWI	Shanna	Sterling	BLVD #F239	2001 W Mission Blvd	Pomona	CA	91766
The Epilepsy Institute	Sandra	Silverman		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	Amie	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	Aji	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	Esquilin	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	Wainut	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 BARR	HI	96857

ATTACHMENT C

POSITIONS FILLED BETWEEN 07/16/04 - 07/15/05

Listed below are the positions filled at WLS-TV between 07/16/04 and 07/15/05 and the sources of interviewed applicants.

Photographer/Editor/Live Shot Tech, News Department

Date position was open: 07/06/04

Date position was filled: 08/09/04

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

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 website, one word of mouth, three in-house temporary employee applicants and six in-house vacation relief employee applicants. The candidate hired was an in-house vacation relief employee applicant.

Graphic Designer - Graphics Department

Date position was open: 06/22/04

Date position was filled: 09/28/04

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. The position was also posted on the PROMAX & BDA (Broadcast Design Association) Boards, Creative Planet Communities and the Design in Motion websites. The PROMAX & BDA are global, non-profit associations dedicated to advancing the role and effectiveness of promotion, marketing and broadcast design professionals in the electronic media. Creative Planet Communities offers online resources for the film and television production professional. The Design in Motion website is presented by the Broadcast Designers Association and is an online destination for information about broadcast design. The Station also faxed/emailed the job posting to the organizations listed on Attachment A.

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

Receptionist/Guest Relations, Office of the Building

Date position was open: 08/11/04

Date position was filled: 10/25/04

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

Eighteen people were interviewed. Referral sources of the candidates interviewed were as follows: Eleven applicants from the ABC7 website, three applicants from employee referrals, two applicants from the ABC Corporate Job Listing and two applicants from the Spanish Coalition for Jobs organization (one of our Recruitment Sources). The referral source for the candidate hired was the ABC7 website.

Commercial Copy Coordinator, Sales Department

Date position was open: 10/08/04

Date position was filled: 12/06/04

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.

Five people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from the ABC7 website, one industry colleague referral and one from the Illinois Broadcasters Association website. The referral source for the candidate hired was the ABC7 website.

Sales Assistant/Coordinator, Sales Department

Date position was open: 10/15/04

Date position was filled: 12/10/04

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.

Seventeen people were interviewed. Referral sources of the candidates interviewed were as follows: Ten applicants from the ABC7 website, two applicants from the Disney Careers website, one industry referral and four employee referrals. The referral source for the candidate hired was an employee referral.

Graphic Designer, Graphics Department (2 positions)

Date positions were open: 12/15/04

Date positions were filled: 12/23/04

The jobs were posted internally at the Station.

The same recruitment methods and the same pool of candidates, used for the previous designer position (filled on 09/28/04), were used to fill this position. The two candidates hired were in-house temporary employee applicants.

Account Executive, Sales Department (3 positions)

Date positions were open: 10/21/04

Date positions were filled: 12/31/04 & 03/02/05

The Station posted the 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/mailed to the organizations listed on Attachment A.

Fifty people were interviewed. Referral sources of the candidates interviewed were as follows: Seven applicants from the ABC7 website, one from Television Week, and forty-two were industry colleague referrals. The referral source for one of the candidates hired (on 03/02/05) was the ABC7 website and the other two candidates hired (one on 12/31/04 & one on 03/02/05 respectively) were industry colleague referrals.

Promotion Writer/Producer/Editor, Creative Services Department (2 positions)

Date positions were open: 10/06/04

Date positions were filled: 02/04/05

The Station posted the positions on the ABC7 website and the ABC Corporate Job Listing. The Station also posted the jobs on the Graeme Newell website. The Graeme Newell's Marketing Ideanet is a free sharing newsletter published by 602 Communications. 602 Communications is a TV training and consulting company that specializes in improving front-line news and promotion skills. Ads were also placed in Broadcasting & Cable magazine and Television Week magazine. The job postings were 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 from the ABC7 Website, two applicants from the Graeme Newell website, one from an ad in Broadcasting & Cable magazine and three in-house temporary employee applicants. The two candidates hired were in-house temporary employee applicants.

Website Producer, Website

Date position was open: 10/21/04

Date position was filled: 02/11/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. That 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.

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

Engineering/IT Systems Administrator, Engineering Department

Date position was open: 11/02/04

Date position was filled: 02/11/05

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/mailed to the organizations listed on Attachment A.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Three applicants from industry colleague referrals and four applicants from the Broadcasting & Cable magazine ad. The referral source for the candidate hired was the Broadcasting & Cable magazine ad.

Vacation Relief Maintenance Engineer, Engineering Department

Date position was open: 02/14/05

Date position was filled: 03/04/05

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/mailed to the organizations listed on Attachment A.

One person was interviewed. The referral source for the candidate hired was an industry colleague referral.

Television Director/Stage Manager, Programming Department

Date position was open: 12/14/04

Date position was filled: 03/24/05

The Station posted the position on the ABC7 website and the ABC Corporate Job Listing. Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: Seven applicants from the ABC7 website, one in-house temporary employee applicant, one in-house staff employee applicant and two employee referrals. The referral source for the candidate hired was an employee referral.

Vacation Relief Eng Photographer/Non-Linear/Tape Editor/Live Shot Technician, News Department

Date position was open: 03/22/05

Date position was filled: 05/09/05

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/mailed to the organizations listed on Attachment A.

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

Page 5

News Media Archivist/Assistant Media Manager

Date position was open: 06/16/05

Date position was filled: 07/14/05

The job was posted internally at the Station.

One person was interviewed. The referral source of the candidate interviewed was an in house staff employee applicant. This job represented an internal promotion for the employee applicant.

ATTACHMENT D
INTERNS

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

NEWS DEPARTMENT

Ball State University	May 2005 – August 2005
Butler University	June 2005 – August 2005
Calvin College	February 2005 – May 2005
Columbia College (3)	September 2004 – December 2004
Columbia College	February 2005 – May 2005
Columbia College	June 2005 – August 2005
Eastern Illinois University	September 2004 – May 2005
Illinois State University (2)	May 2005 – August 2005
Loyola University – Chicago	September 2004 – December 2004
Loyola University – New Orleans	May 2005 – August 2005
Miami University - Oxford	May 2005 – August 2005
Roosevelt University	January 2005 – May 2005
St. Mary's College	May 2005 – August 2005
Southern Methodist University	June 2005 – August 2005
University of Illinois @ Urbana-Champaign (2)	May 2005 – August 2005
University of Illinois @ Chicago	May 2005 – August 2005
University of Miami	July 2005 – September 2005
University of MO – Columbia	May 2005 – August 2005

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 (2)
Lewis University
University of Iowa
University of MO – Columbia

February 2005 -- May 2005
June 2005 – August 2005
May 2005 – August 2005
May 2005 – August 2005

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

Purdue University

June 2005 – August 2005

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.

PROMOTIONS DEPARTMENT

Indiana University
Miami University –Oxford

May 2005 – August 2005
May 2005 – August 2005

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

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

The promotions interns:

-Learn the difference between producing promotional announcements from concept to completion, and customizing syndicated show promos and movies.

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

SALES DEPARTMENT

Indiana University

June 2005 -- August 2005

University of Illinois @ Urbana – Champaign

June 2005 – August 2005

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

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

Sales interns also have the opportunities to observe in:

Local sales meetings
Inventory analyzing and pricing meetings
Projects analyzing program sales
Master Control airing of commercial Pods
Actual account executive/buyer negotiations

PROGRAMMING DEPARTMENT

Columbia College Chicago (2)
Columbia College Chicago
De Paul University
Syracuse University
University of Dayton (2)
University of Michigan

February 2005 – May 2005
May 2005 – August 2005
January 2005 – May 2005
May 2005 – August 2005
May 2005 – August 2005
May 2005 – August 2005

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

- Production
- Publicity

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

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

GRAPHICS DEPARTMENT

Northern Illinois University
School of the Art Institute of Chicago

June 2005 -- August 2005
January 2005 – May 2005

The graphics department intern is involved in:

- Assisting our staff of designers with hands-on design and production of projects utilizing Macintosh software and some traditional techniques of art production.
- Developing the visual identity of WLS-TV through assigned projects.
- Understanding how graphic design contributes to a television station’s image positioning and brand identity.
- Gaining hands-on experience with Macintosh software.

- Gaining an understanding of animation and post-production through observation of high-end digital paint and editing systems.
- Improving communication skills through daily contact with station employees, outside vendors and other interns in a professional environment.

EBERT & ROEPER (FILM REVIEW SHOW)

Columbia College Chicago

Loyola University Chicago

University of Illinois @ Chicago

September 2004 – December 2004

August 2004 – December 2004

May 2005 – August 2005

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.

RESEARCH

Columbia College Chicago

June 2005 – August 2005

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

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

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

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. B396 - 20050801CUT

Section I

Legal Name of the Licensee WLS TELEVISION, INC.				
Mailing Address 77 WEST 66TH STREET, 16TH FLR ATTN: JOHN W. ZUCKER, ESQ.				
City NEW YORK		State or Country (if foreign address) NY		Zip Code 10023 - 6298
Telephone Number (include area code) 2124567777			E-Mail Address (if available)	
		Facility ID Number 73226		Call Sign WLS-TV
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report				
List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
[Stations Locations]				
Station List				
List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

WLS-TV	73226	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	CHICAGO, IL	<input type="radio"/> Yes <input checked="" type="radio"/> No
CONTACT PERSON IF OTHER THAN LICENSEE				
Name JOHN W. ZUCKER, ESQ.			Street Address 77 WEST 66TH STREET, 16TH FLR	
City NEW YORK	State NY	Zip Code 10023-6298	Telephone Number 2124567387	
FILING INSTRUCTIONS				
<p>Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.</p> <p>A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.</p> <p>DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during <input checked="" type="radio"/> Yes <input type="radio"/> No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?</p> <p>If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.</p> <p>[Exhibit 1]</p> <p>Does your station employment unit employ fewer than five full-time employees? <input type="radio"/> Yes <input checked="" type="radio"/> No</p> <p>Consider as "full-time" employees all those permanently working 30 or more hours a week.</p> <p>If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.</p> <p>CERTIFICATION. This report must be certified, as follows:</p> <p>A. By licensee, if an individual; B. By a partner, if a partnership (general partner, if a limited partnership); C. By an officer, if a corporation or an association; or D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.</p> <p style="text-align: center;"><small>WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).</small></p> <p>I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.</p>				

Signed	Name of Respondent JOHN W. ZUCKER
Title ASSISTANT SECRETARY	Telephone No. (include area code) 2124567777
Date 11/29/2005	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: EMILY BARR	Title: PRESIDENT & GENERAL MANAGER
------------------	------------------------------------

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<p>I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.</p>	[Exhibit 2]
<p>II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.</p>	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: DISCRIMINATION COMPLAINT

MARY JAIME V. WLS-TV

CHARGE NO. 2000CF2891

EEOC NO. 21BA02323

CHARGE FILED JUNE 16, 2000

NATURE: DISCRIMINATION (GENDER/NATIONAL ORIGIN/RETALIATION)

BACKGROUND: THIS DISCRIMINATION CHARGE WAS FILED BY MARY JAIME, A CURRENT VIDEOTAPE EDITOR AT WLS. JAIME CLAIMS THAT SHE HAS BEEN DENIED PROMOTIONAL OPPORTUNITIES, HAS RECEIVED LESS PRESTIGIOUS ASSIGNMENTS THAN HER MALE COLLEAGUES AND HAS BEEN SUBJECT TO VERBAL ABUSE BY THE SCHEDULING MANAGER, DAVE SPINELLI. THE CHARGE WAS FILED WITH THE ILLINOIS DEPARTMENT OF HUMAN RIGHTS AND THE EEOC. THE DIVISION IS CONDUCTING THE INVESTIGATION/REVIEW.

STATUS: ON APRIL 29, 2003 THE CHARGE WAS DISMISSED FOR LACK OF SUBSTANTIAL EVIDENCE.

Attachment 1

Exhibit 2

Description: EEO REPORT

Attachment 2

Description
EEO Report 2005
EEO Report 2005 Attachment A
EEO Report 2005 Attachment B
EEO Report 2005 Attachment C
EEO Report 2005 Attachment D
EEO Report 2004
EEO Report Attachment B

Exhibit 3

Description: SEE EXHIBIT 2

Attachment 3

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 303-S</p>	Approved by OMB 3060-0110 (July 2004)
APPLICATION FOR RENEWAL OF BROADCAST STATION LICENSE Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. - 20050801CUZ

Section I - General Information- TO BE COMPLETED BY ALL APPLICANTS

1.	Legal Name of the Applicant WLS TELEVISION, INC.						
	Mailing Address 77 WEST 66TH STREET, 16TH FLR ATTN: JOHN W. ZUCKER, ESQ.						
	City NEW YORK	State or Country (if foreign address) NY	ZIP Code 10023 - 6298				
	Telephone Number (include area code) 2124567777		E-Mail Address (if available)				
	FCC Registration Number: 0003471315	Call Sign WLS-TV	Facility Identifier 73226				
2.	Contact Representative (if other than Applicant) JOHN W. ZUCKER, ESQ.		Firm or Company Name WLS TELEVISION, INC.				
	Mailing Address 77 WEST 66TH STREET, 16TH FLR						
	City NEW YORK	State or Country (if foreign address) NY	Zip Code 10023 - 6298				
	Telephone Number (include area code) 2124567387		E-Mail Address (if available)				
3.	If this application has been submitted without a fee, indicate reason for fee exemption (see 47 C.F.R. Section 1.1114): <input type="radio"/> Governmental Entity <input type="radio"/> Noncommercial Educational Licensee <input type="radio"/> Other						
4.	Purpose of Application <input checked="" type="radio"/> Renewal of license <input type="radio"/> Amendment to pending renewal application If an amendment, submit as an exhibit a listing by Section and Item Number the portions of the pending application that are being revised. [Exhibit 1]						
5.	Facility Information: <input checked="" type="radio"/> Commercial <input type="radio"/> Noncommercial Educational						
6.	Service and Community of License a. <input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV <input type="radio"/> FM Translator <input type="radio"/> LPFM <input type="radio"/> TV Translator <input type="radio"/> Low Power TV <input type="radio"/> Class A TV <table border="1" style="width:100%; margin: 5px 0;"> <tr> <td colspan="2" style="text-align: center;">Community of License /Area to be Served</td> </tr> <tr> <td style="width:50%;">City: CHICAGO</td> <td style="width:50%;">State: IL</td> </tr> </table> b. Does this application include one or more FM translator station(s), or TV translator station(s), LPTV station(s), in addition to the station listed in Section I question 1? (The call sign(s) of any associated FM translators, TV translators or LPTVs will be requested in Section V). <input type="radio"/> Yes <input checked="" type="radio"/> No			Community of License /Area to be Served		City: CHICAGO	State: IL
Community of License /Area to be Served							
City: CHICAGO	State: IL						
7.	Other Authorizations. List call signs, facility identifiers and location(s) of any FM booster or TV [Exhibit 2]						

booster station(s) for which renewal of license is also requested.

Section II - Legal - TO BE COMPLETED BY ALL APPLICANTS

1.	Certification. Licensee certifies that it has answered each question in this application based on its review of the application instructions and worksheets. Licensee further certifies that where it has made an affirmative certification below, this certification constitutes its representation that the application satisfies each of the pertinent standards and criteria set forth in the application, instructions and worksheets.	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Character Issues. Licensee certifies that the neither the licensee nor any party to the application has or has had any interest in, or connection with:	
	a. any broadcast application in any proceeding where character issues were left unresolved or were resolved adversely against the applicant or party to the application; or	<input checked="" type="radio"/> Yes <input type="radio"/> No See Explanation in [Exhibit 3]
	b. any pending broadcast application in which character issues have been raised.	<input checked="" type="radio"/> Yes <input type="radio"/> No See Explanation in [Exhibit 4]
3.	Adverse Findings. Licensee certifies that, with respect to the licensee and each party to the application, no adverse finding has been made, nor has an adverse final action been taken by any court or administrative body in a civil or criminal proceeding brought under the provisions of any laws related to the following: any felony; mass media-related antitrust or unfair competition; fraudulent statements to another governmental unit; or discrimination.	<input checked="" type="radio"/> Yes <input type="radio"/> No See Explanation in [Exhibit 5]
4.	FCC Violations during the Preceding License Term. Licensee certifies that, with respect to the station(s) for which renewal is requested, there have been no violations by the licensee of the Communications Act of 1934, as amended, or the rules or regulations of the Commission during the preceding license term. If No, the licensee must submit an explanatory exhibit providing complete descriptions of all violations.	<input checked="" type="radio"/> Yes <input type="radio"/> No See Explanation in [Exhibit 6]
5.	Alien Ownership and Control. Licensee certifies that it complies with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments.	<input checked="" type="radio"/> Yes <input type="radio"/> No See Explanation in [Exhibit 7]
6.	Anti-Drug Abuse Act Certification. Licensee certifies that neither licensee nor any party to the application is subject to denial of federal benefits pursuant to Section 5301 of the Anti-Drug Abuse Act of 1988, 21 U.S.C. Section 862.	<input checked="" type="radio"/> Yes <input type="radio"/> No

I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge that all certifications and attached Exhibits are considered material representations. I hereby waive any claim to the use of any particular frequency as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and request an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

Typed or Printed Name of Person Signing JOHN W. ZUCKER	Typed or Printed Title of Person Signing ASSISTANT SECRETARY
Signature	Date 7/29/2005

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute,

regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 3 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0110), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to Leslie.Smith@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0110.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

SECTION IV - TO BE COMPLETED BY TV AND CLASS A LICENSEES ONLY

1.	Biennial Ownership Report: Licensee certifies that the station's Biennial Ownership Report (FCC Form 323 or 323-E) has been filed with the Commission as required by 47 C.F.R. Section 73.3615.	<input checked="" type="radio"/> Yes <input type="radio"/> No See Explanation in [Exhibit 14]
2.	EEO Program: Licensee certifies that: a. The station's Broadcast EEO Program Report (FCC Form 396) has been filed with the Commission, as required by 47 C.F.R. Section 73.2080(f)(1). Specify FCC Form 396 File Number : B396 20050801CUT b. The station has posted its most recent Broadcast EEO Public File Report on the station's website, as required by 47 C.F.R. Section 73.2080(c)(6).	<input checked="" type="radio"/> Yes <input type="radio"/> No See Explanation in [Exhibit 15] <input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A See Explanation in [Exhibit 16]
3.	Local Public File. Licensee certifies that the documentation, required by 47 C.F.R. Section 73.3526 or 73.3527, as applicable, has been placed in the station's public inspection file at the appropriate times.	<input checked="" type="radio"/> Yes <input type="radio"/> No [Exhibit 17]
4.	Violent Programming. Licensee certifies that no written comments or suggestions have been received from the public that comment on its station's programming and characterize that programming as constituting violent programming. If No, submit as an Exhibit a summary of those written comments and suggestions received from the public.	<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> N/A See Explanation in [Exhibit 18]
5.	Children's Programming Commercial Limitations For the period of time covered by this application, the licensee certifies that it has complied with the limits on commercial matter as set forth in 47 C.F.R. Section 73.670. (The limits are no more than 12 minutes of commercial matter per hour during children's programming on weekdays, and no more than 10.5 minutes of commercial matter per hour during children's programming on weekends. The limits also apply pro rata to children's programs which are 5 minutes or more and which are not part of a longer block of children's programming.) If No, submit as an Exhibit a statement of explanation a list of each segment of programming 5 minutes or more in duration designed for children 12 years and under and broadcast during the license period which contained commercial matter in excess of the limits. For each programming segment so listed, indicate the length of the segment, the amount of commercial matter contained therein, and an explanation of why the limits were exceeded.	<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A See Explanation in [Exhibit 19]

6.	<p>For the period of time covered by this application, the applicant certifies that it has filed with the Commission, and incorporates by reference, the Children's Television Programming Reports (FCC Form 398) as described in 47 C.F.R. Section 73.3526.</p> <p>If No, submit as an Exhibit a statement of explanation.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A</p> <p>See Explanation in [Exhibit 20]</p>
7.	<p>For the period of time covered by this application, the applicant certifies that the average number of hours of CORE programming per week broadcast by the station totalled 3 hours or more (averaged over a six-month period).</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A</p> <p>See Explanation in [Exhibit 21]</p>
8.	<p>The licensee certifies that it identifies each CORE Program aired at the beginning of the airing of each program as required by 47 C.F.R. Section 73.673.</p> <p>If No, submit as an Exhibit a statement of explanation.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A</p> <p>See Explanation in [Exhibit 22]</p>
9.	<p>The licensee certifies that it provides information identifying each CORE Program aired on its station, including an indication of the target child audience, to publishers of program guides as required by 47 C.F.R. Section 73.673.</p> <p>If No, submit as an Exhibit a statement of explanation.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A</p> <p>See Explanation in [Exhibit 23]</p>
10.	<p>The licensee certifies that it publicizes the existence and location of the station's Children's Television Programming Reports (FCC Form 398) as required by 47 C.F.R. Section 73.3526(e)(11)(iii).</p> <p>If No, submit as an Exhibit a statement of explanation, including the specific steps the applicant intends to implement to ensure compliance in the future.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A</p> <p>See Explanation in [Exhibit 24]</p>
11.	<p>The licensee may include as an exhibit any other comments or information it wants the Commission to consider in evaluating compliance with the Children's Television Act. This may include information on any other non-core educational and informational programming that the applicant aired or plans to air, or any existing or proposed non-broadcast efforts that will enhance the educational and informational value of such programming to children. See 47 C.F.R. Section 73.671, NOTE 2.</p>	<p>[Exhibit 25]</p>
12.	<p>Continued Class A Eligibility. Licensee certifies that its station does, and will continue to, broadcast: (a) a minimum of 18 hours per day; and (b) an average of at least 3 hours per week of programming each quarter produced within the market area served by the station, a group of commonly controlled low power or Class A stations whose predicted Grade B contours are contiguous.</p>	<p><input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> N/A</p> <p>See Explanation in [Exhibit 26]</p>
13.	<p>Discontinued Operations. Licensee certifies that during the preceding license term, the station has not been silent for any consecutive 12-month period.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p> <p>See Explanation in [Exhibit 27]</p>
14.	<p>Silent Station. Licensee certifies that the station is currently on the air broadcasting programming intended to be received by the public.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p>
15.	<p>Environmental Effects. Licensee certifies that the specified facility complies with the maximum permissible radiofrequency electromagnetic exposure limits for controlled and uncontrolled environments.</p> <p>By checking "Yes" above, the licensee also certifies that it, in coordination with other users of the site, will reduce power or cease operation as necessary to protect persons having access to the site, tower or antenna from radiofrequency electromagnetic exposure in excess of FCC guidelines.</p>	<p><input checked="" type="radio"/> Yes <input type="radio"/> No</p> <p>See Explanation in [Exhibit 28]</p>
16.	<p>Local TV Ownership Waiver. Has the licensee been granted a "failing" or "marginal" station</p>	<p><input type="radio"/> Yes <input checked="" type="radio"/> No</p>

<p>waiver of 47 C.F.R. Section 73.3555(b)?</p> <p>If Yes, submit as an Exhibit a specific factual showing of the program-related benefits that have accrued to the public as a result of that waiver.</p>	<p>See Explanation in [Exhibit 29]</p>
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Exhibits

Exhibit 18

Description: VIOLENT PROGRAMMING

TWO ITEMS WERE RECEIVED WHICH COULD BE CATEGORIZED AS RESPONSIVE TO THIS ITEM. ONE WAS A PRE-PRINTED PARENTS TELEVISION COUNCIL POSTCARD OBJECTING TO THE 'BLATANT SEX, RAUNCHY LANGUAGE AND GRAPHIC ULTRA VIOLENCE WHICH HAVE INVADED THE TV 'FAMILY HOUR" AND REQUESTING A CHANGE IN PROGRAMMING 'IN THE EARLY EVENING HOURS WHEN CHILDREN CAN BE EXPECTED TO BE WATCHING.' THE SECOND ITEM WAS A PROFANITY LACED E-MAIL MESSAGE OBJECTING TO THE STATION'S AIRING OF THE KILLING OF AMERICAN SOLDIERS.

Attachment 18

Exhibit 28

Description: ENVIRONMENTAL EFFECTS

Attachment 28

Description
JHC statement
JHC attachment 1
JHC Attachment 2
JHC Attachment 3
JHC Attachment 4