

July 31, 2007

This Annual EEO Report is filed on behalf of KFSN-TV, LLC in Fresno, California in compliance with the FCC's 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, 2006 through July 31, 2007 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 conformance 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 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.

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. Participation in other activities that the licensee had designed to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise not know of them.**

KFSN sponsored a program at the Fresno Fair, during October 2006, to increase public awareness of employment opportunities in the broadcasting industry. The following station personnel participated in the event: Veronica Bedolla, Gregory Baker, Susan Blaze, Jody Bolanos, Timothy Cooley, Diane Hernandez, Rose Greene and Courtney Hufnagle.

- 2. 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. 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.

3. 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, Inc Minority Sales 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 account executive 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 sales management. Since this program's initiation, the station has promoted its sales trainee to a Marketing Specialist position. The station will re-evaluate its participation in the sales trainee program over the next few months.

4. 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.

- i. The station listed the position of News Director, a Director level position, in the following Media trade publications: TV Jobs.Com and The Disney Jobs Portal, during the month of August, 2006.

Positions Filled

Since August 1, 2005, the Station has filled fifteen (15) full time positions.

The first position, Local Sales Manager, was filled on July 31, 2006. On May 2, 2006, 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). Two candidates applied and each candidate was interviewed. (See Exhibit D1).

The second position, Assignment Editor /Associated Producer position, was filled on September 1, 2006. On July 21, 2006, 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 and two were interviewed. The Station received resumes from two referral sources (See Exhibit D2) and selected a candidate that had responded from word of mouth.

The third position, Anchor Reporter, was filled on October 16, 2006. On July 2, 2006, 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). Ninety four candidates applied for the position and one was interviewed; the Station received resumes from fourteen referral sources (See Attachment D-3), and the selected candidate came from the Disney Job's posting source.

The fourth position, Internet Marketing Specialist, was filled on September 11, 2006. On August 10, 2006, 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). Eleven candidates applied for the position and three were interviewed. The Station received resumes from four referral sources (See Attachment D-4), and the selected candidate came from word of mouth.

The fifth position, Accounting Associate, was not filled. On August 10 2006, 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 for the position and three were interviewed. The Station received resumes from five referral sources (See Attachment D-5) - The employee elected to not vacate the position.

The sixth position, News Director, was filled September 24, 2006. On August 16, 2006 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). Eighteen candidates applied for the position and five were interviewed. The Station received resumes from five referral sources (See Attachment D-6) and the selected candidate was referred by the Disney Employee Posting Board.

The seventh position, Webmaster, was filled September 18, 2006. On August 23, 2006, 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

two were interviewed. The Station received resumes from four referral sources (See Attachment D-7) and the selected candidate was referred by ACT-1.

The eighth position, Operations Technician, was filled on May 14, 2007. On October 17, 2006, notice of the job vacancy was submitted to the Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Twenty-seven candidates applied for the position and three were interviewed. The Station received resumes from three referral sources (See Attachment D-8) and the selected candidate was referred by The Fresno Bee.

The ninth position, Internet Marketing Specialist, was filled on January 28, 2007. On October 18, 2006, notice of the job vacancy was submitted to the Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Thirteen candidates applied for the position and six were interviewed. The Station received resumes from six referral sources (See Attachment D-9) and an internal candidate was promoted.

The tenth position, News Reporter, was filled on June 25, 2007. On November 10, 2006, 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). Sixty-four candidates applied for the position and three were interviewed. The Station received resumes from eleven referral sources (See Attachment D-10) with the selected candidate referred by Talent Dynamics.

The eleventh position, News Producer, was filled on March 5, 2007. On January 1, 2007, notice of the job vacancy was submitted to the 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 two were interviewed. The Station received resumes from four referral sources (See Attachment D-11) the selected candidate was referred by the Disney Job Listing.

The twelfth position, News Reporter, was filled on February 19, 2007. On January 11, 2007, notice of the job vacancy was submitted to the Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Thirty-six candidates applied for the position and two were interviewed. The Station received resumes from

eleven referral sources (See Attachment D-12) an internal candidate was referred by the Fresno Bee.

The thirteenth position, Graphic Artist, was filled on July 9, 2007. On January 30, 2007, notice of the job vacancy was submitted to the Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Thirteen candidates applied for the position and two were interviewed. The Station received resumes from three referral sources (See Attachment D-13) an internal candidate was referred by the ABC30 website.

The fourteenth position, News Producer, was filled on March 5, 2007. On February 20, 2007, notice of the job vacancy was submitted to the 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 six referral sources (See Attachment D-14) an internal candidate was referred the Disney Job Listing

The fifteenth position, News Producer, was filled on July 24, 2006. On June 29, 2006, notice of the job vacancy was submitted to the 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 three were interviewed. The Station received resumes from three referral sources (See Attachment D-15) an internal candidate was promoted.

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.

Recruitment Sources-Hire and Interviewee

Since August 1, 2006, 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-D15) 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.

RECRUITMENT SOURCES

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>	<u>PHONE NUMBER</u>
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		323-370-2415
TV Week	PO Box64000 Detroit, Michigan 48264	Eric Chasko	323-370-2415
The Bakersfield Californian	1707 Eye Street Bakersfield, CA 93302	Linda Petree	661-395-7305
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
Broadcast Engineer	PO Box 96985 Chicago, IL 60693	J Schafer	800-896-9939
<u>Medialine@medialine.com</u>	P.O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	800-237-8073
BulldogJobs.com	Career Services/CSUF 5150 N. Maple Ave, Room 256 Fresno, CA 93740	Aleta Wolfe	559-278-2381

ORGANIZATIONS

In addition to the organizations listed above, since July 31, 2006, 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	Lim Hagler	N/A
Mr. Hector Abeyta	508 Tait, Sanger, CA 93657	Hector Abeyta	N/A
The Career Center	18111 Nordoff Street, Northridge, CA 93702	John Mayaski	N/A
League Mex.-Amer. Women	P.O. Box 9063, Fresno CA 93700	Helen Veloz	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	Marguerita Rocha	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 EOC	1900 Mariposa Mall #121, Fresno, CA 93721	Michelle Morris	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
Ivy Community Center	1350 E. Annadale, Avenue, Fresno CA 93725	Ken Smith	N/A
Gould-Najarian Counseling	1665 W. Shae, #102, Fresno, CA 93711	Liz	N/A
Employment & Training Services	1900 Mariposa Mall #303, Fresno, CA 93721	Jeff Davis	N/A
Vocational Horizons	6042 N. Fresno #203, Fresno, CA 93710	Alexis Zerga	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

<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
Mariaroe 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 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
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
NAACP	P.O. Box 11811, Fresno, CA 93775-1871	Johnny Nelum	N/A
Sacramento Professional Network	5007 Broadway, Sacramento, CA 95820	Experience Unlimited Coord.	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		
AFTA/National/Job Bulletin	260 Madison Avenue, New York, NY 10016		

EDUCATIONAL INSTITUTIONS

Since July 31, 2006, 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 Tidymann-Coxey
Long Island University	Southampton Campus, Southampton, NY 11968	Attn: Job Placement
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	
DeAnza College	21250 Stevens Creek Blvd., Cupertino, CA 95014	
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	Cindy Lister

RECRUITMENT – REFERRALS

	<u>Number of Referrals</u>		<u>Total</u>
	<u>Minority</u>	<u>Women</u>	
ABC Job Listing	1	10	11
Recruiting Agency	0	1	1
The Fresno Bee	3	14	17
Vida En El Valle	0	0	0
Broadcasting Cable	0	3	3
Visalia Delta Times	0	0	0
The California Advocate	0	0	0
The Bakersfield Californian	0	0	0
Independent Talent Agencies	2	15	17
Merced Sun Star	0	0	0
NAHJ	0	0	0
Media Biz	0	2	2
Chico Enterprise	0	0	0
TVJOBS.COM	3	20	22
CA. Chicano News Media Assoc.	0	0	0
KFSN Web	9	34	40
EEO Job Mailing	1	4	5
Unidentified	17	66	80
Total	36	169	198

APPLICANT DATA FLOW LOG

JOB# 06-13

Position Title & Job #

Full-Time Local Sales Manager

Date Posted

5/2/2006

Department

Sales

Date Filled

7/31/2006

EEO Job Category

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Internal	NH
	X		X						X	Word-of-Mouth	H
Totals:	2	0	2	0	0	0	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: R.R.
Rehire	
Other	Submitted by: Susan Blaze

APPLICANT DATA FLOW LOG

Position Title & Job #

Full-Time Anchor/ Reporter

Date Posted

JOB# 06-15

7/2/2006

Department

News

Date Filled

10/16/2006

EEO Job Category

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X		X				X	Unknown	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	David Crane Agency	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	David Crane Agency	NH
		X		X					X	Web	NH
	X		X						X	Unknown	NH
	X		X						X	Web	NH
	X		X						X	Unknown	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X						X	David Crane Agency	NH
		X	X						X	TVJOBS	NH
		X		X					X	TVJOBS	NH
	X		X						X	Eastman Media Services	NH
		X	X						X	Unknown	NH
		X	X						X	Unknown	NH
		X	X						X	Media Biz	NH
		X		X					X	Web	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: D. S.
Rehire	
Other	Submitted by: Joel Davis

APPLICANT DATA FLOW LOG

Position Title & Job # Full-time Internet Marketing Specialist Date Posted 8/10/2006
 Department Sales Date Filled 9/11/2006
 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		Word-of-mouth	H
	X		X						X	Web	NH
	X				X			X		Fresno Bee	NH
	X		X						X	Unknown	NH
	X		X						X	Fresno Bee	NH
	X		X						X	Web	NH
		X	X					X		Fresno Bee	NH
Totals:	2	9	7	2	2	0	0	3	8		

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>J. L.</u>
Rehire	
Other	Submitted by: <u>Susan Blaze</u>

APPLICANT DATA FLOW LOG

#06-17

Position Title & Job # Full-time Accounting Associate Date Posted 8/10/2006

Department General Administration Date Filled CLOSED

EEO Job Category

Applicant's Name	SEX		RACE				INTERVIEW		SOURCE	STATUS	
	M	F	W	B	H	A	AI	Y			N
		X	X						X	ABC Job Listing	NH
		X	X						X	ABC Job Listing	NH
		X	X					X		EEO Job Mailing	NH
		X	X						X	Fresno Bee	NH
	X				X				X	Fresno Bee	NH
		X	X					X		Fresno Bee	NH
		X				X			X	Unknown	NH
	X		X						X	Unknown	NH
		X			X			X		Unknown	NH
		X	X						X	EEO Job Mailing	NH
		X				X			X	EEO Job Mailing	NH
Totals:	2	9	7	0	2	2	0	3	8		

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

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

APPLICANT DATA FLOW LOG

#06-18

Position Title & Job # Full-time News Director Date Posted 8/16/2006

Department News Date Filled 9/24/2006

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	Web	NH
	X		X						X	Unknown	NH
	X		X						X	Web	NH
	X		X						X	Unknown	NH
	X		X						X	Web	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	Walk-In	NH
	X		X						X	Web	NH
	X		X					X		ABC Employee	NH
		X	X					X		ABC Employee	H
	X		X					X		Web	NH
Totals:	16	2	17	0	0	1	0	5	13		

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.W.
Rehire	
Other	Submitted by: Bob Hall

APPLICANT DATA FLOW LOG

Position Title & Job # Full-time Webmaster Date Posted 8/23/2006

Department Internet Date Filled 9/18/2006

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	Fresno Bee	NH
	X		X					X		Word-of-mouth	NH
	X		X						X	Fresno Bee	NH
		X	X					X		Recruiting Agency	H
		X	X						X	Fresno Bee	NH
Totals:	4	2	5	0	1	0	0	2	4		

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>B. T.</u>
Rehire	
Other	Submitted by: <u>Daniel Simms</u>

APPLICANT DATA FLOW LOG

#07-01

Position Title & Job # Part-time Operations Technician Date Posted 10/17/2006
 Department Engineering Date Filled 5/14/2007
 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	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	Fresno Bee	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	Unknown	NH
	X				X				X	Web	NH
		X	X					X		Fresno Bee	H
	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	Web	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
Totals:	21	6	24	0	3	0	0	3	24		

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. G.
Rehire	
Other	Submitted by: AI Rodriguez

APPLICANT DATA FLOW LOG

#07-02

Position Title & Job # Full-time Internet Marketing Specialist Date Posted 10/18/2006

Department Sales Date Filled 1/28/2007

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	ABC Job Listing	NH
	X		X					X		Web	NH
		X	X					X		Web	NH
	X		X						X	Fresno Bee	NH
		X	X					X		Internal Employee	H
		X	X					X		Unknown	NH
	X		X						X	Unknown	NH
	X		X						X	Web	NH
		X	X						X	EEO Job Mailing	NH
		X	X					X		Word-of-Mouth	NH
		X	X					X		Word-of-Mouth	NH
		X	X						X	Unknown	NH
Totals:	4	9	13	0	0	0	0	0	6	7	

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. G.	
Rehire		
Other	Submitted by: <u>Randy Rose</u>	

APPLICANT DATA FLOW LOG

#07-03

Position Title & Job # Full-time News Reporter Date Posted 11/10/2006

Department News Date Filled 6/25/2007

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	Fresno Bee	NH
	X		X							X	TVJOBS	NH
		X	X							X	Web	NH
	X		X							X	Unknown	NH
		X	X							X	Broadcasting Cable	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	Fresno Bee	NH
	X		X							X	TVJOBS	NH
		X	X							X	Unknown	NH
		X	X							X	Unknown	NH
	X		X							X	Unknown	NH
		X	X							X	TVJOBS	NH
	X		X							X	Fresno Bee	NH
	X		X							X	TVJOBS	NH
		X	X							X	Fresno Bee	NH
		X	X							X	Web	NH
		X	X							X	Unknown	NH
	X		X							X	Unknown	NH
	X		X							X	Unknown	NH
		X	X							X	Napoli Management	NH
		X	X							X	Fresno Bee	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: J.T.K.
Rehire	
Other	Submitted by: Tracey Watkowski

APPLICANT DATA FLOW LOG

#07-04

Position Title & Job # Full-time News Producer Date Posted 1/11/2007

Department News Date Filled 3/5/2007

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X					X		X		Word-of-Mouth	NH
	X		X						X	Unknown	NH
		X	X						X	Unknown	NH
	X		X					X		ABC Employee	H
Totals:	3	1	3	0	0	1	0	2	2		

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: A. R.
Rehire	
Other	Submitted by: Tracey Watkowski

APPLICANT DATA FLOW LOG

#07-05

Position Title & Job # Full-time News Reporter Date Posted 1/11/2007

Department News Date Filled 2/19/2007

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	TVJOBS	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	Web	NH
		X			X				X	Web	NH
		X	X						X	TVJOBS	NH
		X	X						X	NWT Group	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	Freelanced at KFSN	NH
		X	X						X	Web	NH
		X	X						X	Web	NH
		X	X						X	TVJOBS	NH
	X		X						X	Talent Dynamics	NH
		X	X						X	Unknown	NH
		X	X						X	Unknown	NH
		X	X						X	Ken Linder Agency	NH
		X	X						X	Freelanced at KFSN	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: S. S.
Rehire	
Other	Submitted by: Tracey Watkowski

APPLICANT DATA FLOW LOG

#06-11

Position Title & Job # News Producer Date Posted 6/29/2006
 Department News Date Filled 7/24/2006
 EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X				X			X		Internal Employee	H
	X		X						X	Unknown	NH
	X		X					X		Unknown	NH
		X	X					X		Consultant	NH
	X				X			X		Unknown	NH
Totals:	4	1	3	0	2	0	0	4	1		

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: R. C.
 Rehire
 Other Submitted by: Joel Davis