

August 1, 2003

This Annual EEO Report is filed on behalf of KFSN-TV, Fresno, in compliance with the FCC's EEO reporting requirements. KFSN-TV, Fresno, is an ABC, Incorporated owned and operated television Station located in Fresno, California. This Report includes information from March 10, 2003 through July 31, 2003 and will be placed in the Station's public file and on the Station's website.

Job Vacancy Information

KFSN-TV is an equal opportunity employer that is committed to meeting and surpassing the Station's EEO information dissemination obligations. All full-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 after the effective date of the new EEO rules.

The Station will continue to actively seek out new recruitment sources. The Station encourages organizations (See Attachments B-1 and B-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. In this regard, the station's website is used to invite interested organizations to ask to be added to our mailing list. Finally, the Station ran a prominent print in the Fresno Bee's, Vida Spanish Edition, the major local newspaper, on April 9, 2003 (copy attached), again seeking to further disseminate information about job openings to as wide a circle as possible.

Record Keeping

In compliance with the new EEO rules, effective March 10, 2003, KFSN-TV has publicized job vacancies for all of its open positions through some or all of the following: sending an internal to the ABC job listing group in New York, contacting local colleges, minority organization and California State EDD offices by email and USPS. As such, the Station creates a file for each position to be filled. 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 will document the supplemental outreach initiatives used in the recruitment of job candidates. These files will include the nature and date of each activity, the scope of the Station's participation and the names and titles of the Station personnel involved.

Responsibility

Eric Lerner, President and General Manager of KFSN-TV and Daniel Simms, Business Manager/EEO Officer, are responsible for the administration and implementation of our Equal Employment Opportunity Program and accuracy of the information documented in this report.

Supplemental Recruitment Measures

The Station has historically participated in the recruitment of minority job applicants. In fact, during the past twelve months, the Station has funded two minority scholarships at Fresno City College and sponsored a program at the Fresno Fair to increase public awareness of employment opportunities in the broadcasting industry. In this regard, the Station's hiring procedures already encompass many of the supplementary recruitment measures identified by the new FCC EEO Rules.

Over the past twenty-seven years, KFSN-TV has operated 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. Typically a News Intern works at the

Station for 3-4 months, depending on the length of the school semester. The Station recruits college Interns by notifying area colleges/universities about Internship openings, and from student-initiated contacts. 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.

Since 1994, the Station has participated in the ABC, Inc Minority Management Training Program. The purpose of the Training Program is to seek out individuals who have demonstrated through previous work experience that they have the aptitude, the knowledge and the ambition to be an On-Air Reporter or Writer/Producer for a major or mid-market television Station. This Program actively seeks out minority applicants in an effort to gradually increase the number of qualified minority candidates for positions in the television industry and, eventually, television news management. KFSN-TV’s past participation in the program included the training of two minority applicants that eventually were hired as a News Producer and Reporter for KFSN-TV’s sister Stations, WABC-TV in New York and KGO in San Francisco, respectively.

Positions Filled

Since March 10, 2003, the Station has filled four (4) positions.

The first position, MIS Manager, was filled on April 21, 2003. On February 28, 2003, notice of the job vacancy was submitted to the ABC 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). Fifty-four candidates applied for the position; five candidates were interviewed; ten sources were used with the selected candidate being referred by the Fresno Bee.

The second position, Operations Engineer, was filled on April 22, 2003. On April 3, 2003, notice of the job vacancy was submitted to ABC Job Listing and the Station’s mailing list (See Attachments A, B and C for names and addresses). Eight candidates applied and three were

interviewed. Although KFSN used ten sources, the Station received resumes from one referral sources (See Attachment E-2), and Fresno Bee referred the selected candidate.

The third position, Senior Account Executive, was filled on June 9, 2003. On April 18, 2003, notice of the job vacancy was submitted to ABC Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Twenty-five candidates applied for the position and eight were interviewed; the Station received resumes from four referral sources (See Attachment E-3), and the selected candidate was referred by word of mouth.

The fourth position, Assignment Editor, was filled on July 25, 2003. On June 6, 2003, notice of the job vacancy was submitted to ABC Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Thirty-eight candidates applied for the position and four were interviewed. The Station received resumes from nine referral sources (See Attachment E-4), and the selected candidate was promoted from within.

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 Attachment C), word-of-mouth, talent agents, temporary employees and persons submitting resumes to the Station. These referrals are retained at the Station, for six months, and consulted as job openings arise (See Attachment D).

Recruitment Sources-Hire and Interviewee

Since the March 10, 2003, KFSN-TV has solicited and received numerous resumes for job openings at the Station from a variety of national, local and educational (See Attachment D and E-1 through E-⁴~~7~~) sources. With this in mind, the Station has been able to effectively interview qualified minority job applicants.

Self Assessment

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.

RECRUITMENT SOURCES

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>	<u>PHONE NUMBER</u>
ABC Job Listing	77 West 66 TH Street New York, NY 10023	Susan Santore	212-456-7569
The Fresno Bee	1626 E Street Fresno, CA 93786	Ryan Estrada	559-441-6107
Vida En El Valle	3424 N. First St., 201 Fresno, CA 93726	Patty Medrano	559-230-8276
Broadcasting Cable	245 West 17 th Street New York, NY 10011	Yuki Atsumi	646-746-6949
Electronic Media	Dept 64572, P.O. Box 64000 Detroit, MI 48264-0572	John Stipe	323-370-2415
The California Advocate	1715 E Street Fresno, CA 93706	Pauline Kimber	559-268-0943
The Bakersfield Californian	1707 Eye Street Bakersfield, CA 93302	Susan Moore	661-395-7301
EDD-Workforce Connection	3302 N. Blackstone, #155 Fresno, CA 93726	Betty Sullivan	559-230-4413
Merced Sun Star	P.O. Box 739 Merced, CA 95341	Rachel Hernandez	209-383-7777
Chico Enterprise Record	P.O. Box 9 Chico, CA 95927	Diane Abundabar	530-342-9300
TVJOBS.COM	Broadcast Employment Svc. P.O. Box 4116 Oceanside, CA 92052		760-754-8177
CA. Chicano News Media Association	USC Annenberg School of Communication 3502 Watt Way, ASC G38 Los Angles, CA 90089		213-740-5263
The Sacramento Bee	2100 Q Street Sacramento, CA 95816	Kellie Thompson	916-321-1234
PlanetMedia.Net			
NAHJ.ORG			
FCC EEO Report – 7/03			

ORGANIZATIONS

In addition to the organizations listed above, since March 10, 2003, 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
Mr. Hector Abeyta	508 Tait, Sanger, CA 93657	Hector Abeyta	N/A
Merced Center	P.O. Box 2397, Merced, CA 95344		N/A
The Career Center	18111 Nordoff Street, Northridge, CA 93702	John Mayaski	N/A
American Business	765 E. Stuart Avenue, Fresno, CA 93710-5412		N/A
League Mex.-Amer. Women	300 S. Jackson Street, Fresno CA 93702		N/A
Chicano & Latin Amer. Studies	5340 N. Campus Drive, Fresno, CA 93740		N/A
Ms. Julia Brown	9842 N. Bunker Hill Dr., Fresno, CA 93726	Julia Brown	N/A
Black Minority Advisory	2318 W. Simpson, Fresno, CA 93705	Zella Brown	N/A
Centro La Familia	2014 Tulare Street, Fresno, CA 93721		N/A
First Chinese Baptist Church	6080 N. Angus Street, Fresno, CA 93710		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		N/A
Ms. Mattie Meyers	P.O. Box 12754, Fresno, CA 93779-2754	Mattie Meyers	N/A
Fresno County EOC	1900 Mariposa Mall #303, Fresno, CA 93721		N/A
Natl. Assoc. of Hispanics	1193 National Press Bldg., Washington, D.C. 20045		N/A
EDD Job Service Office	P.O. Box 7850, San Francisco, CA 94120-7850		N/A
UCP	4224 N. Cedar Avenue, Fresno, CA 93726-3700	Gail Vartanian	N/A
David Arrendondo	840 S. West Avenue, Fresno, CA 93706		N/A
KABC-TV	4151 Prospect Avenue, Los Angeles, CA 90027	Diane G. Medina	N/A
Ivy Community Center	1350 E. Annadale, Avenue, Fresno CA 93725		N/A
EDD Fresno Service Center	1455 E. Shaw Avenue, Fresno, CA 93710-8001	Nanette Potter	N/A
Employment & Training Services	1900 Mariposa Mall #303, Fresno, CA 93721		N/A
Vocational Horizons	6042 N. Fresno #203, Fresno, CA 93710		N/A
Ms. Maude Hunter	4645 North Fifth, Fresno, CA 93726	Maude Hunter	N/A
Job Placement Specialists	1930 E. Annadale, Fresno, CA 93725		N/A
Hispanic Chamber of Commerce	1900 Mariposa Mall, Fresno, CA 93721	Alice Stone	N/A

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>	<u>PHONE #</u>
NW Employment Networking Svc. NAJA	5415 North West Avenue, Fresno, CA 93711 1433 E. Franklin Ave, Ste 11, Minneapolis, MN 55404		N/A N/A
YWCA-Center for New Directions	1600 M Street, Fresno, CA 93721		N/A
EDD Job Service	801 Turk Street, San Francisco, CA 94102		N/A
St. John's Society	2116 Fernwood Drive, Hanford, CA 93230	Fatima Belo	N/A
Chinese for Affirmative Action	17 Walter Lum Pl., San Francisco, CA 94108		N/A
Goodwill Industries	1500 Mission, San Francisco, CA 94103		N/A
Dept. of Rehabilitation	P.O. Box 24001, Fresno, CA 93779-4001		N/A
Bay Area Women's Resource Center	318 Leavenworth St., San Francisco, CA 94107		N/A
Career Action Center	10420 Bubb Rd., Cupertino, CA 95014		N/A
Miramonte Vocational Program	206 California Ave., Palo Alto CA 94306		N/A
Lanare Community Center	20620 Grantland, Riverland, CA 93656		N/A
Experience Unlimited	8930 Big Horn Blvd., Sacramento, CA 95758		N/A
EDD, Veteran's Affairs	1455 E. Shaw, Fresno, CA 93710-8001		N/A
AFTA/National/Job Bulletin	260 Madison Ave., New York, NY 10016		N/A
Asian Amer. Journalists Assoc.	1765 Sutter St., Rm 1000, San Francisco, CA 94110	Carlos Gomez Jr.	N/A
Employment Network Ministry	7172 N. Cedar, Fresno, CA 93720-3368		N/A
Bay Area Urban League	2 Grant Ave., #2-M, San Francisco, CA 94108-5802		N/A
NAACP	P.O. Box 11811, Fresno, CA 93775-1871	Johnny Nelum	N/A
Sacramento Professional Network	5007 Broadway, Sacramento, CA 95820		N/A
Fresno Reg. Occupational Prog.	1111 Van Ness Ave., Fresno, CA 93721-2002		N/A
Bay Area Black Media Coalition	P.O. Box 2382, Oakland, CA 94614		N/A
The Leadership Institute	1101 N. Highland St., Arlington, VA 22201		N/A

In addition to the organizations contacted directly by KFSN-TV, numerous other organizations receive information about KFSN-TV job vacancies through job listings circulated by the ABC, Inc.'s personnel department in New York City to which the station reports its job openings.

EDUCATIONAL INSTITUTIONS

KFSN-TV
EEO Attachment C1

Since March 10, 2003, 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	
Pan American Studies	1101 E. University, Fresno, CA 93741	Kehinda Solwazi
Fresno City College, Placement Office	1101 E. University, Fresno, CA 93741	
State Center Comm. College, Voc. Train.	2930 E. Annadale, Fresno, CA 93725	
FCC Disabled Student's Program	1101 E. University, Fresno, CA 93741	
East New Mexico University	E. New Mexico Univ., Portales, NM 88130	Lucy Wilson
Instructional Telecommunications, CSUF	Fresno, CA 93740-0050	
CSUF Mass Communications & Journal	2225 E. San Ramon, Fresno, CA 93740-8029	Don Priest
Media Council, CSUF	C/O Student Body Pres., Fresno, CA 93740	
San Joaquin Valley College	295 E. Sierra Ave., Fresno, CA 93710	
JFK University/Career Center	1250 Arroyo Way, Walnut Creek, CA 94590	
College of the Sequoias Placement Office	915 S. Mooney Blvd., Visalia, CA 93227	
S.F. State University, Grad. Career Ctr.	1600 Holloway Ave., San Francisco, CA 94132	
National University	2767 E. Shaw, Fresno, CA 93710	
Northeastern University	102 Lake Hall, Boston, MA 02115	
City College Downtown Campus Tech	800 Mission Street, San Francisco, CA 94103	
Oholone Community College	43600 Mission Blvd., Fremont, CA 94530	Dr. Lily Small
CSUF, Dr. Lily Small	2225 E. San Ramon, Fresno, CA 93740-0100	
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	
Comm. Trade & Tech School	2212 N. Winery, Ste 122, Fresno, CA 93792	
Merced College, Job Placement	3600 M Street, Merced, CA 95340	
Kings River Community College	995 N. Reed Avenue, Reedley, CA 93654	
Long Island University	Southampton Campus, Southampton, NY 11968	

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>
Women's Center, CSUF	Fresno, CA 93740	
Fresno City College	1101 E. University, Fresno, CA 93741	
Merced College	3600 M Street, Merced, CA 95348	Bob Barrera
University of San Francisco	2130 Fulton Street, San Francisco, CA 94117	
Natl. Assoc. Black Journalists	Univ. Maryland, 3100 Taliaferro Hall, College Park, MD 20742	
City College/S.E. Campus	1800 Oakdale Avenue, San Francisco, CA 94124	
DeAnza College	21250 Stevens Creek Blvd., Cupertino, CA 95014	

In addition to the educational institutions contacted directly by KFSN-TV, numerous other such institutions receive information about KFSN-TV job vacancies through job listings circulated by the ABC, Inc. personnel department in New York City to which the station reports its job openings.

RECRUITMENT – REFERRALS

	<u>Number of Referrals</u>		<u>Total</u>
	<u>Minority</u>	<u>Women</u>	
ABC Job Listing	0	1	1
The Fresno Bee	3	22	25
Vida En El Valle	0	0	0
Broadcasting Cable	0	0	0
Electronic Media	0	0	0
The California Advocate	0	1	1
The Bakersfield Californian	0	1	1
EDD	0	0	0
Merced Sun Star	0	0	0
NAHJ	0	0	0
Chico Enterprise	0	1	1
TVJOBS.COM	0	1	1
Sacramento Bee	0	1	1
CA. Chicano News Media Assoc.	0	0	0
PlanetMedia.net	0	0	0
KFSN Web	1	5	6
Total	<u>4</u>	<u>33</u>	<u>37</u>

APPLICANT DATA FLOW LOG

Position Title & Job # MIS MANAGER Date Posted 2/28/2003
 Department ENGINEERING Date Filled 4/21/2003
 EEO Job Category

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS	
	M	F	W	B	H	A	AI	Y	N			
		x	x							x	Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	TVJOBS	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x						x		Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
		x	x						x		Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
		x	x							x	WEB-03-09	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	WEB-03-09	Not Hired
	x		x						x		Unknown	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	EDD	Not Hired
	x		x						x		WEB-03-09	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	Dropped Off	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x						x		Fresno Bee	Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	Fresno Bee	Not Hired
	x		x							x	EDD	Not Hired
	x		x							x	Fresno Bee	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: Mike Gunn
Rehire	
Other	Submitted by: Tanya Knudsen

APPLICANT DATA FLOW LOG

#03-09

Position Title & Job # MIS MANAGER Date Posted 2/28/2003

Department ENGINEERING Date Filled 4/21/2003

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	EDD	
	X		X						X	Fresno Bee	
	X		X						X	Web 03-09	
	X		X						X	Web 03-09	
	X		X						X	Fresno Bee	
	X		X						X	Fresno Bee	
	X		X						X	Unknown	
	X		X						X	Fresno Bee	
	X		X						X	Web 03-09	
	X		X						X	Fresno Bee	
	X		X						X	EDD	
	X		X						X	EDD	
	X						X		X	Fresno Bee	
	X		X						X	Fresno Bee	
	X		X						X	Fresno Bee	
	X		X						X	Unknown	
	X		X						X	Fresno Bee	
	X		X						X	Fresno Bee	
	X		X						X	Dropped Off	
	X		X						X	Fresno Bee	
	X		X						X	Web 03-09	
	X		X						X	Fresno Bee	
	X		X						X	Web 03-09	
	X		X						X	Fresno Bee	
	X						X		X	Web 03-09	
Totals:	51	3	52	0	0	2	0				

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>Mike Gunn</u>
Rehire	
Other	Submitted by: <u>Tanya Knudsen</u>

APPLICANT DATA FLOW LOG

Position Title: Part-time Operating Engineer

Date Posted: April 3, 2003

Department: Engineering

Date Filled: April 22, 2003

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	Fresno Bee	Not Hired
		X	X					X		Fresno Bee	Hired
		X			X			X		Unknown	Not Hired
		X	X					X		Pat Walsh & Mike Normand	Not Hired
		X	X						X	Fresno Bee	Not Hired
	X		X						X	Fresno Bee	Not Hired
	X		X						X	Fresno Bee	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	Not Hire, better qualified person selected
Community Outreach (Name of Agy)	Hired
Employee Ref (Name of Employee)	Applicant refused offer
College/Univ. (Name of Institution)	
Advertisement	
Agency (Name)	
Rehire	
Other	

Position filled by: Jackie Edwards

Submitted by: Blake Wong

APPLICANT DATA FLOW LOG

#03-11

Position Title & Job # SENIOR ACCOUNT EXECUTIVE Date Posted 4/18/2003
 Department SALES Date Filled 6/9/2003
 EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Fresno Bee	Not Hired
		X	X							Fresno Bee	Not Hired
	X		X						X	Fresno Bee	Not Hired
		X	X						X	TVJOBS	Not Hired
	X		X						X	Fresno Bee	Not Hired
	X		X						X	Unknown	Not Hired
	X		X					X		Word-of-mouth	Not Hired
	X		X					X		Word-of-mouth	Not Hired
		X	X						X	Fresno Bee	Not Hired
	X		X					X		Website	Not Hired
		X	X						X	Fresno Bee	Not Hired
		X	X						X	Unknown	Not Hired
	X		X					X		Word-of-mouth	Not Hired
		X	X						X	Fresno Bee	Not Hired
		X	X						X	Fresno Bee	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Fresno Bee	Not Hired
	X		X						X	Fresno Bee	Not Hired
		X	X					X		Unknown	Not Hired
		X	X						X	Fresno Bee	Not Hired
	X		X					X		Fresno Bee	Not Hired
		X	X					X		Word-of-mouth	Hired
	X		X						X	Fresno Bee	Not Hired
Totals:	13	12	24	0	1	0	0				

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>Carleen O'Rorke</u>
Rehire	
Other	Submitted by: <u>Susan Blaze</u>

APPLICANT DATA FLOW LOG

Position Title & Job # Assignment Editor Date Posted 6/6/2003
 Department News Date Filled 7/25/2003
 EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Fresno Bee	
		X	X						X	Web	NOT HIRED
		X	X						X	Fresno Bee	NOT HIRED
		X	X						X	Chico Enterprise	NOT HIRED
		X	X						X	Fresno Bee	NOT HIRED
	X		X						X	Sacramento Bee	NOT HIRED
		X	X					X		Unknown	NOT HIRED
		X	X						X	Web	NOT HIRED
		X			X				X	Employee	HIRED
		X	X						X	Unknown	NOT HIRED
	X		X						X	Bakersfield Californian	NOT HIRED
		X	X						X	Fresno Bee	NOT HIRED
		X	X						X	Web	NOT HIRED
		X	X						X	Web	NOT HIRED
	X		X						X	Unknown	NOT HIRED
	X		X					X		Unknown	NOT HIRED
	X		X						X	Bakersfield Californian	NOT HIRED
	X		X					X		Previous Applicant	HIRED
		X	X						X	Sacramento Bee	NOT HIRED
		X	X						X	Employee	HIRED
		X	X						X	Bakersfield Californian	NOT HIRED
		X	X						X	Fresno Bee	NOT HIRED
		X	X						X	Fresno Bee	NOT HIRED
		X	X						X	CCABC Job Listing	NOT HIRED
		X	X						X	Fresno Bee	NOT HIRED
		X	X						X	Fresno Bee	NOT HIRED
	X		X						X	Fresno Bee	NOT HIRED
		X	X						X	Unknown	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: Bryan Lenocker
Rehire	
Other	Submitted by: Joel Davis

