

# **KABC-TV LOS ANGELES ANNUAL EEO PUBLIC FILE REPORT**

## **August 1, 2004**

### **I. GENERAL POLICY**

This report covers the period from July 11, 2003 through July 10, 2004.

KABC-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 our 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.

### **II. RESPONSIBILITY**

Arnold J. Kleiner, KABC-TV's President & General Manager, is responsible for supervising EEO compliance.

### **III. INTERNAL RECORD KEEPING – POSITIONS FILLED**

KABC-TV has publicized job vacancies in the following ways:

1. Sending or emailing the KABC-TV job listing to the 57 organizations and schools detailed in *Attachment A*. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
2. Placing help-wanted advertisements in the following minority publications: Chinese Daily News, Korea Times, La Opinion, LA Sentinel, Rafu Shimpo, Wave.

3. Posting open positions on the station's website and job line.
4. Posting open positions in the ABC Corporate Job Listing, which is sent to the 119 schools and organizations detailed in ***Attachment B***.
5. Posting open positions in the Company online job listing.

Following are the positions filled during the period of July 11, 2003 to July 10, 2004:

*Accountant*

*Date position filled: July 14, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: Los Angeles Times.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 2; Los Angeles Times – 2; Chinese Daily News – 2. The referral source of the candidate hired was the Los Angeles Times.

*IS Technician*

*Date Position filled: July 14, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 1; industry referral – 1; company online job posting – 3; internal station candidate – 1; Wave – 1; CalJobs – 1; Monster Jobs – 1; unknown – 1. The referral source of the candidate hired was Monster Jobs.

*Account Executive*

*Date position filled: July 21, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Daily Variety, Hollywood Reporter, Spots n Dots.

Twenty-three people were interviewed. Referral sources of the candidates interviewed were as follows: company online job listing – 6; industry referral – 17. The candidate hired was an industry referral.

*Broadcast Systems Specialist*

*Date position filled: August 18, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable. Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidates – 3; station website – 5; industry referral – 1; company online job listing – 1; Television Week – 1; unknown – 2. The candidate hired was a KABC-TV employee.

*Assistant Director of Engineering*

*Date position filled: August 25, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable, TV Technology, Broadcast Engineering.

Nineteen people were interviewed. Referral sources of the candidates interviewed were as follows: Television Week – 6; internal station candidates – 4; Broadcasting & Cable – 3; employee referral – 1; station website – 2; company online job listing – 1; industry referral – 1; unknown – 1. The referral source of the candidate hired was Broadcasting & Cable.

*Newscast Producer (2)*

*Dates positions filled: September 2, 2003; September 3, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable, Shoptalk.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Shoptalk – 1; internal station candidate – 1; industry referral – 6; company online job listing – 1; unknown – 1. The candidates hired were industry referrals.

*News Operations Manager*

*Date position filled: October 27, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable, Shoptalk, Daily Variety, Hollywood Reporter.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidate – 1; company online job posting – 1; Shoptalk – 2; industry referral – 3. The candidate hired was an industry referral.

*General Assignment Report / Fill-in Anchor (3)*

*Dates positions filled: October 29, 2003; December 8, 2003; December 22, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Television Week, Broadcasting & Cable, Shoptalk.

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 8. The candidates hired were industry referrals.

*Administrative Assistant*

*Date position filled: November 3, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: Los Angeles Times.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: Urban League – 1; Workplace Hollywood – 1; station website – 1; Los Angeles Times – 2; Wave – 1; internal station candidate – 1; company online job posting – 1; employee referral – 2. The candidate hired was a freelance KABC-TV employee.

*Engineering Administrative Assistant*

*Date position filled: November 12, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: Los Angeles Times, Hollywood Reporter.

Thirteen people were interviewed. Referral sources of the candidates interviewed were as follows: Hollywood Reporter – 5; company online job posting – 3; station website – 1; employee referral-2, unknown – 2. The referral source of the candidate hired was the company online job posting.

*Pinnacle Deko Operator (2)*

*Dates positions filled: November 24, 2003; December 1, 2003*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: TV Technology, Broadcast Engineering.

Eleven people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 4; internal station candidate – 2; Broadcast Engineering – 2; TVJobs.com – 1; industry referral – 1; unknown – 1. The



candidates hired were freelance KABC-TV employees.

*Sales Operations Coordinator*

*Date position filled: January 12, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Spots n Dots.

Seven people were interviewed. Referral sources of the candidates interviewed were: company online job posting – 1; industry referral – 3; Southern California Broadcasters Association – 1; station website – 1, unknown – 1. The candidate hired was an industry referral.

*Traffic Reporter*

*Date position filled: January 19, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Shoptalk.

Four people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 4.

The candidate hired was an industry referral.

*Media Manager (2)*

*Dates positions filled: January 26, 2004; May 10, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Shoptalk.

Six people were interviewed. Referral sources of the candidates interviewed were as follows: internal station candidates – 4; industry – 2.

The candidates hired were freelance KABC-TV employees.

*Account Executive*

*Date position filled: February 2, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Spots n dots.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 5, employee referral – 1, company online job posting – 1. The candidate hired was an industry referral.

#### *Research Analyst*

*Date position filled: February 17, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Spots n dots.

Twelve people were interviewed. Referral sources of the candidates interviewed were as follows: employee referral – 3; industry referral – 5; Television Week – 2; company online job posting – 1, internal station candidate – 1. The candidate hired was an industry referral.

#### *Marketing Account Executive*

*Date position filled: February 17, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Spots n dots.

Fifteen people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 9; station website – 2; Television Week – 1; Wave – 1; Southern California Broadcasters Association – 1; company online job posting – 1. The candidate hired was an industry referral.

#### *Media Center Operator*

*Date position filled: March 1, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week.

Ten people were interviewed. Referral sources of the candidates interviewed were as follows: station website – 4; industry referral – 1; station internal candidate – 3; employee referral – 1; company online job posting – 1. The candidate hired was a

freelance KABC-TV employee.

*Assistant News Director*

*Date position filled: May 3, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Shoptalk, journalismnext.com.

Eighteen people were interviewed. Referral sources of the candidates interviewed were as follows: industry referral – 9; company online job posting – 4; station website – 3; employee referral – 1; internal station candidate -1. The candidate hired was a KABC-TV employee.

*PBX Operator*

*Date position filled: May 17, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publications: Broadcasting & Cable, Television Week, Los Angeles Times.

Eight people were interviewed. Referral sources of the candidates interviewed were as follows: Los Angeles Times – 5; company online job posting -1; internal station candidate -1; employee referral – 1. The referral source of the candidate hired was the company online job posting.

*Payroll Coordinator*

*Date position filled: July 5, 2004*

In addition to this job vacancy being publicized as described above, this position was advertised in the following publication: Los Angeles Times.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Los Angeles Times - 4; company online job posting – 2; internal station candidate – 1. The employee hired was a temporary KABC-TV employee.

During the reporting period the following eight positions evolved from temporary or part-time positions to permanent or full-time positions. These positions were filled

through internal promotion.

*News Assistant (5)*

*Dates positions filled: August 13, 2003; November 22, 2003; January 24, 2004; April 3, 2004; June 15, 2004*

Four of the positions were filled by employees who originally joined the station as a result of our college internship program. One position was filled by an employee who was originally referred by the Urban League.

*News Editors (2)*

*Dates position filled: August 23, 2003; December 20, 2003*

One of the positions was filled by an employee who originally joined the station as a result of our college internship program. One position was filled by an employee who was originally referred by a company employee.

*Media Center Operator*

*Date position filled: December 11, 2003*

This position was filled by an employee who was originally referred by a station employee.

#### I. IV. LONG TERM RECRUITMENT INITIATIVES

KABC-TV is committed to performing on-going non-vacancy-specific recruitment efforts that bring attention to the range of job and career opportunities at the Station. Outreach efforts are designed to provide easy access for candidates to apply for job opportunities, as well as provide information and training to prospective candidates for the future.

A. Participation in Job Fairs – KABC-TV participated in the following job fairs by distributing information about careers in television, soliciting resumes, and informing attendees of job postings and internship opportunities:

- Asian American Journalist Association Conference, 8/14 – 8/16/03

- California Chicano News Media Association Journalism Opportunities Conference, 10/9 – 10/11/03
- Imagen Foundation – Entertainment Industry Job, 10/18/03
- CSU Fullerton Internship Forum, 3/6/04
- CSU Fullerton Latino Business Association, 3/23/04
- USC Annenberg Career Connection, 4/1/04
- Workplace Hollywood Meet the Recruiters Event, 4/8/04
- Rio Hondo Spring Career and Internship Day, 4/28/04
- Los Angeles Gay & Lesbian Center – Entertainment Industry Career Fair, 6/5/04

KABC-TV plans to participate in the following upcoming job fair:

- UNITY: Journalists of Color Convention, 8/4 – 8/7/04

See **Attachment C** for the list of station personnel who attended the above listed job fairs.

- B. Internship Program – KABC-TV offers a variety of internship opportunities to enrolled college students interested in careers in television broadcasting. The internship program is designed to provide students with an on-site educational experience that complements their academic studies. Students earn college credit during a 12-14 week school semester and intern a minimum of 16 hours per week. Every semester KABC-TV's President and General Manager, V.P. News, V.P. Programming and General Sales Manager participate in a forum designed to give the interns the opportunity to interact with senior management, learn about the business of the station and ask questions.

See **Attachment D** for a listing of students participating in KABC-TV's internship program during the period July 11, 2003 – July 10, 2004.

Emma Bowen Foundation Intern - KABC-TV also participates with the Emma Bowen Foundation for Minority Interests in Media Internship Program. The Station provides paid employment to a college student for the duration of their college education up through their graduation. The student works part-time during the school year and through semester breaks. The salary the intern earns is matched dollar for dollar and deposited in an education account. The account is available to the student to assist with expenses for tuition, books and supplies. Our

Emma Bowen Intern just graduated in June, and we are looking forward to starting a new intern in the fall.

C. Participation in Conventions, Workshops and Seminars – KABC-TV personnel have taken an active role in working with a variety of community groups to assist with planning, implementation and presentation of workshops and seminars that address issues of employment and diversity in broadcasting.

The Station's contributions have ranged from participation on planning committees, to providing sponsorship and serving as workshop presenters.

- Emma Bowen Foundation for Minority Interests in Media, Media Workshop, 7/31/03
- Governor's Conference for Women, 9/22/03
- League of United Latin American Citizens Student Conference, 10/11/03
- Imagen Foundation Entertainment Industry Conference & Workshop, 10/18/03
- 2004 Student Television Network Convention, Broadcast Television Workshop, 1/9/04
- Southern California Broadcasters Association, EEO & Career Workshop, 4/14/04
- Women at Work, Adelante Mujer Latina Conference, 4/17/04

See **Attachment E** for a list of Station personnel that participated in the above conferences and workshops.

D. Mentoring Programs – KABC-TV personnel participate in the ABC Corporate

Mentoring Program. The program is designed to identify talented minority and women employees at a senior management level who have demonstrated ability and commitment to the company. Mentees are paired with a senior executive for one year. The purposes of the program include exposure to business strategies across the media networks, networking opportunities with other executives from a cross-section of our businesses and the opportunity to enhance leadership skills.

- KABC-TV had two senior executives serve as mentors in the Mentoring Program.

Arnold J. Kleiner – President and General Manager  
Cheryl Fair – Vice President, News

- KABC-TV had one minority female employee serve as a mentee.

Diane Medina – Vice President, Diversity and Community Relations.

E. Programs by Educational Institutions Relating to Broadcast Career Opportunities – KABC-TV participated in recruitment events sponsored by several colleges and universities, specifically for the purpose of disseminating information about career opportunities at the Station. The events include career fairs with a table and booth and networking sessions that promote a one-on-one meeting and conversation.

- a. CSU Fullerton Internship Forum, 3/6/04
- b. CSU Latino Business Student Association Networking, 3/23/04
- c. USC Annenberg School of Journalism Career Connection, 4/1/04
- d. Rio Hondo College Spring Career & Internship Day, 4/28/04

F. Sponsorship of Community Events to Inform Public About Broadcast Employment Opportunities - KABC-TV sponsored and participated in events presented by community based organizations whose missions specifically focus on opportunities in broadcasting. The events were designed to provide the general public with information on career opportunities in broadcasting and advice on how to prepare for and obtain a job.

- a. California Chicano News Media Association Journalism Opportunities Conference, 10/9 – 10/11/03
- b. Imagen Foundation Entertainment Industry Conference and Job Fair, 10/18/03
- c. Southern California Broadcasters Association Public Affairs and EEO Career Conference, 4/14/04



- G. Training relating to equal employment opportunity and preventing discrimination - KABC-TV presented in March 2004 training for all employees, including management, that addressed issues of workforce diversity and sexual harassment. The Station's President and General Manager issued a memo to all employees stating the Company's strict policy against harassment and discrimination.

See **Attachment F** for a copy of the President and General Manager's policy memo with attached policies and procedures related to Equal Employment Opportunity, Complaints and Harassment.

- H. Community Outreach – KABC-TV's on-air talent actively participate in a wide variety of diverse community events that include non-profit organizations and educational institutions.

See **Attachment G** for a list of community events supported by KABC-TV during the period July 11, 2003 – July 10, 2004.

## ATTACHMENT A

## KABC-TV WEEKLY JOB LISTING DISTRIBUTION

Contact	Company	Address	Address # 2	City	State	Zip	Phone
Phyllis Friedman	Actor's Work Program	5757 Wilshire Blvd	#400	Los Angeles	CA	90036	323-933-9244
Marvis Hughes	Alleyscape	2832 W. Martin Luther King Blvd.		Los Angeles	CA	90008	323-298-0387
Jerry Edmond	American Intercontinental Univ	12655 W. Jefferson Blvd		Los Angeles	CA	90066	310-305-3703
Job Developer	American OPP Foundation	972 S. Goodrich Blvd		Commerce	CA	90022	323-890-1555
	Asian American Journalist Assoc.		POST @AAJA.ORG				
Earl Cooper	Black Business Association	PO Box 43159		Los Angeles	CA	90043-998	323-291-9334
Wilhemina Schaefer	Cal Institute of Arts	24700 McBean Parkway		Valencia	CA	91355	805-253-7892
Karen Capestro	Cal Poly Pomona Career Ctr.	3801 West Temple Street		Pomona	CA	91768	909-869-2342
Juanita Arreola	Cal State LA Career Center	5151 State University Drive		Los Angeles	CA	90032	213-343-3277
Dr. John Schultheiss	Cal State Univ Northridge	18111 Nordhoff St	The Career Center	Northridge	CA	91330-8241	818-885-2878
Susan Hensley	Cal Works	1000 West Foothill Blvd		Glendora	CA	91741	626-852-8026
Long Beach Career Center	California State University	1250 Bellflower Blvd	Bldg SS/AD Rm 250	Long Beach	CA	90840-0113	310-985-5548
Darla Lewis	Career Partners	3505 N. Hart Ave		Rosemead	CA	91770	626-572-7272
Elizabeth Turner	Career Planning Center	13160 Mindanao Way	#240	Marina del Rey	CA	90292	310-309-6000
Conrad A. Corral	City of West Hollywood	8300 Santa Monica Blvd		West Hollywood	CA	90069	323-848-6318
Career Resources Center	Claremont Graduate School	1017 N. Darmouth Ave		Claremont	CA	91711	909-621-8177
Judith Marlane	CSUN/Radio&TV Dept	18111 Nordhoff St		Northridge	CA	91330	818-885-3193
Marilyn Frontanez	East LA City College	1301 Cesar Chavez Ave		Monterey Park	CA	91754	213-265-8970
Executive Director	East San Gabriel Valley	1203 W. Puente Ave		West Covina	CA	91790	626-960-2566
Employment Services	Experience Unlimited	1207 East Green St		Pasadena	CA	91006	
Executive Director	Forty Plus of So. Calif, Inc.	3350 Wilshire Blvd	#480	Los Angeles	CA	90010	213-388-2301
Nanci Lane	Gay/Lesbian Comm Svcs. Employ	1125 N. McCadden Place		Los Angeles	CA	90038	
Nina Gonzalez	Glendale College/Job Placement	1500 North Verdugo	Trailer #3	Glendale	CA	91208	818-240-1000
Ester Renteria	Hispanic Americans For Fairness	5400 E. Olympic Blvd	#250	Los Angeles	CA	90022	323-726-1558
Lydia Cano	Hispanic Chamber of Commerce	2323 N. Broadway	#305	Santa Ana	CA	92706-1640	714-953-4289
Rosie Rosales	Hispanic Urban Center	1201 E. 1st St		Los Angeles	CA	90023	213-264-4494
Mary George	Hispanic Women's Council	3509 W. Beverly Blvd		Montebello	CA	90640	213-725-0939
Judy Gilleland-Rasheed	Housing Authority City of LA	2500 Wilshire Blvd	#600	Los Angeles	CA	90057	213-252-1886
E. Robinson	LA Job Corps Center	1106 South Broadway		Los Angeles	CA	90015	213-741-5393
Vicky Chann	LACC Student Employment	855 North Vermont Ave		Los Angeles	CA	90029	213-953-4294
Job Placement Services	Long Beach Community College	4901 East Carson St		Long Beach	CA	90808	310-420-4355
Maureen Beck	Loyola Marymount Placement	Loyola Blvd at West 80th St		Los Angeles	CA	90045	310-338-2871
Marjorie Gardner	MCS Job Services, Inc.	6464 Sunset Blvd	#600	Hollywood	CA	90028	323-960-1300
Mark Shilstone	MediaLine	P.O. Box 51909	MediaLine@MediaLine.com	Pacific Grove	CA	93950	800-237-8073
Job Board	NAACP/Beverly Hills-Hollywood	PO Box 2349		Hollywood	CA	90078	323-464-7616
Stan Thomas	Northridge/Porter Ranch Chamber of Commerce	9401 Reseda Blvd.	info@northridgechamber.com	Northridge	CA	91324	818-349-4343
Jerry Velasco	Nosotros, Inc	1615 Vine ST		Hollywood	CA	90028	323-456-4167
One Stop Service	Pacific Asian Consortium	1541 Wilshire Blvd	#210	Los Angeles	CA	90017	212-989-3270
Courtney Hunter	Pasadena City College	1570 East Colorado	#C-236	Pasadena	CA	91106	818-585-7807
Employment Services	Pasadena Urban League	1200 N. Fair Oaks Ave		Pasadena	CA	91103	818-398-6155

Ron Whittaker	Pepperdine Univ	24255 Pacific Coast Hwy	Communication Division	Malibu	CA	90263	310-456-4888
Curt Owens	Rainbow/Push Coalition	1968 W. Adams Blvd	#300	Los Angeles	CA	90018	
Barbara Booth	Rio Hondo College	3600 Workman Mill Road		Whittier	CA	90601	310-908-3407
Tim Wulfmeyer	San Diego State Univ	School of Communication		San Diego	CA	92182-4561	619-594-6246
Michael Sanchez	SASSFA	9825 Painter Ave		Whittier			
Dawn R. Gerardo	Scripps College	1030 Columbia Ave		Claremont	CA	91711	909-621-8180
Yoshiko Yamaguchi	SFV Japanese Amer Center	12953 Branford St		Pacoima	CA	91331	818-899-1989
	Southern Christian Leadership	4182 South Western Ave		Los Angeles	CA	90062	213-290-4114
	State of CA-EDD	11623 Glencaks Blvd	COT Unit	Pacoima	CA	91331	818-891-9432
Maxine Schumack	UCLA Placement/Career Planning	PO Box 951573		Los Angeles	CA	90095-1573	310-825-2981
Don Spring	USC School of Journalism	3502 Watt Way	ASC G12	Los Angeles	CA	90089-0281	213-740-3916
Suzanne Alcantara	Verdugo Jobs Center	1255 S. Central Ave		Glendale	CA	91214	818-409-0476
Gail Jordan	Whest	6505 Wilshire Blvd	#200	Los Angeles	CA	90048	323-761-8888
Chuck Scarpaci	Women at Work	50 North Hill Ave	#300	Pasadena	CA	91106	626-796-6870
Artie Morris	Women Helping Women Services	543 North Fairfax Ave		Los Angeles	CA	90036	213-655-3807
Lori Karny	Women In Film	8857 W. Olympic Blvd.	#201	Beverly Hills	CA	90211	310-657-5144
Executive Director	Workplace Hollywood	6121 Santa Monica Blvd	#101	Hollywood	CA	90038	323-467-2525
Miles Bernal							

## ATTACHMENT B

COMPANY	FIRST	LAST	XTRA_LINE	STREET	CITY	STATE	ZIP	ZIP4
Abyssinian Baptist Church	Rev. Calvin	Butts		132 Odell Clark Place	New York	NY	10030	2303
Asian American Journalists Assn.	Executive	Director		1765 Sutter Street	San Francisco	CA	94115	3217
AWRT, Inc. (American Women in Radio & TV)	Rose	Heller		1619 Third Avenue	New York	NY	10128	3459
AWRT, Inc.	Rosemary	Sharpe	Suite 417	234 Fifth Avenue	New York	NY	10001	
Bay Area Black Media Coalition	Rudy	Marshall	PRESIDENT	PO Box 2382	Oakland	CA	94614	0382
BJASC Jobline			VALLEE BUNTING JOB COOR.	2621 W 54th St	Los Angeles	CA	90043	2614
Black Agenda	Norman	Houston		200 E Slauson Ave	Los Angeles	CA	90011	5347
BLACK JOURNALISTS ASSOC			UNIVERSITY OF SO. CALIF.	PO Box 25	Los Angeles	CA	90089	
Cal Chicano News Media	Magdalena	Beltran	USC SCHOOL OF JOURNALISM		Los Angeles	CA	90089	0001
Cal Poly Career Center	Karen	Capestro		3801 W Temple Ave	Pomona	CA	91768	4001
CAL STATE UNIVERSITY	ATTN: JOB	LISTING	CAREER DEVELOPMENT CTR-L		Fullerton	CA	92634	
University of California Irvine			CAREER & LIFE PLANNING CE	100 Student Services 1	Irvine	CA	92697	0001
CAREER PLANNING CENTER	CENTER	DIRECTOR		PITZER COLLEGE/SCOTT 1	Claremont	CA	91711	
Cassata Learning Center	Patti	Everitt		1400 Hemphill St	Fort Worth	TX	76104	4796
Circle Newspaper	Sandra	King, Editor		1530 E Franklin Ave	Minneapolis	MN	55404	2136
CLAREMONT GRADUATE SCHOOL	ROBERT	BRUCE	MINNEAPOLIS AMERICAN INDIAN		Claremont	CA	91711	
PCC Communications Dept.	Crystal	Watson	BUSINESS ADMINISTRATION	1570 E Colorado Blvd	Pasadena	CA	91106	2003
Brown Memorial Church	Rev. Clinton	Miller		Brooklyn	NY	11238		
Community Action Organization	Charles T.	Perkins	484 Washington Ave	70 Harvard Place	Buffalo	NY	14209	1399
Community Board 7	Thomas	Walsh	EXECUTIVE DIRECTOR	783 4th Ave	Brooklyn	NY	11232	1611
Concerned Communicators	Samir Ali	Sadsq		PO Box 2138	Philadelphia	PA	19103	0138
CSU-Fullerton/Career Center	Samuel	Mendoza		800 N State College Blvd	Fullerton	CA	92831	3599
CSU-LB/Upward Bound Prog.	Program	Director		1250 N Bellflower Blvd	Long Beach	CA	90840	0006
CSU-Northridge Career Placement	Irene	Davis		18111 Nordhoff St # 20	Northridge	CA	91330	0001
CSU-Northridge Chicano Bus. Assn	Sierra	South 242		18111 Nordhoff St	Northridge	CA	91330	0001
Dept. Of Employment Services	Roz	Harper	DIVISION OF MARKETING	500 C Street, NW	Washington	DC	20001	0500
EDD-Job Service				12715 Pioneer Blvd	Norwalk	CA	90650	2873
E LA Occupational Center	Caroline	Daniels		2100 Marengo St	Los Angeles	CA	90033	1399
E LA Skill Center	N.M.	Franco		3921 Selig Place	Los Angeles	CA	90031	3901
FLORIDA A & M UNIVERSITY	Robert M.	Ruggles	DEAN, SCHOOL OF JOURNALISM		Tallahassee	FL	32307	
Found. for Minority Interest in Media	Attn: Emma		4th Floor	825 7th Ave	New York	NY	10019	6014
Glendale Community College	Jean	Kay	JTPA TRAILER-TRAILER NO.	1500 N Verdugo Rd	Glendale	CA	91208	2894
GOVERNMENT OF DC	DEPT. OF	Employment Serv.	OFFICE OF THE DIRECTOR	500 C St, NW - Room 100	Washington	DC	20001	
HAMPTON INSTITUTE	Laron	Clark, Jr.	DIR OF DEVELOPMENT		Hampton	VA	23668	
Hispanic Urban Center	Henry	Gutierrez		1075 S Herbert Ave	Los Angeles	CA	90023	2509
Houston Black Media Assn	Thelma	Thomas		3825 Wichita St	Houston	TX	77004	6536
Indian Centers South	B.	Tiger		5900 S Eastern Ave	Los Angeles	CA	90040	4017
Inglewood Community Adult	Job	Placement		115 W Kelso St	Inglewood	CA	90301	2299
Int'l Center For The Disabled	Leroy	Jones		340 E 24th St	New York	NY	10010	4019
Japanese Community Center	Center	Director		1203 W Puente Ave	West Covina	CA	91790	1221
Japanese American Citizens League	Executive	Director		244 S San Pedro St	Los Angeles	CA	90012	3832
Korean Federation Of L.A. Inc.	Executive	Director		981 S Western Ave	Los Angeles	CA	90006	1093
L.A. Job Corps Center	Placement	Director		1106 S Broadway	Los Angeles	CA	90015	2292

COMPANY	FIRST	LAST	XTRA_LINE	STREET	CITY	STATE	ZIP	ZIP4
L.A. Urban League	Don	Griffin		3450 Mount Vernon Dr	Los Angeles	CA	90008	4936
LACC Communications Dept.	Vaughn	Obern		844 N Vermont Ave	Los Angeles	CA	90029	3517
Latins In Business	Loyola	Marymount		7101 W 80th St	Los Angeles	CA	90045	2659
Long Beach Community College	Dr. Richard	Jones		4901 E Carson St	Long Beach	CA	90808	1780
Long Island University	WLIU			1 University Plz	Brooklyn	NY	11201	5372
Government of District of Columbia	L.	Love		DEPT. OF EMPLOYMENT SERVICE: 500 C Street, NW	Washington	DC	20001	2110
Mayor's Office/Handicapped	Noreen	Vincent		200 N Spring St	Los Angeles	CA	90012	4801
MEDIA PROJECT	Kathy	Bonk		1333 H St, NW -11th floor	Washington	DC	20005	
N.a.p.b.c.i.	Frank	Blythe		PO Box 83111	Lincoln	NE	68501	3111
National Academy of TV Arts & Sciences	Christine	Spencer		111 W 57th St	New York	NY	10019	2211
National Assn. of Broadcasters	Minority	Employment		1771 N St, NW # N	Washington	DC	20036	2812
National Assn. of Black Journalists	Mervin	Aubespain		525 W Broadway	Louisville	KY	40202	2206
National Black Media Coalition				11120 New Hampshire Av	Silver Spring	MD	20904	2633
National Puerto Rican Forum	Yvonne	Lopez		31 E 32nd St	New York	NY	10016	5509
National Urban League	Alton	Burton		120 Wall St	New York	NY	10005	3904
Native American Journalists Assoc.	Theresa	Lumbar		3359 36th Avenue	South Minneapolis	MN	55406	
New York League for the Hard of Hearing	Florence	Rosen		71 W 23rd St	New York	NY	10010	4102
Nosotros	Executive	Director		650 North Bronson	Hollywood	CA	90004	3601
Pacific/Asian C.E.	M.B.	Strauss-ridged		2525 W 8th St	Los Angeles	CA	90057	3817
PEPPERDINE UNIVERSITY	RON	WHITTAKER		333 E 8th St	MALIBU	CA	90265	
Peralta Colleges	Bob	Dabney		3540 N Mission Rd	Oakland	CA	94606	2889
Plaza De La Raza	Joan	Hershaw		370 E 149th St	Los Angeles	CA	90031	3195
South Bronx OEDC	Ren	Kimura		12953 Branford St	Bronx	NY	10455	3900
SFV Japanese American Center	Darin	Bridwell		5670 Wilshire Blvd	Pacoima	CA	91331	4303
So Cal Broadcasters Assn.	Juan	Garcia		5400 E Olympic Blvd	Los Angeles	CA	90036	5679
Society of Hispanic Prof. Engineers	Keith	Wartman		1405 S Broadway	East Los Angeles	CA	90022	5147
State Dept. of Employment	Executive	Director		405 Hilgard Ave	Los Angeles	CA	90015	3028
UCLA Latino Management Assn.	Employment	Svcs Dept		1200 N Fair Oaks Ave	Los Angeles	CA	90095	9000
Pasadena Foothill Urban League	Derek L.	Smith		246 Prairie Ave	Pasadena	CA	91103	4201
Urban League of Rhode Island	Diane	Passilas		817 W 34th St	Providence	RI	02905	2397
USC Latino Students Assn.	CLINT	WILSON		11000 Wilshire Blvd	Los Angeles	CA	90007	3502
USC MEDIA INSTITUTE	Veteran	Emplmnt-mdp 28		247 W 54th St	UNIVERSITY PARK	CA	90089	
Veterans Administration Office	Andy	Rodriguez		741 N Vermont Ave	Los Angeles	CA	90024	3602
NYS Dept of Labor Veterans Prog.	Debra	Levine		10956 S Central Ave	New York	NY	10019	5501
Veterans Center	Dean	Morris		840 E 111th Place	Los Angeles	CA	90029	3514
Watts Labor Comm. Action	Saundra	Stanton		501 3rd St, NW	Los Angeles	CA	90059	1024
Watts Skills Center				325 Clinton Ave	Washington	DC	20001	2760
Nabet				PO Box 6017	Brooklyn	NY	11205	4749
Ms. Gwen Wiggins	Pat	Kiechler		50 N Hill Ave	North Hollywood	CA	91603	6017
Stdu-local 399	c/o Women in	Film		6464 W Sunset Blvd	Pasadena	CA	91106	1949
Women At Work	EAST LA CC			1301 W Brooklyn Ave	Hollywood	CA	90028	8001
Editor, Job Bank	Barbara	Booth		3600 Workman Mill Rd	Monterey Park	CA	91754	
WOMEN'S CENTER	Bungalo	C/cal St. L.a.		5151 State University	Whittier	CA	90601	1616
Women's Center Rio Hondo CC	Helyne	Meshar		543 N Fairfax Ave	Los Angeles	CA	90032	4226
Women's Resource Center					Los Angeles	CA	90036	1715
Women's Resource Center								

Job Posting Distribution List (C-7)

COMPANY	FIRST	LAST	XTRA_LINE	STREET	CITY	STATE	ZIP	ZIP4
World Arts Foundation Inc	Michael	Grice		PO Box 12384	Portland	OR	97212	0384
Young Adult Institute	Lawrence	Lanser		460 W 34th St	New York	NY	10001	2320
Job Path	Gina	Esposito		22 W 38th St	New York	NY	10018	6204
Nabet-local 57			SUITE D	3210 W Burbank Blvd	Burbank	CA	91505	2257
Helen Keller Services For The Blind	Albert	Arrieta		57 Willoughby St	Brooklyn	NY	11201	5290
Affirmative Action Officer	Carlos	Pacheco	CITY OF TRENTON	319 E State St	Trenton	NJ	08608	1809
National Hispanic Media Coalition	Alex	Nogales	SUITE 670	3550 Wilshire Blvd	Los Angeles	CA	90010	2401
Dept. Of Veterans Affairs	Joseph	Limmina	REGIONAL CENTER\28	1601 Kirkwood Hwy	Wilmington	DE	19805	4917
LAPWI	Shanna	Sterling	BLVD #F239	2001 W Mission Blvd	Pomona	CA	91766	1020
The Epilepsy Institute	Sandra	Silverman		257 Park Ave South	New York	NY	10010	7304
Fordham University	Denise	Badolato	4th Floor	33 W 60th Street	New York	NY	10023	7905
New York Urban League	Dennis	Walcott		204 W 136th St	New York	NY	10030	2696
Professional Svcs. Grp				5 Sussex Ave	Morristown	NJ	07960	3834
Jewish Guild For The Blind	Amie	Kramer		15 West 65th Street	New York	NY	10023	6601
Worker Career Center	Sonya	Jones		247 W 54th St	New York	NY	10019	5501
Jewish Commun Relations Council	Phil	Abramowitz	12TH FL	711 Third Ave	New York	NY	10017	4014
Mexican American Opportunity Found.				401 N Garfield Ave	Montebello	CA	90640	2901
SOBRO	Julie	Amir	Suite 300	384 E 149th St	Bronx	NY	10455	3908
Fountain House	Sandra	Silverman		425 W 47th St	New York	NY	10036	2397
Just One Break, Inc.	Kathy	Croft	20TH FL	120 Wall St	New York	NY	10005	3904
The Lighthouse, Inc.	Shelly	Aftabodeen		111 E 59th St	New York	NY	10022	1202
New York Urban League	Ali	Riddick		9220 Union Hall St	Jamaica	NY	11433	1128
NYS Dept of Labor	John	Sweeney	GOVERNOR AVERELL HARRIMAN	State Office Bldg Campus	Albany	NY	12240	0001
NYS Dept of Labor	Ray	Simmons	EMP. RELATIONS	PO Box 704	New York	NY	10014	0705
Latino Coalition for Fair Broadcast	Luis	Esquilin	SUITE D-4	888 Union St	Brooklyn	NY	11215	1661
Black Broadcasters Alliance	Eddie	Edwards		711 W 40th St	Baltimore	MD	21211	2120
Mt. San Antonio College	Linda	Reyes	SUITE 301	1100 N Grand Ave	Walnut	CA	91789	1399
Council of Jewish Org. of Flatbush				1550 Coney Island Ave	Brooklyn	NY	11230	4716
United Cerebral Palsy Assoc. of NY	Jennifer	Blum		245 E 149th St	Bronx	NY	10451	5516
ACAP CENTER	KEN	ROSSI	APVG-GO (JAC), STOP 213	BLDG. 690, ROOM 3G, US	SCHOFIELD BARRACKS	HI	96857	

## KABC-TV LOS ANGELES - JOB FAIR LOG

Station: ABC7 Television Los Angeles (KABC-TV)

Period: 7/11/03 to 7/10/04

Supervisor: Diane G. Medina, Vice President of Diversity and Community Relations - ABC TV Los Angeles

Name of Job Fair	Date of Job Fair	Station Personnel Who Attended	Title
Asian American Journalists Association	8/14/03-8/16/03	Diane Medina	Vice President of Diversity & Community Relations
California Chicano News Media Association-Journalism Opportunities Conference	10/9/03-10/11/03	Diane Medina/Milli Martinez	Vice President of Diversity & Community Relations/Executive Producer
Imagen Foundation-Entertainment Industry Job Fair	10/18/2003	Diane Medina	Vice President of Diversity & Community Relations
Cal State Fullerton-Internship Forum	3/6/2004	Diane Medina	Vice President of Diversity & Community Relations
Cal State Fullerton-Latino Business Association Networking Breakfast	3/23/2004	Diane Medina	Vice President of Diversity & Community Relations
USC-Annenberg Career Connection	4/1/2004	Diane Medina	Vice President of Diversity & Community Relations
Workplace Hollywood Meet the Recruiters Event	4/8/2004	Diane Medina	Vice President of Diversity & Community Relations
Rio Hondo-Spring Career & Internship Day	4/28/2004	Jose Mayorquin	Diversity & Community Relations Assistant
Los Angeles Gay & Lesbian Center - Entertainment Industry Career Fair	6/5/2004	Diane Medina	Vice President of Diversity & Community Relations
UNITY- Journalists of Color Conference*	8/4/04-8/7/04	Diane Medina/Teresa Samaniego/Ernie Thornton, Jr.	Vice President of Diversity & Community Relations/Public Affairs Director/Assistant News Director

\* Future Job Fair



## KABC-TV LOS ANGELES - INTERNSHIP LOG

Station: ABC7 Television Los Angeles (KABC-TV)

Period: 7/11/03 to 7/10/04

Supervisor: Diane G. Medina, Vice President of Diversity and Community Relations - ABC TV Los Angeles

Name of Intern	College	Dates of Internship	Hours/ Week	Department
Aless Ching-Chieh Wang	Mt. San Antonio College	6/30/03-8/18/03	16-20	Assignment Desk
Kristen Ann Tokuhara	University of California, Los Angeles	2/13/04-6/20/04	16-20	Assignment Desk
Pierre Kacsinta	California State University, Long Beach	3/19/04-5/21/04	16-20	Assignment Desk
Reem Mouazzen	University of Southern California	3/24/04-5/15/04	16-20	Assignment Desk
Alexis Heller	University of Southern California	5/25/04-8/10/04	16-20	Consumer Affairs
Shannon Horey	Brooks College	10/7/03-12/19/03	16-20	Creative Services
Ahna Maria Villanueva	California State University of Los Angeles	6/24/03-9/2/03	16-20	Early Morning News
Alana Kloppe	California State University, Northridge	2/4/04-5/31/04	16-20	Early Morning News
Alex Vasquez	University of LaVerne	6/21/04-9/1/04	16-20	Early Morning News
Christina Salvo	Santa Clara University	6/17/03-9/15/03	16-20	Early Morning News
Crystal Pittman	California State University, Los Angeles	9/21/03-12/6/03	16-20	Early Morning News
Deana DiMeo	Santa Clara University, Santa Clara	6/24/03-9/9/03	16-20	Early Morning News
Ivy Dai	Los Angeles Valley College	9/19/03-12/20/03	16-20	Early Morning News
Jason Min	University of Pennsylvania	6/3/03-8/8/03	16-20	Early Morning News
Joe McDonald	Santa Monica College	2/4/04-6/15/04	16-20	Early Morning News
Karin Boeckmann	University of California Santa Barbara	6/26/03-8/15/03	16-20	Early Morning News
Katherine D' Elena	Ithaca College, NY	1/15/04-5/15/04	16-20	Early Morning News
Leona Christensen	Cerritos College	8/26/03-12/15/03	16-20	Early Morning News
Melissa Lanzourakis	California State University, Long Beach	2/13/04-5/14/04	16-20	Early Morning News
Michelle Liu	University of California Los Angeles	6/23/03-9/12/03	16-20	Early Morning News
Nicholas Garces	University of Southern California	6/12/03-8/20/03	16-20	Early Morning News
Nicole Silveira	University of Michigan	5/10/04-8/13/04	16-20	Early Morning News
Pamela Silva	University of Southern California	6/7/04-8/25/04	16-20	Early Morning News
Robin Schwartz	UCLA Extension	9/17/03-12/20/03	16-20	Early Morning News
Ryan Webb	University of Southern California	1/8/04-5/7/04	16-20	Early Morning News

## ATTACHMENT D

Ryan Wilson	University of Southern California	5/27/04-8/13/04	16-20	Early Morning News
Stephanie Iwasaki	Glendale Community College	2/5/04-5/31/04	16-20	Early Morning News
Tanya DeLeon	California State University, Fullerton	6/23/04-8/5/04	16-20	Early Morning News
Wendy Calabro	California State University of Long Beach	6/9/03-8/29/03	16-20	Early Morning News
Dina Dalziel	California State University, Fullerton	6/16/04-8/23/04	16-20	Entertainment
Laura Tracey	California State University, Long Beach	9/3/03-12/19/03	16-20	Entertainment
Marie Coronel	California State University, Northridge	2/4/04-5/31/04	16-20	Entertainment
Peter Daut	University of Southern California	1/12/04-8/17/04	16-20	Entertainment
Anne Taylor	University of Southern California	6/22/04-8/30/04	16-20	Evening News
Elise Smith	College of the Canyons	10/16/03-12/15/03	16-20	Evening News
Felicia Serrano	College of the Canyons	6/24/04-7/31/04	16-20	Evening News
Jay K. Nair	University of Southern California	6/11/03-8/29/03	16-20	Evening News
Lucy Phouthachak	California State University, Los Angeles	1/6/04-3/20/04	16-20	Evening News
Maria Fimbres	Chapman University	10/29/03-12/15/03	16-20	Evening News
Marie Antoinette Coronel	California State University of Northridge	6/2/03-8/25/03	16-20	Evening News
McKenna Maduli	Santa Monica Community College	7/15/03-12/20/03	16-20	Evening News
Veronica Campos	California State University of Fullerton	6/24/03-8/15/03	16-20	Evening News
Amber Ferris	University of Southern California	9/5/03-12/19/04	16-20	General News
Amber Noel Oleson	University of Southern California	6/15/04-8/23/04	16-20	General News
Amber Noggle	Ohio University	6/23/03-8/29/03	16-20	General News
Amy Posada	Santa Monica Community College	6/23/03-12/20/03	16-20	General News
Andrea Charles	California State University, Northridge	2/6/04-5/31/04	16-20	General News
Angela Barbera	Cornell University	6/3/03-7/29/03	16-20	General News
Anne Cutler	University of California, Los Angeles	10/2/03-12/7/03	16-20	General News
Benissa Salem	University of Southern California	7/8/03-8/20/03	16-20	General News
Bridget Ann Gutierrez	Loyola Marymount University	9/9/03-12/15/03	16-20	General News
Brittany Fisher	University of Southern California	5/21/03-8/15/03	16-20	General News
Cassandra Diaz	University of Miami	12/15/03-1/30/04	16-20	General News
Charlene Riofrio	University of Southern California	5/24/04-8/6/04	16-20	General News
Cheryl Bureker	El Camino College	4/5/04-6/15/04	16-20	General News
Chetna Purohit	University of California, Los Angeles	9/11/03-12/20/03	16-20	General News
Chita Katherine Johnson	Arizona State University	6/6/04-8/20/04	16-20	General News
Elizabeth Hernandez	California State University, Northridge	9/11/03-12/19/03	16-20	General News
Eunice Kim	University of California, Riverside	9/3/03-2/20/04	16-20	General News

## ATTACHMENT D

Grace Kim	University of Southern California	2/4/04-5/19/04	16-20	General News
Irina Kanarek	Santa Monica College	1/5/04-2/20/04	16-20	General News
Jeffrey Clinard	Cal Polytechnic State University San Luis Obispo	6/19/03-8/29/03	16-20	General News
Jenna C. Crowley	University of Missouri- Columbia	6/7/04-8/20/04	16-20	General News
Kelly Parsons	University of California, Los Angeles	9/25/03-12/15/03	16-20	General News
Kesha Griffin	College of the Canyons	6/7/04-7/28/04	16-20	General News
Khadija Nazer	California State University, Fullerton	1/13/04-5/31/04	16-20	General News
May Tai	University of California, Los Angeles	9/25/03-3/15/04	16-20	General News
Meredith Potter	Southern Methodist University	7/9/03-9/15/03	16-20	General News
Monesh Bulchandani	University of Southern California	6/5/03-8/15/03	16-20	General News
Monica Vasquez	Santa Clara University, Santa Clara	6/15/03-9/20/03	16-20	General News
Paula Simon	University of California, Los Angeles	6/25/03-9/10/03	16-20	General News
Peter Daut	University of Southern California	5/19/03-8/20/03	16-20	General News
Qwesi McCray	University of Southern California	5/27/03-8/10/03	16-20	General News
Renee Eng	University of California, Los Angeles	9/17/03-12/5/03	16-20	General News
Rhoda Veran	California State University, Northridge	9/30/03-12/5/03	16-20	General News
Sarah De Marco	The University of Georgia	6/1/04-8/4/04	16-20	General News
Sherry Hatamiya	California State University, San Francisco	6/15/04-8/20/04	16-20	General News
Sudarsha Jayasinghe	University of California, Irvine	6/18/03-9/19/03	16-20	General News
Susana Park	University of California, Berkeley	6/25/04-8/13/04	16-20	General News
Christina Salvo	Santa Clara University	6/29/04-9/1/04	16-20	Health
Gunj Ved	California State University, Fullerton	10/28/03-6/1/04	16-20	Information Systems
Andrew Guerra	Vanguard University	5/13/03-7/28/03	16-20	Programming
Felicia Hang	University of California, Los Angeles	1/15/04-3/15/04	16-20	Programming
Gabe Mountain	University of Southern California	6/9/03-9/5/03	16-20	Programming
Jason Jones	Los Angeles City College	6/10/03-8/15/03	16-20	Programming
John H. Kuperman	College of the Canyons	9/7/03-12/16/03	16-20	Programming
Kristine Garcia	University of California, Riverside	6/18/04-8/27/04	16-20	Programming
Laryn Rae Kelly	Northwestern University	6/12/03-8/13/03	16-20	Programming
Maria Bohe	Loyola Marymount University	2/24/04-5/10/04	16-20	Programming
Nathan Hoeft	Ithaca College, NY	1/26/04-5/15/04	16-20	Programming
Petrina DeChine	Santa Monica College	9/10/03-3/15/04	16-20	Programming
Sean Harrell	California State University, Long Beach	6/22/04-8/30/04	16-20	Programming
Stephanie Montano	University of California, Davis	6/29/04-9/2/04	16-20	Programming

## ATTACHMENT D

Victoria Signo	California State University, Long Beach	1/28/04-8/15/04	16-20	Programming
Zohal Dara	California State University, Fullerton	10/6/03-6/15/04	16-20	Programming
Claudia Lizeth Chicas	California State University, Los Angeles	2/23/04-8/31/04	16-20	Public Affairs
Jacob Iwaszewski	California State University, Fullerton	2/2/04-5/31/04	16-20	Public Affairs
Jacquleen Alagozian	California State University, Los Angeles	9/17/03-12/18/03	16-20	Public Affairs
Monica Soriano	California State University, Fullerton	6/7/04-8/15/04	16-20	Public Affairs
Nicole Frand-Nevler	Santa Monica Community College	7/1/03-8/14/03	16-20	Public Affairs
Alan Hernandez	California State University Fullerton	6/7/04-8/15/04	16-20	Sports
Andre Robin	California State University, Long Beach	9/7/03-6/1/04	16-20	Sports
Calvin Marshal	California State University, Los Angeles	6/14/04-9/10/04	16-20	Sports
Daniel Rios	Pasadena City College	5/15/03-12/18/03	16-20	Sports
Danny Lee	University of California, Los Angeles	2/1/04-9/1/04	16-20	Sports
David Iniga	University of Miami	5/29/03-8/1/03	16-20	Sports
Gavin Shak	California State University, Fullerton	10/18/03-12/20/03	16-20	Sports
Heath Caslin	California State University, Northridge	6/6/04-8/6/04	16-20	Sports
Heather Hamilton	Azusa Pacific University	6/1/03-8/29/03	16-20	Sports
Himanshu Kathuria	Los Angeles Valley College	2/10/04-6/10/04	16-20	Sports
Ivan C. Anderson	Biola University	9/13/03-12/20/03	16-20	Sports
Jeff Mohoney	El Camino College	9/14/03-12/17/03	16-20	Sports
Jeremy Schlittenhart	California State University, Fullerton	10/11/03-12/20/03	16-20	Sports
Leah Rubertino	Mount San Antonio College	9/5/03-12/21/03	16-20	Sports
Marcelo Taglioni	California State University, Fullerton	10/8/03-5/20/04	16-20	Sports
Meriden Darcy	Northwestern University	7/1/03-9/11/03	16-20	Sports
Mike Bissett	California State University, Fullerton	1/16/04-8/15/04	16-20	Sports
Neal Houska	University of LaVerne	6/9/03-8/15/03	16-20	Sports
Neal Houska	University of La Verne	9/2/03-12/19/03	16-20	Sports
Nicole Frand-Nevler	Santa Monica College	6/15/04-8/19/04	16-20	Sports
Patrick Doney	Liberty University	5/24/04-8/20/04	16-20	Sports
Piper Mead	Augustana College	6/10/03-8/8/03	16-20	Sports
Ronnie Landazuri	Long Beach City College	10/4/03-12/10/03	16-20	Sports
Shaun Alperin	Harvard Westlake High School	1/8/04-3/12/04	16-20	Sports
T. Cary Chow	University of California, Santa Barbara	10/7/03-12/20/03	16-20	Sports
Tami Swanson	California State Polytechnic, Pomona	3/31/04-6/11/04	16-20	Sports
Terrell Langston	University of La Verne	2/1/04-5/31/04	16-20	Sports



## ATTACHMENT D

Tim Dechant	College of the Canyons	9/7/03-12/16/03	16-20	Sports
Todd L. Hayes	Morehouse College	5/26/04-8/31/04	16-20	Sports
Wil Sidner	California State University of Fullerton	6/3/03-8/20/03	16-20	Sports
Giovanna Carballo-Rossi	California State University, Northridge	2/6/03-7/30/03	16-20	Vista LA-Programming
Karmin Hernandez	California State University, Northridge	2/13/04-5/31/04	16-20	Vista LA-Programming
Louis Martinez	Biola University	2/18/04-5/22/04	16-20	Vista LA-Programming
Luis Sandoval	California State University, Fullerton	1/15/04-6/30/04	16-20	Vista LA-Programming
Mani Alvarado	California State University, Northridge	2/25/04-5/25/04	16-20	Vista LA-Programming
Maria Isabel Arteaga	Los Angeles Valley College	10/28/03-12/19/03	16-20	Vista LA-Programming
Miguel Angel Boche	Los Angeles Valley College	9/18/03-6/7/04	16-20	Vista LA-Programming
Wendy Garcia	California State University, Fullerton	9/16/03-5/22/04	16-20	Vista LA-Programming

## KABC-TV LOS ANGELES - CONVENTIONS, WORKSHOPS AND SEMINARS

Station: ABC7 Television Los Angeles (KABC-TV)

Period: 7/11/03 to 7/10/04

Supervisor: Diane G. Medina, Vice President of Diversity and Community Relations - ABC TV Los Angeles

Name of Event	Date of Job Fair	Station Personnel Who Attended	Title
Emma Bowen Foundation for Minority Interests in Media	7/31/2003	Diane Medina	Vice President of Diversity & Community Relations
Governor's Conference for Women	9/22/2003	Teresa Samaniego	Director of Public Affairs
League of United Latin American Citizens-Student Conference	10/11/2003	Jessica Dominguez	Producer, Vista L.A.
Imagen Foundation Entertainment Industry Conference & Workshop	10/18/2003	Diane Medina/Angela Fray	Vice President of Diversity & Community Relations/Account Executive
Student Television Network Convention	1/9/2004	Diane Medina	Vice President of Diversity & Community Relations
Southern California Broadcasters Association-EEO & Career Workshop	4/14/2004	Diane Medina	Vice President of Diversity & Community Relations
Women at Work Adelante Mujer Latina Conference	4/17/2004	Diane Medina/Jessica Dominguez	Vice President of Diversity & Community Relations/Producer, Vista L.A.



## Memorandum

To: All ABC7 Employees

From: Arnold J. Kleiner *AJK*

Re: DISCRIMINATION, HARASSMENTS AND COMPLAINTS

This is a reminder that the company has a strict policy against, and will not tolerate, harassment of, or discrimination against, any employee. Enclosed are the company's policies about Equal Opportunity, harassment, and complaints. Any employee who believes that they have been subject to discrimination or harassment is urged to bring such concerns to the appropriate Human Resources, Employee Relations, or Labor Relations department.

I would also like to remind you of the availability of the company Guideline Hotline. The Guideline is one way for you to make the company aware of any suspected unethical conduct or violation of law by anyone at the company. You may also ask for guidance on any of these issues. Employees may call the Guideline at (800) 699-4870, any time, day or night, as it is available 24 hours a day, 365 days a year.

Attachments



## **Equal Employment Opportunity**

It is the policy of the Company to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. This policy extends, but is not limited, to recruitment and employment, promotion, demotion, transfer, layoff, termination, rate of pay and other forms of compensation education, and training.

This policy also prohibits employees from harassing any other employees or guests for any reason including, but not limited to, race, religion, color, sex, sexual orientation, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. See also the *Harassment* policy.

All members of Management and the Human Resources, Employee Relations, and Labor Relations Departments (together, "the Human Resources Department") administer this policy.

1. All personnel decisions must be made without prejudice or discrimination in accordance with the principles of equal opportunity.
2. Retaliation against an employee who has made a good faith complaint about violation of this policy, or has cooperated with an investigation of such a complaint, is strictly prohibited.
3. Disciplinary action, not excluding termination, will be warranted if an employee fails to adhere to the provisions of this policy.
4. Employees who believe they have been harassed, discriminated, or retaliated against in violation of this policy should promptly report the facts of the incident and the name of the person involved to the Human Resources Department. Every report will be investigated.
5. Alternatively, employees may call the Company Guideline at (800) 699-4870.

## Complaints

It is the policy of the Company to encourage employees to discuss their work-related problems with their supervisors.

The Human Resources, Employee Relations, and Labor Relations Departments (together, “the Human Resources Department”) and Management administer this policy.

1. Complaints should be handled, if possible, within an employee’s department.
2. An employee should discuss a work-related problem with his or her immediate supervisor as soon as possible. In the case of a complaint of discrimination or harassment, see the *Equal Employment Opportunity and Harassment* policies.
3. Employees who want further review of their complaint should submit the complaint in writing to the head of their department. For still further review, they should submit a written complaint to their respective head of Human Resources.
4. Alternatively, employees may call the Company Guideline at (800) 699-4870.
5. Retaliation against an employee who has made a good faith complaint, or has cooperated with an investigation of such a complaint, is strictly prohibited.

## Harassment

It is the policy of the Company to provide a non-discriminatory and harassment-free work environment.

The Human Resources, Employee Relations, and Labor Relations Departments (together, “the Human Resources Department”) and Management administer this policy.

1. Sexual harassment is of two types, hostile environment and quid pro quo.
  - A. Hostile environment sexual harassment includes, but is not limited to, conduct of a sexual nature, including unwelcome jokes, touching, comments, and the like, which unreasonably interferes with an employee’s ability to perform his or her job because of the hostile environment which is created.
  - B. Quid pro quo sexual harassment includes, but is not limited to, the making of unwanted sexual advances and/or requests for sexual favors where either submission to such conduct is made an explicit or implicit term or condition of employment, or an individual’s submission to or rejection of such conduct is used as the basis for employment decisions affecting that individual.
2. Employees who believe they have been harassed should promptly report the facts of the incident and the name of the person involved to their Human Resources Department. Alternatively, employees may call the Company Guideline at (800) 699-4870.
3. Every incident of harassment reported to the Human Resources Department will be investigated in as confidential and expeditious a manner as possible.
4. Retaliation against an individual who has made a good faith complaint about harassment, or has cooperated with an investigation of such a complaint, is strictly prohibited.
5. Offenders are subject to disciplinary action, not excluding termination.
6. See also the *Equal Employment Opportunity and Complaints* policies.

## KABC-TV LOS ANGELES - TALENT COMMUNITY PARTICIPATION

Station: ABC7 Television Los Angeles (KABC-TV)  
 Period: 7/11/03 to 7/10/04

Date Visited	Station Representative	Sponsoring Organization	Event
7/20/2003	Dave Kunz	Art Center College of Design	The Art Center Car Classic
7/30/2003	Denise Dador	Asian Pacific Community Fund	Summer Fundraiser
8/2/2003	Garth Kemp	Pet Orphans Fund	Dogs Night Out
8/2/2003	Bob Banskfield	Friends of San Bernardino Parks	California State Chili Championships
8/20/2003	David Ono	Japanese American National Museum	About Our Future Workshop
8/21/2003	Marc Brown	National Conference for Community and Justice	Humanitarian Awards
8/28/2003	George Pennacchio	LA County Dept of Children & Family Services	8th Annual "All For The Love of Kids"
9/6/2003	Sid Garcia	32nd Congressional District of CA	Veterans Care Day
9/7/2003	Ellen Leyva	Comite Mexicano Civico Patriotico	Mexican Independence Day Parade
9/7/2003	Marc Brown	Comite Mexicano Civico Patriotico	Mexican Independence Day Parade
9/7/2003	All Talent	Glendale Rose Float Association	"Dreaming of Roses"
9/14/2003	Leo Stallworth	Community of Ontario Coalition	House of Gospel
9/20/2003	Ric Romero	Western Packaging Association	Monthly Luncheon
9/21/2003	David Ono	The Leukemia and Lymphoma Society	2003 Light the Night Walk
9/27/2003	Rob Fukuzaki	Asians for Miracle Marrow Matches	A3M Annual Fundraiser
9/29/2003	Sid Garcia	City of Los Angeles	Reception
10/2/2003	Henry Alfaro	Bilingual Foundation for the Arts	Carmen Zapata Star - Walk of Fame
10/3/2003	Sid Garcia	Salvadoran-American Leadership & Educ. Fund	6th Annual Awards & Scholarship Banquet
10/4/2003	Denise Dador	Filipino American Library	Fundraiser
10/5/2003	Rob Fukuzaki	Children's Bureau	Mighty Rubber Ducky Derby
10/10/2003	Sid Garcia	Proyecto Pastoral at Dolores Mission	"Ritmo, Chistes y Chandelazos
10/10/2003	David Ono	California Chicano News Media Association	Job Fair & Luncheon
10/11/2003	Jovana Lara	Maternal Outreach Management System	A Taste of Santora & Casino Night
10/11/2003	Rob Fukuzaki	Orange County Sansei Singles	10th National JACL Singles Conference
10/12/2003	Sid Garcia	California Hospital Medical Center	Heart of the City Walk/Run & Health Fair
10/12/2003	Marc Brown	City of Los Angeles	Latino Heritage Month Closing Ceremonies
10/16/2003	Ellen Leyva	LA County Commission on Human Relations	John Anson Ford Awards
10/16/2003	Rob Fukuzaki	Asian Pacific American Legal Center	20th Anniversary Annual Awards Dinner
10/17/2003	David Ono	Asian American Journalists Association	Trivia Bowl

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10/20/2003	Rob Fukuzaki	Pacific Asian Consortium In Employment	Golf Tournament
10/21/2003	Ric Romero	Latino Business Association	Business Expo Luncheon
10/22/2003	Denise Dador	Governor's Office	Governor's Conference - Breakfast
10/22/2003	Ellen Leyva	Governor's Office	Governor's Conference - Lunch
10/22/2003	Jovana Lara	Governor's Office	Governor's Conference - Closing
10/23/2003	Marc Brown	Community Coalition	4th Annual Gala Dinner
10/24/2003	Rob Fukuzaki	Asian Rehabilitation Services, Inc	"Ha-Ha Hollywood" Fundraiser
10/26/2003	Denise Dador	American Cancer Society	"Take a Stand"
10/30/2003	Denise Dador	Asian Pacific Women's Center	Awards Dinner
11/1/2003	Denise Dador	Leukemia & Lymphoma Society	Man/Woman/Boy/Girl of the Year Event
11/1/2003	Vera Jimenez	de mujer a mujer	Latina Health Conference
11/8/2003	Sid Garcia	Sts. Simon & Jude School	Annual Auction
11/8/2003	Several	Operation Gratitude	Rally, BBQ & Car Wash
11/13/2003	Bob Banfield	LA Times/Inland Empire non-profits	Luncheon
11/20/2003	Leslie Sykes	The Williams Institute	Village Keeper Awards Gala
11/21/2003	Sid Garcia	Buena Nueva Foundation	Annual Gala
11/22/2003	Leo Stallworth	Tenacious Books	"Bridging the Black Gender Gap" Seminar
11/22/2003	Henry Alfaro	Huntington Park Chamber of Commerce	The Fabulous Holiday - Christmas Parade
11/22/2003	Henry Alfaro	Baldwin Park Police Department	At-Risk Juvenile Boot Camp Program
11/23/2003	Kathy Vara	ABC7 Spark of Love	Spark of Love Toy Drive Kick-off
11/23/2003	Phillip Palmer	ABC7 Spark of Love	Spark of Love Toy Drive Kick-off
11/23/2003	Vera Jimenez	ABC7 Spark of Love	Spark of Love Toy Drive Kick-off
11/26/2003	Micah Ohman	Salvation Army/Disney HandHolidays	Thanksgiving Eve Event
11/26/2003	Vera Jimenez	Salvation Army/Disney HandHolidays	Thanksgiving Eve Event
11/26/2003	Jovana Lara	Salvation Army/Disney HandHolidays	Thanksgiving Eve Event
11/30/2003	Rob Fukuzaki	Ritz Carlton/Spark of Love	Tree Lighting/Toy Give-away
12/4/2003	David Ono	ABC7/BP	BP Leader Awards Luncheon
12/4/2003	Jovana Lara	Cuban American Golf Association	Christmas dinner
12/4/2003	Kathy Vara	Trizec	Christmas Tree Lighting
12/4/2003	Phillip Palmer	Trizec	Christmas Tree Lighting
12/4/2003	Vera Jimenez	Trizec	Christmas Tree Lighting
12/5/2003	Dallas Raines	Glendale Symphony Orchestra	Christmas Celebration
12/7/2003	Phillip Palmer	MERCI	Trees of Enchantment Fundraiser
12/7/2003	Kathy Vara	MERCI	Trees of Enchantment Fundraiser
12/10/2003	Phillip Palmer	ABC7 Spark of Love	Covina AMC Movie Event
12/11/2003	Kathy Vara	ABC7 Spark of Love	Norwalk AMC Movie Event

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12/15/2003	Garth Kemp	ABC7 Spark of Love	The Bridge Movie Event
1/1/2004	Marc Brown	City of Pasadena/California Fire Fighters	2004 Rose Parade
1/2/2004	Michelle Tuzee	City of Pasadena/California Fire Fighters	2005 Rose Parade
1/3/2004	Dallas Raines	City of Pasadena/California Fire Fighters	2006 Rose Parade
1/9/2004	Leo Stallworth	Southern Christian Leadership Conf	King Week Kick Off Ceremony
1/15/2004	Denise Dador	L.A. County Office of Women's Health	Cervical Cancer Prevention Initiative Community Breakfast
1/17/2004	Leslie Sykes	City of Inglewood	King Day Celebration
1/19/2004	Marc Brown	Southern Christian Leadership Conf	MLK Dinner Celebration
1/19/2004	Michelle Tuzee	Southern Christian Leadership Conf	MLK Dinner Celebration
1/19/2004	Marc Brown	National Cultural Foundation	MLK "Kingdom Day Parade"
1/19/2004	David Ono	National Cultural Foundation	MLK "Kingdom Day Parade"
1/19/2004	Leslie Sykes	National Cultural Foundation	MLK "Kingdom Day Parade"
1/22/2004	Rob Fukuzaki	Finn Hiller Casting	Cameo on "Coach Carter" film
1/28/2004	Denise Dador	Glendale Adventist Medical Center	Stride With Pride
1/29/2004	Henry Alfaro	Hispanic for Fairness in Media	Annual Dinner
1/31/2004	Denise Dador	Lunar New Year	Parade & Festival
1/31/2004	Karen Carlson	Lunar New Year	Parade & Festival
2/6/2004	Denise Dador	Phillipine American Bar Association	Installation Dinner
2/6/2004	George Pennacchio	Hollywood Arts Council	CHARLIE Awards
2/20/2004	Leslie Sykes	Esculela Elementary	Fundraising Dinner
2/27/2004	Marc Brown	Torrance & African American Chambers of Commerce	Annual Black History Celebration
2/28/2004	Sid Garcia	Cypress College Foundation	Americana Awards Banquet
2/28/2004	Rob Fukuzaki	Society of Professional Journalist-Inland Chapter	Winter Workshop
2/28/2004	Henry Alfaro	U.S. House of Representatives/U.S. Postal Service	Dedication Ceremony for Lance Corporal Martinez
3/2/2004	George Pennacchio	The Beverly Hills Sheet	Awards Ceremony
3/3/2004	George Pennacchio	Southeast Symphony	Luncheon
3/6/2004	Henry Alfaro	California Association for Bilingual Education	CABE 2004 Award/Conference
3/14/2004	Leslie Sykes	Spelman College Alumnae Association	Rhapsody in Jazz Brunch
3/17/2004	Phillip Palmer	Los Angeles Fire Department	St. Patrick's Day Parade
3/17/2004	Kathy Vara	Los Angeles Fire Department	St. Patrick's Day Parade
3/18/2004	Karen Carlson	Assistance League of Anaheim	Fashion Show& Luncheon
3/21/2004	Ric Romero	Therapeutic Riding Center	Fundraiser
3/24/2004	Jovana Lara	Holy Family High	Career Day
3/27/2004	Leslie Sykes	California Black Infant Health Program	Fundraising Dinner
3/27/2004	Sid Garcia	United Farm Workers	Cesar E. Chavez Walk
3/27/2004	Pablo Pereira	United Farm Workers	Cesar E. Chavez Walk



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3/27/2004	Jane Monreal	United Farm Workers	Cesar E. Chavez Walk
3/27/2004	John North	Museum of TV and Radio	Mentorship Program
4/1/2004	Karen Carlson	Los Angeles Commission on Assaults Against Women	Denim in LA Reception
4/2/2004	Denise Dador	The Committee of 100	Gala Banquet
4/3/2004	Leslie Sykes	Soroptimist	Women making a Difference Luncheon
4/3/2004	Jovana Lara	Museum of Latin American Art	Latin Elegance Fashion Show
4/3/2004	Rob Fukuzaki	So-Phis of Orange County	Benefit Fashion Show
4/5/2004	Teresa Samaniego	Burbank Coordinating Council	Monthly Meeting
4/8/2004	Marc Brown	Los Angeles Urban League	Whitney Young Award Dinner
4/9/2004	Bob Bansfield	Redlands East Valley High School	Career Day
4/10/2004	Rob Fukuzaki	Miss Asia USA	Pageant
4/15/2004	Marc Brown	Cesar E. Chavez Foundation	"Educating the Heart" Dinner
4/17/2004	Phillip Palmer	Cure Autism Now	5K Walk
4/17/2004	Curt Sandoval	Cure Autism Now	5K Walk
4/17/2004	Jane Monreal	Cure Autism Now	5K Walk
4/17/2004	Miriam Hernandez	Women at Work	Adelante Mujer Latina
4/17/2004	Leo Stallworth	Urban Business Journal	Awards Dinner
4/18/2004	Ric Romero	National MS Society	MS Walk
4/21/2004	Karen Carlson	Los Angeles Commission on Assaults Against Women	Denim Day Rally
4/24/2004	Lori Corbin	ABC7	Healthy Kids Conference
4/25/2004	Rob Fukuzaki	ABC7	Healthy Kids Expo
4/25/2004	Jane Monreal	ABC7	Healthy Kids Expo
4/25/2004	Miriam Hernandez	Los Angeles Police Department	Baker to Vegas
4/30/2004	David Ono	Pat Brown Institute	Awards Dinner
5/1/2004	Phillip Palmer	Inland Valley Humane Society	Dog Walk
5/1/2004	Kathy Vara	Inland Valley Humane Society	Dog Walk
5/2/2004	David Ono	Asian American Symphony Association	Bravo Awards Banquet
5/5/2004	Henry Alfaro	El Monte Police Department	Meritorious Service Awards Ceremony
5/6/2004	David Ono	Glendale Police Department	Annual Police Luncheon
5/6/2004	Denise Dador	Pasadena Immunization Coalition	Awards of Excellence in Immunization Practices Dinner
5/8/2004	Several Talent	Entertainment Industry Foundation	Revlon Run/Walk for Women
5/8/2004	Denise Dador	Asian American Journalist Association	Workshop
5/11/2004	David Ono	Ontario Police Department	Annual Police Luncheon
5/11/2004	Ric Romero	Constitutional Rights Foundation	Spring Dinner
5/13/2004	Sid Garcia	Historical Society of Southern California	120th Anniversary Gala
5/13/2004	David Ono	WRAP Family Services	Fundraising Gala
5/15/2004	Phillip Palmer	Mercy Crusade	A Pet Extravaganza
5/15/2004	Kathy Vara	Mercy Crusade	A Pet Extravaganza
5/15/2004	Sid Garcia	San Gabriel Mission High School	Pioneer Dinner Benefit



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5/16/2004	Dallas Raines	Ronald McDonald House	Walk for Kids
5/20/2004	Ellen Leyva	American Heart Association-Ventura County	Go Red for Women Luncheon
5/22/2004	Jane Monreal	Southern California Firefighters	Burn Relay
5/26/2004	Henry Alfaro	The Gary Center	"Focusing on the Family" Breakfast
5/28/2004	Garth Kemp	Los Coyotes Middle School	Career Day
5/31/2004	Garth Kemp	Canoga Park Chamber of Commerce	Canoga Park Memorial Day Parade
6/1/2004	George Pennacchio	United Friends of the Children	Celebration I Graduation Ceremony
6/3/2004	Jessica Dominguez	Nat'l Hispanic Business Women Association	4th Annual Awards Luncheon
6/4/2004	Dallas Raines	Dong Sen Charitable Foundation & Red Cross	Savor the Flavor Tasting Event
6/11/2004	Kathy Vara	Firefighter's Quest for Burn Survivors	Rally
6/11/2004	Phillip Palmer	Firefighter's Quest for Burn Survivors	Rally
6/12/2004	Sid Garcia	City of LA Department of Aging	Senior Resource Fair
6/12/2004	Jane Monreal	City of LA Department of Aging	Senior Resource Fair
6/22/2004	Marc Brown	Nat'l Conference for Community & Justice	Humanitarian Awards
7/3/2004	George Pennacchio	U.S.O.	Screening of America's Heart & Soul