

August 1, 2013

This Annual EEO Report is filed on behalf of KFSN-TV, LLC in Fresno, California in compliance with the Federal Communication Commission's (FCC) Equal Employment Opportunity (EEO) reporting requirements. KFSN-TV Fresno is an American Broadcasting Owned and Operated television Station located in Fresno, California. This report includes information from August 1, 2012 through July 31, 2013 and will be placed in the Station's public file and on the Station's website.

KFSN-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunities.

To make this policy effective, and to ensure compliance with the requirements of the FCC, we have adopted an equal opportunity program, as described within.

### **Job Vacancy Information**

KFSN-TV as an equal opportunity employer is committed to meeting and surpassing the Station's EEO information dissemination obligations. All full-time and part-time job vacancies are posted with several sources including national and local minority organizations, schools and newspapers. The Station's list of recruitment sources has been updated and was used for every full-time vacancy (See Attachment A), arising during the reporting period.

The Station will continue to actively seek out new recruitment sources. The Station encourages Community organizations (See Attachments B-1 and B-2) and Educational Organizations (See Attachments C-1 and C-2) that distribute employment information or refer prospective candidates, to contact us so that the organization may be placed on our mailing list to receive notification of future vacancies.

## **Record Keeping**

In compliance with EEO record keeping, KFSN-TV creates a file for each position to be filled. To this end, the file contains copies of the job listings for all sources used to recruit candidates for job openings. The Station's procedures require approval by the Station's Business Manager and applicable Department Head, prior to extending a job offer. In addition to the creation of files for each position, the Station has documented the supplemental outreach initiatives listed in the Commission's "menu."

## **Supplemental Recruitment Measures**

The Station has historically participated in the supplemental recruitment measures listed in the "Commission's Menu" of initiatives. In fact, during the past twelve months, the Station has:

- 1. Establishment of an internship designed to assist members of the community to acquire skills need for broadcast employment.**

KFSN-TV operates a News Internship Program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit, as well as compensation. Typically a News' Intern works at the Station for 3-4 months, depending on the length of the school semester. The Station notifying area colleges/universities about Internship openings and from student-initiated contacts recruits interns. The goal of the Internship Programs is to expose students to the "real-life" world of the field they are pursuing. The News Department utilizes established guidelines to create a program specific to the department. The Station strives to teach interns how the world of News Production works, and provide them with valuable experience to facilitate the pursuit of a career in broadcasting. An Intern's duties range from assisting on the assignment desk to providing research for breaking news stories. In the last twelve months, the station has had six news interns participate in the program. The interns come from academic institutions such as Texas State University, California State University Stanislaus, University of Southern California, California State University Fresno and Fresno City College.

**2. Training Programs designed to enable station personnel to acquire skills that could qualify them for a position in the broadcast industry.**

The Station participates in the Emma Bowen Training Program. The purpose of the Training Program is to seek out minority individuals and provide them skills to seek employment in the broadcast industry.

**3. Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad based membership that includes women and minorities.**

The station listed the positions of Executive Producer, Creative Service Director and Promotions Manager, all management level positions, in the following Media trade publications: TV Jobs.Com, Medialine, and The Disney Jobs Portal, between the months of June 2012 – March 2013.

**4. Participated in programs sponsored by educational institutions**

In September, 2012, the Station awarded a Building a Better Community Scholarship to students at Fresno City College.

**5. Participation in scholarship programs directed to students desiring a broadcast career**

In July 2013, the Station awarded four journalism scholarships to minority students at California State University, Fresno.

The job announcements for full-time positions filled during the period covered by the annual EEO public file reports (August 1, 2012 through July 31, 2013) are attached hereto as ***Attachment D1 through D13***.

**Positions Filled**

Since August 1, 2012, the Station has filled thirteen (13) full time positions.

The first position, Executive Producer, was filled on September 24, 2012. On June 1, 2012, notice of the job vacancy was submitted to the Disney Job Listing, which is a company wide weekly job newsletter and the Station mailing list (see Attachments A, B and C for names and addresses). Six candidates applied and three candidates were interviewed. The station received resumes from three referral sources (See Attachment ***D-1***). The selected candidate was referred by an employee (TW) of the Walt Disney Company.

The second position, News Reporter, was filled on October 25, 2012. On August 20, 2012, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and addresses). Thirty-six candidates applied and five were interviewed. The Station received resumes from nine referral sources (See *Attachment D-2*) and selected a candidate that was an internal freelance employee.

The third position, Sports Director, was filled on October 25, 2012. On September 4, 2012, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Forty-four candidates applied for the position and three were interviewed; the Station received resumes from eight referral sources (See *Attachment D-3*), and selected a candidate that was an internal employee.

The fourth position, Assignment Editor, was filled on January 9, 2013. On September 4, 2012, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Seven candidates applied for the position and three were interviewed. The Station received resumes from five referral sources (See *Attachment D-4*), and the selected candidate was referred by an employee (GR).

The fifth position, Account Executive was filled on October 15, 2012. On September 4, 2012, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Nine candidates applied for the position and six were interviewed. The Station received resumes from two referral sources (See *Attachment D-5*), and the selected candidate was referred by KFSN's web site.

The sixth position, News Producer, was filled December 1, 2012. On September 25, 2012, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Five candidates applied for the position and two were interviewed. The Station received resumes from four referral sources (See *Attachment D-6*) and the selected candidate was the Emma Bowen Intern.

The seventh position, Promotions Manager was filled January 10, 2013. On December 17, 2012, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing

list (See Attachments A, B and C for names and Addresses). Three candidates applied for the position and three were interviewed. The Station received resumes from three referral sources (See *Attachment D-7*) and the selected candidate was a current internal employee.

The eighth position, Anchor/Reporter was filled May 13, 2013. On February 8, 2013, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Fifty-four candidates applied for the position and four were interviewed. The Station received resumes from thirteen referral sources (See *Attachment D-8*) and the selected candidate was a current internal freelance employee.

The ninth position, News Producer, was filled March 27, 2013. On February 18, 2013, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Six candidates applied for the position and one was interviewed. The Station received resumes from three sources (See *Attachment D-9*) and the selected candidate was referred by KFSN's web site.

The tenth position, Creative Services Director, was filled March 30, 2013. On February 13, 2013, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Sixteen candidates applied for the position and seven were interviewed. The Station received resumes from six sources (See *Attachment D-10*) and the selected candidate was referred by TVJOB's web site.

The eleventh position, Executive Producer, was filled March 21, 2013. On February 15, 2013, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Five candidates applied for the position and two were interviewed. The Station received resumes from four sources (See *Attachment D-11*) and the selected candidate was a current internal employee.

The twelfth position, Executive Producer was filled May 13, 2013. On March 13, 2013, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Four candidates applied for the position and

three were interviewed. The Station received resumes from three sources (See *Attachment D-12*) and the selected candidate was referred by Linked In.

The thirteenth position, News Producer, was filled April 28, 2013. On March 13, 2013, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Three candidates applied for the position and one was interviewed. The Station received resumes from two sources (See *Attachment D-13*) and the selected candidate was referred by a former employee (JC).

### **Recruitment Sources-General**

In an effort to reach a broad spectrum of the population, KFSN-TV uses various sources in its recruitment efforts. In addition to local and national print journals, the Station also has its recruitment ads placed on the Web pages of major print journals, such as Broadcast & Cable.

In addition to the print media, KFSN-TV continuously receives referrals of job applicants from other sources, including educational institutions (See Attachments C-1 and C 2), word-of-mouth, talent agents, temporary employees and persons submitting resumes to the Station.

### **Recruitment Sources-Hire and Interviewee**

Since August 1, 2012, KFSN-TV has solicited and received numerous resumes for job openings at the Station from a variety of national, local and educational (See Attachment D1-D13) sources. With this in mind, the Station has been able to effectively interview and hire qualified minority job applicants.

Since KFSN-TV's management is committed to recruiting qualified minorities, the Station will regularly assess and improve its recruitment methods by analyzing the effectiveness of its strategies, and amending them as needed.

### **Self Assessment**

KFSN-TV's management is committed to recruiting qualified minorities; to that end, the Station's General Manager (Dan Adams) and Director, Business Manager (Daniel Simms) will regularly assess and improve its recruitment methods by analyzing the effectiveness of its strategies, and amending them as needed

RECRUITMENT – REFERRALS

	<u>Number of Referrals</u>		<u>Total</u>
	<u>Minority</u>	<u>Women</u>	
Internal Job Posting	5	6	11
Spots N Dots	0	0	0
The Fresno Bee	0	0	0
The Bakersfield Californian	0	0	0
Broadcasting Cable	0	0	0
The California Advocate	0	0	0
602 Communications	0	0	0
Independent Talent Agencies	6	15	21
Bulldogjobs.com	0	0	0
NAHJ	0	0	0
Medialine	0	0	0
ITT Technical School	0	0	0
Chico Enterprise	0	0	0
TVJOBS.COM	6	8	14
CA. Chicano News Media Assoc.	0	0	0
KFSN Web	9	16	25
EEO Job Mailing	0	0	0
Unidentified	10	39	49
KFSN-TV On-Air Advertising	0	0	0
Word-of-Mouth/Employee Referrals	2	3	5
<u>Total</u>	<u>38</u>	<u>87</u>	<u>125</u>

ORGANIZATIONS

In addition to the organizations listed above, since August 1, 2012, KFSN-TV had notified the following organizations and community leaders of job openings at the station and solicited of applicants:

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>	<u>PHONE #</u>
Refugee Self Suff. Project	4879 E. Kings Canyon, Fresno, CA 93727	Lin Hagler	N/A
The Career Center	18111 Nordoff Street, Northridge, CA 93702	John Mayaski	N/A
Chicano & Latin Amer. Studies	5340 N. Campus Drive, Fresno, CA 93740		N/A
First Chinese Baptist Church	6080 N. Angus Street, Fresno, CA 93710	Liz	N/A
Hinton Comm. Center	2385 S. Fairview, Fresno, CA 93706		N/A
Youth Employment Off.	770 San Pablo, Fresno, CA 93728		N/A
Fresno Chamber of Commerce	2331 Fresno Street, Fresno, CA 93716	Al Smith	N/A
Ms. Mattie Meyers	P.O. Box 12754, Fresno, CA 93779-2754	Mattie Meyers	N/A
Fresno County Workforce Connection	1900 Mariposa Mall #280, Fresno, CA 93721	Larry Fleming	N/A
Natl. Assoc. of Hispanic Journalists	1050 Connecticut Ave NW FL 10, Washington, D.C. 20036	Ivan Roman	N/A
California Advocate	1715 E St., Ste 108, Fresno CA 93728	Pauline Kimber	N/A
UCP	4224 N. Cedar Avenue, Fresno, CA 93726-3700	Gail Vartanian	N/A
KABC-TV	4151 Prospect Avenue, Los Angeles, CA 90027	Diane G. Medina	N/A
Employment & Training Services	1900 Mariposa Mall #303, Fresno, CA 93721	Jeff Davis	N/A
Ms. Maude Hunter	4645 North Fifth, Fresno, CA 93726	Maude Hunter	N/A
Fresno County Workforce Connection	3302 N. Blackstone, Ste. 302, Fresno, CA 93726	Lorita Adams	N/A
Family Community Church, Single Ministry	2434 E. Nees, Fresno, CA 93710	Carnille Gaston	N/A



<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>	<u>PHONE #</u>
NW Employment Networking Svc.	5415 North West Avenue, Fresno, CA 93711	Barbara Pease	N/A
EDD Job Services	3302 N. Blackstone, Ste 155, Fresno, CA 93726-5393		N/A
Marjaroee Mason Center	1600 M Street, Fresno, CA 93721	Jana Harris	N/A
St. John's Society	2116 Fernwood Drive, Hanford, CA 93230	Fatima Belo	N/A
Chinese for Affirmative Action	17 Walter U Lunn Pl., San Francisco, CA 94108	Ronnie Rhoe	N/A
Goodwill Industries	1500 Mission, San Francisco, CA 94103	Kirill Elistratov	N/A
State of California Rehabilitation Dept	2550 Mariposa Mall, Fresno, CA 93721	Debbie Rose	N/A
Young Com. Dev.	1715 Yosemite Avenue, San Francisco, CA 94124		N/A
Lanare Community Center	20620 Grantland, Riverland, CA 93656		N/A
Fresno Reg. Occupational Prog.	1111 Van Ness Ave., Fresno, CA 93721-2002	Ophelia Petross	N/A
The Leadership Institute	1101 N. Highland St., Arlington, VA 22201	Jim Cromwell	N/A
AFTA/National/Job Bulletin	260 Madison Avenue, New York, NY 10016		N/A
Dept of Rehabilitation	P.O. Box 24001, Fresno, CA 93779-4001	Anthony Chavarria	N/A
NATAS	4317 Camden Ave., San Mateo, CA 94403-5007		
Fresno VA Medical Center	2615 E Clinton Ave., Fresno, CA 93726-4812		
Veteran's Service Office	3845 N Clark St., Ste 103, Fresno, CA 93726-4812		
Veterans of Foreign Wars	3585 Blythe Avenue, Fresno CA 93703		
Veterans of Foreign Wars	530 N Parkway Drive, Fresno, CA 93728		
Disabled Veteran	701 Van Ness Avenue, Fresno, CA 93721		
Disabled American Veterans	3163 E McKinley Avenue, Fresno, CA 93726		
San Joaquin Valley Veterans	4928 E Clinton Way, Ste 101, Fresno, CA 93727		
Lao Veterans of America	711 S Minnewawa, Fresno, CA 93727		
Civil Air Patrol Sq 112	911 S. Chance Avenue, Fresno, CA 93702		
Veterans Affairs Department	1752 E Bullard, Ste 101, Fresno, CA 93710		
American Legion Post 23	1502 O Street, Sanger, CA 93657		

EDUCATIONAL INSTITUTIONS

Since August 1, 2012, KFSN-TV has notified the following educational institutions of job openings and solicited referrals of applicants:

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>
Career Dev. Center	CA State University-Hayward, Hayward, CA 94542	Richard Forster
Pan American Studies	1101 E. University, Fresno, CA 93741	Kehinda Solwazi
Fresno City College, Placement Office	1101 E. University, Fresno, CA 93741	Michelle Ruby
State Center Comm. College, Voc. Train.	2930 E. Annadale, Fresno, CA 93725	Carol Rains
FCC Disabled Student's Program	1101 E. University, Fresno, CA 93741	Janice Emerzian
East New Mexico University	E. New Mexico Univ., Portales, NM 88130	Lucy Wilson
CSUF Mass Communications & Journal.	2225 E. San Ramon, Fresno, CA 93740-8029	Don Priest
San Joaquin Valley College	295 E. Sierra Ave., Fresno, CA 93710	Nancy Hale
JFK University/Career Center	100 Ellinwood Way, Pleasant Hill, CA 94523-4817	Diane Methfessel
College of the Sequoias Placement Office	915 S. Mooney Blvd., Visalia, CA 93227	Fayd Hord
CSU Chico	Placement Office, Chico, CA 95929-0700	Noele Winans
Northeastern University	102 Lake Hall, Boston, MA 02115	Maria Stein
City College Downtown Campus	800 Mission Street, San Francisco, CA 94103	Gene Williams
Oholone Community College	43600 Mission Blvd., Fremont, CA 94530	Diane Burkland
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	Alicia Andrade
Merced College, Job Placement	3600 M Street, Merced, CA 95340	Debbie Sutton
Kings River Community College	995 N. Reed Avenue, Reedley, CA 93654	Laurie Tidyman-Coxey
Fresno City Resource Center	1101 E. University, Fresno, CA 93741	Rob Weil

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>
Women's Resource Center, CSUF	Fresno, CA 93740	Francine Oputa
FSU Dept of Mass Communications	2225 E. San Ramon, Fresno, CA 93740-8029	Jim Wilson
Natl. Assoc. Black Journalists	8701 Adelphi Rd., Adelphi, MD 20783	Timothy Bracey
City College/S.E. Campus	1800 Oakdale Avenue, San Francisco, CA 94124	N/A
DeAnza College	21250 Stevens Creek Blvd., Cupertino, CA 95014	Cindy Lister
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	
Syracuse Univ., S.I. Newhouse School	215 University Place, Syracuse, NY 13244	
Of Pub. Comm. Career Dev. Center	727 W 27 <sup>th</sup> Street, Los Angeles, CA 90089-7725	
CCNMA, USC Ammenberg School Journ.	362 N Clovis, Clovis, CA 93612	
ITT Tech	564 Herndon Ave., Clovis CA 93612	
Institute of Technology		



**APPLICANT DATA FLOW LOG**

#12-08

Position Title & Job # Reporter Date Posted 8/20/2012

Department News Date Filled 10/25/2012

EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X				X			X	WEB	NH
		X	X						X	UNKNOWN	NH
		X			X				X	WEISMAN MEDIA LAW	NH
	X		X						X	UNKNOWN	NH
		X	X						X	TVJOBS	NH
		X	X						X	BURT SHAPERIO AGY	NH
	X			X					X	TVJOBS	NH
	X					X			X	TVJOBS	NH
	X		X						X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
		X	X						X	WEB	NH
		X	X						X	UNKNOWN	NH
		X			X				X	UNKNOWN	NH
	X		X						X	WEB	NH
	X		X						X	ABC JOB LISTING	NH
	X			X					X	WEB	NH
		X	X						X	UNKNOWN	NH
		X		X					X	TVJOBS	NH
	X		X						X	UNKNOWN	NH
		X	X						X	THE NW GROUP	NH
	X		X						X	UNKNOWN	NH
		X			X			X		KFSN EMPLOYEE	NH
	X		X						X	WEB	NH
	X				X			X		KFSN FREELANCE RPT	NH
	X		X						X	UNKNOWN	NH
		X		X					X	WEB	NH
		X	X						X	UNKNOWN	NH

Sex:
M= Male
F= Female
Race:
W= White
B= Black
H= Hispanic
A= Asian
AI: American Indian

Referral Source:	Status:
File/Database Search	NH - Not Hired
Community Outreach(Name of Agy)	H - Hired
Employee Ref(Name of Employee)	ARO - Applicant Refused Offer
College/Univ.(Name of Institution)	
Advertisement	
Agency (Name)	Position filled by: <u>A. V.</u>
Rehire	
Other	Submitted by: <u>M. C.</u>



**APPLICANT DATA FLOW LOG**

#12-09

Position Title & Job # SPORTS DIRECTOR Date Posted 9/4/2012

Department News Date Filled 10/25/2012

EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	WEB	NH
	X				X			X		WEB	NH
	X		X						X	UNKNOWN	NH
	X		X					X		KFSN EMPLOYEE	NH
	X				X			X		WEB	NH
	X		X					X		BURT SHAPIO MGMT	NH
	X		X					X		UNKNOWN	NH
	X		X					X		LORNA DAVE AGY	NH
	X		X					X		DANA ADAMS CNSLT	NH
	X		X					X		TVJOBS	NH
	X				X			X		UNKNOWN	NH
	X		X					X		BURT SHAPIO MGMT	NH
	X		X					X		LORNA DAVE AGY	NH
	X		X					X		BURT SHAPIO MGMT	NH
	X		X					X		UNKNOWN	NH
		X	X					X		UNKNOWN	NH
	X		X					X		UNKNOWN	NH
	X		X					X		TVJOBS	NH
	X		X					X		TVJOBS	NH
	X		X					X		LORNA DAVE AGY	NH
	X		X					X		LORNA DAVE AGY	NH
	X		X					X		LORNA DAVE AGY	NH
		X			X			X		BURT SHAPIO MGMT	NH
	X		X					X		DANA ADAMS CNSLT	NH
	X		X					X		BURT SHAPIO MGMT	NH
	X		X					X		UNKNOWN	NH
	X		X					X		UNKNOWN	NH
	X		X					X		UNKNOWN	NH
Totals:											

Sex:
M= Male
F= Female
Race:
W= White
B= Black
H= Hispanic
A= Asian
AI: American Indian

Referral Source:	Status:
File/Database Search	NH - Not Hired
Community Outreach(Name of Agy)	H - Hired
Employee Ref(Name of Employee)	ARO - Applicant Refused Offer
College/Univ.(Name of Institution)	
Advertisement	
Agency (Name)	Position filled by: T. T.
Rehire	
Other	Submitted by: M. C.













**APPLICANT DATA FLOW LOG**

#13-02

Position Title & Job # Anchor/Reporter Date Posted 2/8/2013

Department News Date Filled 5/13/2013

EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
		X	X						X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
	X		X						X	UNKNOWN	NH
		X			X				X	UNKNOWN	NH
		X	X						X	TVJOBS	NH
		X				X			X	UNKNOWN	NH
		X				X			X	RICK MONTANEZ-EMP	NH
		X	X						X	TVJOBS	NH
		X			X				X	WEB	NH
	X		X						X	BURT SHAPIRO AGY	NH
		X	X						X	LORNA DAVE AGY	NH
	X		X						X	BURT SHAPIRO AGY	NH
	X		X						X	TVJOBS	NH
		X	X					X		TVJOBS	NH
		X	X						X	NAPOLI MGMNT	NH
		X	X						X	EPIC MEDIA CONSULT	NH
		X	X						X	BGA MEDIA TALENT	NH
		X	X						X	UNKNOWN	NH
	X				X				X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
	X		X						X	BURT SHAPIRO AGY	NH
		X	X						X	LORNA DAVE AGY	NH
		X	X						X	BURT SHAPIRO AGY	NH

Sex:
M= Male
F= Female
Race:
W= White
B= Black
H= Hispanic
A= Asian
AI: American Indian

Referral Source:	Status:
File/Database Search	NH - Not Hired
Community Outreach(Name of Agy)	H - Hired
Employee Ref(Name of Employee)	ARO - Applicant Refused Offer
College/Univ.(Name of Institution)	
Advertisement	
Agency (Name)	Position filled by: S. S.
Rehire	
Other	Submitted by: M. C.

**APPLICANT DATA FLOW LOG**

#13-02

Position Title & Job # \_\_\_\_\_ Anchor/Reporter \_\_\_\_\_ Date Posted \_\_\_\_\_ 2/8/2013

Department \_\_\_\_\_ News \_\_\_\_\_ Date Filled \_\_\_\_\_ 5/13/2013

EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X						X	LORNA DAVE AGY	NH
	X		X						X	NWT GROUP	NH
		X	X						X	UNKNOWN	H
		X	X						X	LORNA DAVE AGY	NH
		X				X			X	UNKNOWN	NH
	X		X					X		LORNA DAVE AGY	NH
	X		X						X	UNKNOWN	NH
	X		X						X	UNKNOWN	NH
	X		X						X	TVJOBS	NH
		X	X						X	LORNA DAVE AGY	NH
		X	X						X	UNKNOWN	NH
	X			X					X	TVJOBS	NH
	X		X						X	UNKNOWN	NH
		X	X						X	WEB	NH
		X	X						X	UNKNOWN	NH
	X		X						X	TVJOBS	NH
		X	X					X		FREELANCE REP-KFSN	H
	X		X						X	UNKNOWN	NH
		X		X					X	BURT SHAPIRO AGY	NH
	X		X						X	UNKNOWN	NH
		X	X						X	BELL TALENT AGY	NH
	X		X						X	EASTMAN MEDIA SVC	NH
	X			X				X		AGENT	NH
		X	X						X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
		X	X						X	TVJOBS	NH
<b>Totals:</b>	20	34	45	3	3	3	0	4	50		

<b>Sex:</b>
M= Male
F= Female
<b>Race:</b>
W= White
B= Black
H= Hispanic
A= Asian
AI: American Indian

<b>Referral Source:</b>	<b>Status:</b>
File/Database Search	NH - Not Hired
Community Outreach(Name of Agy)	H - Hired
Employee Ref(Name of Employee)	ARO - Applicant Refused Offer
College/Univ.(Name of Institution)	
Advertisement	
Agency (Name)	Position filled by: S. S.
Rehire	
Other	Submitted by: M. C.











