

August 1, 2010

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, 2009 through July 31, 2010 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 opportunity.

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. Hosting a Job Fair**

Hosted a Job Fair at Fresno City College on August 8, 2009. The Station was represented by Beth Marney, Director Community Affairs

### **2. Participated in broadcast and media activities**

Participated in a broadcast and media activity with Alpha Delta Sigma – Student Chapter American Advertising Federation on February 11, 2009. The Station was represented by Susan Blaze, General Sales Manager

### **3. Participated in activities sponsored by community groups**

Participated with the San Joaquin Valley Chicano/Latino Youth Leadership Institute to host its awards program. This event occurred on March 20, 2009

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

Established at the Fresno City College, a Building a Better Community Scholarship on September 18, 2009. The Station employees that developed this scholarship are: Dan Adams, President and General Manager, Daniel Simms, Director, Business Manager, and Beth Marney, Director Community Affairs

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

Established a Journalism Scholarship at California State University, Fresno, in August, 2009. The Station employees involved in developing this scholarship were: Dan Adams, President and General Manager; Daniel Simms, Director, Business Manager; Beth Marney, Director Community Affairs

6. **Maintained an internship designed to assist members of the community to acquire skills need for broadcast employment.**

7. KFSN-TV operates an 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. Typically an 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 media 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 came from academic institutions such as Norfolk State University, California State University Fresno and Fresno City College.

8. **Training Programs designed to enable station personnel to acquire skills that could qualify them for a higher-level position.**

The Station participates in the ABC/Disney Mentoring Program. The purpose of this Program is to seek out individuals who have demonstrated they have the aptitude, the knowledge and the ambition to advance into senior management for a major or mid-market television Station. This Program actively seeks out minority and women applicants in an effort to gradually increase the number of qualified minority candidates for positions in the television industry and, eventually, television management. The station currently has one female that is participating in the program.

9. The job announcements for full-time positions filled during the period covered by the annual EEO public file reports (August 1, 2009 through July 31, 2010) are attached hereto as ***Attachment D1 through D7.***

## Positions Filled

Since August 1, 2009, the Station has filled eight (8) full time positions.

The first position, News Producer, one position was filled on February 1, 2010 and another position was filled on March 10, 2010.. On August 6, 2009, 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). Forty Four candidates applied and ten candidates were interviewed. (See Attachment *D-1*). The two candidates selected came from the Disney Job Listing.

The second position, Traffic Log Editor, was filled on October 26, 2009. On September 17, 2009, 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). Eleven candidates applied and six were interviewed. The Station received resumes from four referral sources (See *Attachment D-2*) and selected a candidate that had responded from the local newspaper.

The third position, News Photographer/Editor, was filled on December 7, 2009. On October 21, 2009, 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). Fourteen candidates applied for the position and five were interviewed; the Station received resumes from four referral sources (See *Attachment D-3*), and the selected candidate came from the Station's website.

The fourth position, Promotion Writer/Producer, was filled on December 21, 2009. On November 12, 2009, 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). Ten candidates applied for the position and five were interviewed. The Station received resumes from five referral sources (See *Attachment D-4*), and the selected candidate came from word of mouth (Former Intern).

The fifth position, Reporter, was filled on March 3, 2010. On December 17, 2009, 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 -eight candidates applied for the position and three were interviewed. The Station received resumes from twelve referral sources (See *Attachment D-5*) - The selected candidate came from word of mouth.

The sixth position, Traffic Log Coordinator, was filled June 28, 2010. On May13, 2009, 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). Twenty eight candidates applied for the position and nine were interviewed. The Station received resumes from five referral sources (See *Attachment D-6*) and the selected candidate was referred by the Station's web.


The seventh position, Account Executive was filled February 23, 2010. On January 5, 2010, 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). Twenty six candidates applied for the position and eight were interviewed. The Station received resumes from four referral sources (See *Attachment D-7*) and the selected candidate was referred through an ad agency.

#### **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, 2009, 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- D3)  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.

ORGANIZATIONS

In addition to the organizations listed above, since August 1, 2009, 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	P.O. Box 1469, 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 Hispanics	1193 National Press Bldg., Washington, D.C. 20045	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
David Arrendondo	840 S. West Avenue, Fresno, CA 93706	David Arrendondo	N/A
KABC-TV	4151 Prospect Avenue, Los Angeles, CA 90027	Diane G. Medina	N/A
Gould-Najarian Counseling	1665 W. Shaw, #102, Fresno, CA 93711	Liz	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
EDD Job Service	1225 Post Street, San Francisco, CA 94109	Patricia Sullivan	N/A
St. John's Society	2116 Fernwood Drive, Hanford, CA 93230	Fatima Belo	N/A
Chinese for Affirmative Action	17 Walter U Lum 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
Bay Area Women's Resource Center	318 Leavenworth St., San Francisco, CA 94107		N/A
Young Com. Dev.	1715 Yosemite Avenue, San Francisco, CA 94124		N/A
Miramonte Vocational Program	206 California Ave., Palo Alto CA 94306		N/A
Lanare Community Center	20620 Grantland, Riverland, CA 93656		N/A
Employment Network Ministry	7172 N. Cedar, Fresno, CA 93720-3368	Carlos Gomez Jr.	N/A
NAAACP	P.O. Box 11811, Fresno, CA 93775-1871	Johnny Nelum	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
Bay Area Urban League	2 Grant Ave., #2-M, San Francisco, CA 94108-5802		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



EDUCATIONAL INSTITUTIONS

Since August 1, 2009, 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>
Edison High School	540 E. California, Fresno, CA 93728	Bud Taylor
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
S.F. State University, Grad. Career Ctr.	1600 Holloway Ave., San Francisco, CA 94132	Edwin Critchlow
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 Burkeland
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
Fresno City College	1101 E. University, Fresno, CA 93741	Mary Beth Wynn
Merced College	3600 M Street, Merced, CA 95348	Bob Barrera
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 Annenberg School Journ.		

RECRUITMENT - REFERRALS

	<u>Number of Referrals</u>		<u>Total</u>
	<u>Minority</u>	<u>Women</u>	
Disney Job Listing	1	2	3
Recruiting Agency	1	1	2
The Fresno Bee	0	4	4
Vida En El Valle	0	0	0
Broadcasting Cable	0	0	0
Visalia Delta Times	0	0	0
The California Advocate	0	0	0
The Bakersfield Californian	0	0	0
Independent Talent Agencies	5	8	13
Bulldogjobs.com	1	1	2
NAHJ	0	0	0
Medialine	0	0	0
Chico Enterprise	0	0	0
TVJOBS.COM	10	14	24
CA. Chicano News Media Assoc.	0	0	0
KFSN Web	17	19	36
EEO Job Mailing	1	1	2
Unidentified	11	39	50
KFSN-TV On-Air Advertising	1	0	1
Word-of-Mouth	6	8	14
<u>Total</u>	<u>54</u>	<u>97</u>	<u>151</u>

**APPLICANT DATA FLOW LOG**

# 09-10

Position Title & Job # NEWS PRODUCER Date Posted 8/6/2009  
 Department NEWS Date Filled Bonilla-2/1/10  
Aria-3/10/10  
 EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE						INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	AI	Y	N		
	X		X							X	UNKNOWN	NH
		X	X							X	UNKNOWN	NH
	X				X					X	UNKNOWN	NH
		X	X							X	WORD-OF-MOUTH	NH
	X				X					X	UNKNOWN	NH
	X				X					X	WORD-OF-MOUTH	NH
		X	X							X	TVJOBS	NH
		X	X							X	UNKNOWN	NH
		X	X							X	UNKNOWN	NH
		X	X							X	INTERNAL/ABC5	NH
		X	X						X		TALENT DYNAMICS	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
Totals:	22	22	35	1	8	0	0	0	0	10	34	

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: M. B. & A. A. & R.C.
Rehire	
NR-Other Sources Placed	Submitted by: Tracey Watkowski
But No Response	

**APPLICANT DATA FLOW LOG**

# 09-10

Position Title & Job # NEWS PRODUCER Date Posted 8/6/2009  
 Department NEWS Date Filled Bonilla-2/1/10  
Aria-3/10/10  
 EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE						INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	AI	Y	N		
		X			X				X		INTERNAL/KABC	H
	X				X					X	UNKNOWN	NH
	X		X							X	UNKNOWN	NH
	X				X				X		KMPH	H
	X		X							X	UNKNOWN	NH
	X		X							X	TVJOBS	NH
	X				X					X	WEB	NH
		X	X							X	UNKNOWN	NH
	X		X						X		INTERNAL/KABC	H
		X	X							X	WEB	NH
		X	X							X	UNKNOWN	NH
	X		X						X		TVJOBS	NH
		X		X					X		WORD-OF-MOUTH	NH
	X		X							X	UNKNOWN	NH
		X	X						X		WORD-OF-MOUTH	NH
	X		X							X	UNKNOWN	NH
		X	X							X	UNKNOWN	NH
	X		X						X		WORD-OF-MOUTH	NH
	X		X							X	UNKNOWN	NH
		X	X						X		TVJOBS	NH
		X	X							X	UNKNOWN	NH
		X	X							X	UNKNOWN	NH
	X		X							X	UNKNOWN	NH
	X				X				X		WORD-OF-MOUTH	NH
	X		X							X	WORD-OF-MOUTH	NH
	X		X							X	UNKNOWN	NH
		X	X							X	WEB	NH
		X	X							X	WORD-OF-MOUTH	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: <u>M. B. &amp; A. A. &amp; R.C.</u>
Rehire	
NR-Other Sources Placed	Submitted by: <u>Tracey Watkowski</u>
But No Response	









**APPLICANT DATA FLOW LOG**

#10-02

Position Title & Job # FT REPORTER Date Posted 12/17/2009

Department NEWS Date Filled 3/3/2010

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X						X	Unknown	Not Hired
	X		X						X	Rick Gevers & Assoc	Not Hired
	X		X						X	Unknown	Not Hired
		X		X					X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
		X				X			X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
		X	X						X	Unknown	Not Hired
		X		X					X	Unknown	Not Hired
	X				X				X	Joel Weisman	Not Hired
		X				X			X	NWT Group	Not Hired
	X					X			X	TVJOBS	Not Hired
		X	X						X	Bell Talent	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Met in Past	Not Hired
		X	X						X	TVJOBS	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Mort Meisner	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Web	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X					X			X	David Crane Agency	Not Hired
	X		X						X	TVJOBS	Not Hired
	X					X			X	Rick Gevers & Assoc	Not Hired
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: Tracey Watkowski

**APPLICANT DATA FLOW LOG**

#10-02

Position Title & Job # FT REPORTER Date Posted 12/17/2009

Department NEWS Date Filled 3/3/2010

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X			X					X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X			X					X	TVJOBS	Not Hired
		X	X						X	Unknown	Not Hired
	X					X			X	TVJOBS	Not Hired
		X	X						X	David Crane	Not Hired
		X	X						X	Mort Meisner	Not Hired
		X	X						X	TVJOBS	Not Hired
	X		X					X		Word-of-Mouth	Not Hired
	X		X						X	Web	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	David Crane	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Mort Meisner	Not Hired
		X				X			X	Unknown	Not Hired
		X		X					X	Unknown	Not Hired
		X	X						X	TVJOBS	Not Hired
	X					X		X		Word-of-Mouth	Hired
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X					X		TVJOBS	Not Hired
		X	X						X	TVJOBS	Not Hired
		X		X					X	Eatman Media	Not Hired
		X		X					X	TVJOBS	Not Hired
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: Tracey Watkowski

**APPLICANT DATA FLOW LOG**

#10-02

Position Title & Job # FT REPORTER Date Posted 12/17/2009

Department NEWS Date Filled 3/3/2010

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X						X	TVJOBS	Not Hired
		X	X						X	TVJOBS	Not Hired
Totals:	22	36	42	7	1	8	0	3	55		

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: Tracey Watkowski

**APPLICANT DATA FLOW LOG**

#10-05

Position Title & Job # TRAFFIC LOG COORDINATOR Date Posted 5/13/2010

Department SALES Date Filled 6/28/2010

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X				X				X	BULLDOG JOBS	NH
	X		X						X	WEB	NH
	X		X						X	UNKNOWN	NH
	X			X					X	TELEVISION	NH
	X				X			X		WEB	NH
		X	X						X	UNKNOWN	NH
		X			X			X		WEB	NH
		X	X					X		WEB	H
	X		X						X	WEB	NH
	X				X				X	WEB	NH
		X		X					X	WEB	NH
		X			X				X	WEB	NH
		X	X						X	UNKNOWN	NH
		X			X			X		WEB	NH
		X	X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
		X	X					X		WEB	NH
		X	X						X	UNKNOWN	NH
		X	X						X	WEB	NH
		X	X						X	WEB	NH
	X		X						X	WEB	NH
		X	X						X	UNKNOWN	NH
		X			X			X		WEB	NH
		X			X			X		CLO MAILING LIST	NH
		X			X			X		WEB	NH
		X				X			X	WEB	NH
		X			X			X		UNKNOWN	NH
		X	X						X	BULLDOG JOBS	NH
Totals:	10	18	15	2	10	1	0	9	19		

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. F.
Rehire	
Other	Submitted by: S. B.

**APPLICANT DATA FLOW LOG**

Position Title & Job # ACCOUNT EXECUTIVE Date Posted 1/5/2010

Department SALES Date Filled 2/23/2010

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	SPOTS N DOTS	NH
	X		X						X	WEB	NH
	X				X				X	WEB	NH
	X		X						X	UNKNOWN	NH
	X		X						X	UNKNOWN	NH
		X			X			X		Ad Agency	H
	X		X						X	UNKNOWN	NH
		X	X					X		Word-of-Mouth	NH
		X	X					X		UNKNOWN	NH
		X			X				X	UNKNOWN	NH
		X	X					X		Word-of-Mouth	NH
		X	X					X		Word-of-Mouth	NH
		X	X						X	Unknown	NH
		X	X						X	WEB	NH
		X	X					X		UNKNOWN	NH
	X		X						X	UNKNOWN	NH
	X		X						X	UNKNOWN	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	UNKNOWN	NH
	X			X				X		WEB	NH
Totals:	14	12	21	1	4	0	0	8	18		

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: P. C.
Rehire	
Other	Submitted by: S. B.