

KGO-TV ANNUAL FCC - EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT

AUGUST 1, 2007

This report covers the period from August, 2006 through July, 2007. Our station 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.

Employees and others believing they have not been treated in accordance with KGO-TV's EEO Policy are encouraged to contact Carol McElroy, HR Representative, or Alexandra Lesley, Human Resources Manager. In an effort to make the EEO policy even more effective and to ensure compliance with the requirements of the FCC, KGO-TV has committed to performing at least four of the long-term EEO recruitments set forth in the new FCC's EEO rules within a two-year period.

- **A. INITIATIVES**

1. **Internship Program:**

KGO-TV is continuing to offer internships to college and university students. An internship generally lasts 10-12 weeks, with each student working varying hours based on their schedule. The average intern works approximately 20 hours per week for school credit. The students are given the opportunity to work in a variety of departments and are paid minimum wage for their work.

Two months prior to the start of a semester, the HR Coordinator emails, faxes or mails an Internship Application Announcement to post in Career Centers at the following colleges:

University of San Francisco
Cal State University San Francisco
Cal State University East Bay
Cal State University San Jose
UC Berkeley
St. Mary's College
Notre Dame de Namur University
Santa Clara University
Dominican University
Stanford University

As of July 13, 2007, KGO-TV is hosting 31 interns working in News, Sports, Research, Public Affairs, IT, Sales, Seven On Your Side (KGO's Consumer Unit), Programming and Station Marketing and our new locally produced 3pm show ("The View from the Bay").

In addition to our primary, ongoing internship program, KGO-TV has two new Diversity initiatives:

- Hosting and sponsoring an Emma L. Bowen Foundation (minority) internship that will continue over the course of three consecutive Summer semesters (2006, 2007 and 2008)
- Hosting and sponsoring a minority Sales Trainee for one year as part of its Corporate Succession Planning Program

2. Job Fairs:

KGO-TV participated in the following job fairs by staffing a booth with company personnel responsible for hiring decisions. They distribute information about careers in television; solicit applications; inform attendees of job posting; and encourage them to study broadcasting and participate in the KGO-TV internship program.

October 24, 2006 - San Francisco State University, 17th Annual CIJ (Center for Integration and Improvement of Journalism) Annual Journalism Job and Internship Fair, attended by Debi Farey, Manager.

March 23, 2007- Dominican College in San Rafael, Career Fair Program, attended by Carol McElroy and Andreana Rapadas, HR Coordinators.

3. Educational Outreach Programs

Ongoing: Mimi Kwan, Director, Community Affairs provides tours for students visiting from various academic institutions in the San Francisco Bay Area. Students are able to watch a live 5pm newscast, tour the newsroom and finish with a question and answer session with other newsroom staff.

May 12, 2007: Frances Dinglasan, Traffic Reporter was the Mistress of Ceremonies at the 7th annual event of the San Mateo Chapter of the Organization of Chinese Americans (OCA). OCA is a national organization that supports the well-being of Chinese Americans/Asians nationwide.

June 9, 2007: Ellen Conlan, VP, Research & Marketing and Mimi Kwan, Director, Public Affairs attended the UC Berkeley Incentive Award Dinner. This event supports students in need.

July 15, 2007 and July 21, 2007: Mimi Kwan, Director, Community Affairs and Laura Kutch, Manager, Public Affairs orchestrated ABC 7 Top Scholars program (now going into 2nd year) recognizing the Bay Area's top high school academic achievers. The program awarded \$1,000 to six local graduating high school seniors heading for college. To qualify, these outstanding students exhibited exemplary skills in presentation, writing, and leadership. The overall purpose of this program served as an outreach vehicle to promote and reward academic excellence in the educational community.

4. Community Outreach

August 22, 2006: Erik Rosales (General Assignment Reporter) spoke at a Naturalization Ceremony in Campbell.

October 16, 2006: Cheryl Jennings, News Anchor was on a panel of speakers at the 19th Annual "Seniors on the Move" Conference sponsored by California State Senator Jackie Speier. Michael Finney ("7 On Your Side" Consumer Reporter) was on the panel of speakers as well. The event focuses on issues of concern for seniors in San Francisco. This conference attracts over 800 people each year.

November 9, 2006: Cheryl Jennings, News Anchor volunteered at the Ronald McDonald House of San Francisco Annual Gala live and silent auction. She played a huge part in the highly successful fundraising event. Ronald McDonald is a community supported nonprofit organization that provides a home away from home to families of seriously ill children.

November 9, 2006: Debi Farey, the HR Manager attended "Excellence in Journalism Awards". This event honored more than 50 Northern California journalists who have produced outstanding work and service to the profession in the past year.

May 9, 2007: Eric Thomas, morning anchor was the Master of Ceremonies at the National Association of Letter Carriers Food Drive Kick-Off event in Burlingame. This year's the Association's food drive was the nation's largest anti-hunger food drive.

June 13-16, 2007: Kevin Keeshan, VP, News attended the 25th Anniversary NAHJ (National Association of Hispanic Journalists) Convention and Media & Career Expo in San Jose. NAHJ is dedicated to the recognition and professional advancement of Hispanics in the news industry. Its 2,300 members include working journalists, journalism students, other media-related professionals and academic scholars.

Ongoing: "ABC 7 Listens" is an ongoing community outreach project to cover the eleven-county Bay Area with nearly 7-million residents. "ABC 7 Listens" community meetings are held every month at different locations. The goal is to learn about key issues and more specifically, stories that ABC 7 News should be covering. Various anchors and news managers host the community meetings.

5. Listing of Upper Level Openings:

KGO-TV forwards information on all openings in numerous job banks and media trade organizations that include substantial participation of women and minorities.

Since the effective date of the new FCC/EEO regulations, we have posted all openings with following media trade organizations as well as several other organizations as noted in Attachment B.

Asian American Journalists Association
American Women in Radio and Television
Bay Area Black Media Coalition
California Chicano News Media Association
Latinos in Communication

National Association of Black Journalists
National Association of Hispanic Journalists
Native American Journalist Association
Women in Communications Job Bank

- **B. POSITIONS FILLED**

A listing of all full-time position filled and number of candidates interviewed from August 1, 2006 until July 31, 2007 is attached as **Attachment A**.

EFFORTS TO IMPROVE MAILING LIST: Every job vacancy at KGO-TV is posted on the Company's website (www.abc7news.com) as well as on the ABC Corporate Job Posting list (and since May 1, 2006 at Disneycareers.com), which is forwarded to all organizations provided on **Attachment B**. The station's list is updated throughout the year through individual outreach to the organizations involved. In May 2006, the new electronic resume tracking system was implemented (VURV). The new system is hosted on the Disneycareers.com website inviting candidates to apply, upload a resume and complete EEOC information. We then post the following message on our Company's job posting website: *ABC7 is an Equal Opportunity Employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our mailing list to receive information about job vacancies. For further information, please contact Human Resources at 900 Front Street, San Francisco, CA 94111, phone: 415-954-7222 or email at kgo-tv.hr@abc.com.*

In addition, promotional spots featuring News Anchors Kristen Sze and Eric Thomas were aired throughout the year as follows:

30 second promo:

Aired 13 times (various hours) on our regular channel and 1,135 times on our D2 channel.

ABC 7 is an equal opportunity employer and we would like to publicize our job opportunities.

That's why we encourage any organization that distributes employment information or refers candidates to employers to be put on our job vacancy mailing list.

For more information contact the KGO-TV Human Resources Department at 900 Front Street, San Francisco, California 94111.

Or log on to our website at ABC 7News.com.

15 second promo:

Aired 4 times (various hours) on our regular channel and 2,026 times on our D2 channel.

ABC 7 is an equal opportunity employer who encourages employment organizations to be put on our job vacancy mailing list.

For more information, contact our Human Resources Department at 900 Front Street, San Francisco, 94111.

Attachment A

Attachment B