

November 16, 2005

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 August 1, 2004 through July 31, 2005 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 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 2005, to increase public awareness of employment opportunities in the broadcasting industry.

- 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.

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

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 three minority applicants that eventually were hired as a News Producers and Reporter for KFSN-TV's sister Stations, WABC-TV in New York, WTVD in North Carolina and KGO in San Francisco, respectively.

**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 Creative Service Director, a Director level position, in the Media trade publications: Television Weekly and Broadcasting and Cable, during the month of July, 2005.

Positions Filled

Since August 1, 2004, the Station has filled nineteen (19) full time positions.

The first position, News Producers, was filled on August 4 2004. On June 16, 2004, 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). Eight candidates applied and three candidates were interviewed. (See Exhibit D1).

The second position, News Photographer, was filled on August 28, 2004. On July 27, 2004, notice of the job vacancy was submitted to ABC Job List/ing and the Station's mailing list (See Attachments A, B and C for names and addresses). Ten candidates applied and three were interviewed. The Station received resumes from three referral sources (See Attachment D-3 –D2 Intentional not added), and selected a candidate that had responded from another local T.V. station.

The third position, News Reporter, was filled on October 18, 2004. On August 24, 2004, 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). Sixty-seven candidates applied for the position and three were interviewed; the Station received resumes from ten referral sources (See Attachment D-4), and the selected candidate came from an unidentified source.

The fourth position, Assignment Editor, was filled on October 30, 2004. On September 16, 2004, 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). Thirteen candidates applied for the position and two were interviewed. The Station received resumes from seven referral sources (See Attachment D-4), and the selected candidate from an unidentified source.

The fifth position, Promotions Producer, was filled on November 28, 2004. On October 6, 2004, 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). Seventeen candidates applied for the position and two were interviewed. The Station received resumes from seven referral sources (See Attachment D-6) and selected candidate was referred by Word-of-Mouth.

The sixth position, News Reporter, was filled January 21, 2005. On August 24, 2004 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). Eighty two candidates applied for the position and two were interviewed. The Station received resumes from fourteen referral sources (See Attachment D-6) and the selected candidate was referred by an unknown source.

The seventh position, Assistant Chief Engineer, was filled February 3, 2005. On July 28, 2004 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). Ten candidates applied for the position and two were interviewed. The Station received resumes from five referral sources (See Attachment D-8) and the selected candidate came from an unknown source.

The eighth position, News Producer, was filled on January 24, 2005. On December 15, 2004, 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). Two candidates applied for the position and one was interviewed. The Station received resumes from one referral sources (See Attachment D-9) and an internal candidate was selected.

The ninth position, News Producer, was filled on February 28, 2005. On January 11, 2004, 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). Nine candidates applied for the position and four were interviewed. The Station received resumes from six referral sources (See Attachment D-10) and ABC Job Listing referred the selected candidate

The tenth position, Sales Assistant, was filled on February 22, 2005. On January 11, 2005, 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). Eighty candidates applied for the position and seventeen were interviewed. The Station received resumes from six referral sources (See Attachment D-11) and selected candidate was referred by the Web.

The eleventh position, Account Executive, was filled on May 31, 2005. On January 11, 2005, 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). Fifty three candidates applied for the position and eight were interviewed. The Station received resumes from six referral sources (See Attachment D-12) and selected candidate was referred by an unknown source.

The twelfth position, News Reporter, was filled on October 1, 2004. On June 16, 2004, 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). Ninety one candidates applied for the position and three were interviewed. The Station received resumes from four referral sources (See Attachment D-13) and selected candidate was referred by an unknown source.

The thirteenth position, Weekend Weathercaster, was filled on June 10, 2005. On February 10, 2005, 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). Fifty six candidates applied for the position and four were interviewed. The Station received resumes from eleven referral sources (See Attachment D-14) and selected candidate was referred Bell Talent Agency.

The fourteenth position, Anchor Reporter, was filled on March 26, 2005. On February 10, 2005, 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). Ninety candidates applied for the position and five were interviewed. The Station received resumes from twenty referral sources (See Attachment D-15) and selected candidate was referred by an unknown source.

The fifteenth position, Operations Manager, was filled on May 16, 2005. On March 29, 2005, 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 candidates applied for the position and three were interviewed. The Station received resumes from six referral sources (See Attachment D-16) and selected candidate was referred by an unknown source.

The sixteenth position, Weekend Morning Anchor Reporter, was filled on June 13, 2005. On April 4, 2005, 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). Eighty three candidates applied for the position and three were interviewed. The Station received resumes from sixteen referral sources (See Attachment D-17) and selected candidate was referred by an unknown source

The seventeenth position, Assignment Editor/ Associated Producer, was filled on July 9, 2005. On May 24, 2005, 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 nine candidates applied for the position and five were interviewed. The Station received resumes from seven referral sources (See Attachment D-18) and selected candidate was referred by the ABC Job listing

The eighteenth position, News Producer, was filled on July 28, 2005. On May 24, 2005, 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 for the position and two were interviewed. The Station received resumes from three referral sources (See Attachment D-19) and selected candidate was referred by the ABC Job listing

The nineteenth position, Technical Director, was filled on July 11, 2005. On May 14, 2005, 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). Seven candidates applied for the position and two were interviewed. The Station received resumes from five referral sources (See Attachment D-20) and selected candidate was referred by the ABC Job listing

#### 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 the July 31, 2004, 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-D10) 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 July 31, 2004, 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
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	Alice Stone	N/A
Hispanic Chamber of Commerce	1900 Mariposa Mall, Fresno, CA 93721		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	Johnny Nelum	N/A
NAACP	P.O. Box 11811, Fresno, CA 93775-1871		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

Since July 31, 2004, 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	
FCCC 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 Segovias 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>Minority</u>	<u>Women</u>	<u>Total</u>
ABC Job Listing	1	7	8
The Fresno Bee	13	65	78
Vida En El Valle	0	0	0
Broadcasting Cable	1	2	3
Visalia Delta Times	2	3	5
The California Advocate	0	1	1
The Bakersfield Californian	1	3	4
Independent Talent Agencies	8	32	40
Merced Sun Star	0	0	0
NAHJ	0	0	0
Chico Enterprise	0	1	1
TVJOBS.COM	24	112	136
Sacramento Bee	0	1	1
CA. Chicano News Media Assoc.	2	4	6
PlanetMedia.net	0	0	0
KFSN Web	5	68	73
<b>Total</b>	<u>57</u>	<u>299</u>	<u>356</u>







**APPLICANT DATA FLOW LOG**

#04-15 KFSN-TV  
EEO ATTACHMENT D-4

Position Title News Reporter Date Posted - 8/24/2004

Department News Date Filled 10/18/2004

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	Unknown	Not Hired
	X				X				X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Talent Dynamics	Not Hired
		X	X						X	WEB	Not Hired
		X	X						X	TVJOBS	Not Hired
		X	X					X		TVJOBS	Not Hired
		X			X				X	WEB	Not Hired
		X	X						X	Unknown	Not Hired
	X				X				X	TVJOBS	Not Hired
		X	X						X	TVJOBS	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	TVJOBS	Not Hired
		X	X						X	TVJOBS	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	TVJOBS	Not Hired
		X	X						X	NS Bienstock Agy	Not Hired
		X	X						X	Unknown	Not Hired
	X				X				X	Bell Talent	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	Willinger Talent Agy	Not Hired
Totals:											

<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   MK
Rehire	
Other	Submitted by: <u>Joel Davis</u>

**APPLICANT DATA FLOW LOG**

#04-15 KFSN-TV  
EEO ATTACHMENT D-4

Position Title News Reporter Date Posted - 8/24/2004  
 Department News Date Filled 10/18/2004  
 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	Not Hired
		X	X						X	Medialine	Not Hired
		X	X						X	WEB	Not Hired
		X	X						X	WEB	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
		X				X		X		Unknown	Not Hired
		X	X						X	Unknown	Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Mort Meisner Agy	Not Hired
	X		X						X	Word-of-Mouth	Not Hired
		X	X						X	Willinger Talent Agy	Not Hired
		X	X						X	WEB	Not Hired
		X	X						X	WEB	Not Hired
		X			X				X	CCNMA	Not Hired
		X	X						X	Scott Orr Agy	Not Hired
		X	X						X	Fresno Bee	Not Hired
		X	X						X	Scott Orr Agy	Not Hired
		X	X						X	WEB	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	NS Bienstock Agy	Not Hired
		X			X				X	TVJOBS	Not Hired
	X				X				X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	TVJOBS	Not Hired
	X				X				X	Napoli Mgt Group	Not Hired
		X	X						X	WEB	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

<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   MK
Rehire	
Other	Submitted by: Joel Davis









**APPLICANT DATA FLOW LOG**

#05-02 KFSN-TV  
EEO ATTACHMENT D-7

Position Title News Reporter Date Posted - 8/24/2004

Department News Date Filled 1/21/2005

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X					X			X	William Morris	Not Hired
		X	X						X	Unknown	Not Hired
		X			X				X	CCNMA	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	TVJOBS	Not Hired
		X	X						X	Web	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	Unknown	Not Hired
		X			X				X	TVJOBS	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Web	Not Hired
	X		X						X	TVJOBS	Not Hired
		X				X			X	Unknown	Not Hired
		X				X			X	TVJOBS	Not Hired
	X		X						X	Web	Not Hired
	X		X						X	Scott Orr Agency	Not Hired
	27	55	63	1	7	11	0	2	80		

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	KH
Rehire	
Other      Submitted by:	Joel Davis







**APPLICANT DATA FLOW LOG**

#05-06      KFSN-TV  
EEO ATTACHMENT D-11

Position Title & Job #      Sales Assistant      Date Posted      1/11/2005

Department      Sales      Date Filled      2/22/2005

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	NH
		X	X						X	Unknown	NH
	X		X						X	Fresno Bee	NH
		X	X					X		Fresno Bee	NH
		X	X						X	VTD	NH
		X	X						X	Unknown	NH
		X	X						X	VTD	NH
		X	X					X		Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
	X		X						X	Fresno Bee	NH
		X			X			X		Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
	X		X						X	Fresno Bee	NH
		X	X						X	VTD	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
	X		X					X		Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X			X			X		Fresno Bee	NH
		X			X				X	Fresno Bee	NH
		X	X						X	VTD	NH
		X	X						X	Unknown	NH
		X			X				X	Fresno Bee	NH
	X		X						X	Unknown	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: CH
Rehire	
Other	Submitted by: Bob Hall

**APPLICANT DATA FLOW LOG**

#05-06      KFSN-TV  
EEO ATTACHMENT D-11

Position Title & Job #      Sales Assistant      Date Posted      1/11/2005

Department      Sales      Date Filled      2/22/2005

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	Fresno Bee	NH
		X			X				X	Fresno Bee	NH
		X	X					X		Fresno Bee	NH
		X	X					X		Fresno Bee	NH
		X			X				X	Fresno Bee	NH
		X			X				X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X					X		Web	H
	X		X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	ABC Job Listing	NH
		X	X						X	Fresno Bee	NH
		X				X		X		Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X			X			X		Fresno Bee	NH
		X	X					X		Fresno Bee	NH
		X	X					X		Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X			X				X	Fresno Bee	NH
	X		X						X	VTD	NH
		X	X						X	Web	NH
		X	X						X	VTD	NH
		X	X						X	VTD	NH
		X				X			X	ABC Job Listing	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: CH
Rehire	
Other	Submitted by: Bob Hall

**APPLICANT DATA FLOW LOG**

#05-06      KFSN-TV  
EEO ATTACHMENT D-11

Position Title & Job #      Sales Assistant      Date Posted      1/11/2005

Department      Sales      Date Filled      2/22/2005

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	NH
		X	X						X	Unknown	NH
		X	X						X	Fresno Bee	NH
		X	X						X	VTD	NH
		X	X						X	Fresno Bee	NH
		X	X						X	VTD	NH
		X			X				X	Fresno Bee	NH
		X			X				X	Fresno Bee	NH
		X	X						X	Unknown	NH
		X	X						X	Fresno Bee	NH
		X			X			X		Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
	X		X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X					X		Fresno Bee	NH
		X			X				X	VTD	NH
		X	X					X		Fresno Bee	NH
		X	X						X	Unknown	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
		X	X						X	VTD	NH
		X	X					X		Temp	NH
Totals:	9	71	62	0	16	2	0	17	63		

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: CH
Rehire	
Other	Submitted by: Bob Hall

**APPLICANT DATA FLOW LOG**

#05-07 KFSN-TV  
EEO ATTACHMENT D12

Position Title & Job # Entry Level Account Executive Date Posted 1/11/2005

Department Sales Date Filled 5/31/2005

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X						X	Visalia Times Delta	NH
		X	X						X	Fresno Bee	NH
	X		X					X		Fresno Bee	NH
		X	X						X	Unknown	NH
	X		X						X	Visalia Times Delta	NH
		X	X						X	Fresno Bee	NH
		X	X						X	Fresno Bee	NH
	X		X						X	Fresno Bee	NH
		X	X						X	Bakersfield Calif	NH
	X		X						X	Visalia Times Delta	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	Unknown	NH
		X	X						X	Unknown	NH
		X	X						X	Fresno Bee	NH
	X		X						X	Web	NH
	X		X						X	Fresno Bee	NH
	X		X					X		Unknown	H
		X	X						X	Fresno Bee	NH
		X	X						X	Visalia Times Delta	NH
	X		X						X	Unknown	NH
	X		X						X	Fresno Bee	NH
	X		X						X	Unknown	NH
		X	X						X	Web	NH
	X		X					X		Fresno Bee	NH
		X	X						X	ABC Job Listing	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: TH
Rehire	
Other	Submitted by: Susan Blaze

**APPLICANT DATA FLOW LOG**

#05-087 KFSN-TV  
EEO ATTACHMENT D12

Position Title & Job # Entry Level Account Executive Date Posted 1/11/2005

Department Sales Date Filled 5/31/2005

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	Bakersfield Calif	NH
		X	X							X	Fresno Bee	NH
		X	X							X	Fresno Bee	NH
		X				X				X	Unknown	NH
	X		X							X	Walk-in	NH
	X		X						X		Fresno Bee	NH
	X		X							X	Fresno Bee	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	Fresno Bee	NH
	X		X							X	Fresno Bee	NH
	X		X							X	Visalia Times Delta	NH
		X	X							X	Bakersfield Calif	NH
		X	X							X	Bakersfield Calif	NH
		X	X							X	Unknown	NH
	X		X						X		Fresno Bee	NH
		X	X							X	Fresno Bee	NH
	X		X							X	Fresno Bee	NH
	X		X							X	Bakersfield Calif	NH
	X		X							X	Unknown	NH
		X	X							X	Fresno Bee	NH
		X					X			X	Visalia Times Delta	NH
<b>Totals:</b>	27	26	48	0	4	1	0	8	45			

<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: TH
Rehire	
Other	Submitted by: Susan Blaze

**APPLICANT DATA FLOW LOG**

#04-09      KFSN-TV  
EEO ATTACHMENT D-13  
6/16/2004

Position Title & Job #      News Reporter 04-09      Date Posted      6/16/2004

Department      News      Date Filled      10/1/2004

EEO Job Category

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X					X		Rick Gevers Agy	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	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	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
	X		X						X	Web	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	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	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X						X	David Crane Agy	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: SH  
Rehire  
Other      Submitted by: \_\_\_\_\_

Filename: Flowlog/Excel/DAN

**APPLICANT DATA FLOW LOG**

#04-09      KFSN-TV  
EEO ATTACHMENT D-13

Position Title & Job #      News Reporter 04-09      Date Posted      6/16/2004  
Department      News      Date Filled      10/1/2004

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	TVJOBS	NH
		X	X						X	Web	NH
		X	X						X	Unknown	NH
		X	X						X	David Crane Agy	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
	X		X						X	Eatman Media	NH
	X		X						X	Talent Dynamics	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	Web	NH
		X	X						X	Unknown	NH
		X		X					X	Walk-In	NH
		X				X			X	Unknown	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	Bell Talent	NH
		X	X						X	TVJOBS	NH
		X	X						X	The Crofoot Group	NH
		X	X						X	Unknown	NH
		X			X				X	TVJOBS	NH
	X		X						X	Unknown	NH
	X			X					X	Media Line	NH
<b>Totals:</b>											

<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: SH
Rehire	
Other	Submitted by: _____

Filename: Flowlog/Excel/DAN

**APPLICANT DATA FLOW LOG**

#04-09      KFSN-TV  
EEO ATTACHMENT D-13

Position Title & Job #      News Reporter 04-09      Date Posted      6/16/2004

---

Department      News      Date Filled      10/1/2004

---

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	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	Bell Talent	NH
		X	X					X		Unknown	H
	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	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	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	TVJOBS	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: SH
Rehire	
Other	Submitted by: _____

Filename: Flowlog/Excel/DAN



**APPLICANT DATA FLOW LOG**

#05-09      KFSN-TV  
EEO ATTACHMENT D-14

Position Title & Job #      Weekend Weathercaster      Date Posted      2/10/2005

---

Department      News      Date Filled      6/10/2005

---

EEO Job Category

---

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Mississippi State	NH
	X		X						X	Media Alliance	NH
	X		X						X	TVJOBS	NH
	X		X						X	Napoli Mgmt.	NH
	X		X						X	TVJOBS	NH
		X	X						X	Unknown	NH
	X		X						X	Mississippi State	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X						X	Mississippi State	NH
	X		X						X	TVJOBS	NH
	X		X						X	Mississippi State	NH
	X		X						X	m	NH
	X		X						X	Bell Talent	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X						X	Croffot Group	NH
	X		X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X						X	Mississippi State	NH
	X		X						X	Mississippi State	NH
	X		X						X	Unknown	NH
	X		X						X	Lorna Dave Agency	NH
	X		X						X	Media Biz	NH
	X		X						X	Mississippi State	NH
	X		X						X	Unknown	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
Totals:	X		X						X	TVJOBS	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>AT</u>
Rehire	
Other	Submitted by: <u>Joel Davis</u>

**APPLICANT DATA FLOW LOG**

#05-09 KFSN-TV  
EEO ATTACHMENT D-14

Position Title & Job # Weekend Weathercaster Date Posted 2/10/2005  
 Department News Date Filled 6/10/2005  
 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	TVJOBS	NH
	X		X						X	Mississippi State	NH
	X		X						X	TVJOBS	NH
	X		X						X	Mississippi State	NH
	X		X						X	Mississippi State	NH
	X		X						X	Unknown	NH
	X		X						X	Mort Miesner Assoc	NH
	X		X						X	David Crane Agency	NH
		X	X						X	TVJOBS	NH
	X		X						X	Media Alliance	NH
		X	X						X	TVJOBS	NH
	X		X						X	Weisman Media	NH
	X		X						X	Mississippi State	NH
	X		X						X	Mississippi State	NH
		X	X						X	Bell Talent	NH
		X	X					X		Unknown	NH
		X	X						X	Bell Talent	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
		X	X					X		Bell Talent	H
	X		X						X	TVJOBS	NH
		X	X					X		Unknown	NH
		X	X						X	Unknown	NH
	X		X						X	Mississippi State	NH
		X	X						X	TVJOBS	NH
	X		X						X	Mississippi State	NH
		X				X			X	Unknown	NH
Totals:	40	16	55	0	0	1	0	4	52		

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>AT</u>
Rehire	
Other	Submitted by: <u>Joel Davis</u>

**APPLICANT DATA FLOW LOG**

#05-10 KFSN-TV  
EEO ATTACHMENT D-15

Position Title & Job # Anchor/Reporter Date Posted 2/10/2005  
 Department News Date Filled 3/26/2005  
 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	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	TVJOBS	NH
	X		X						X	Lorna Dave Agency	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	TVJOBS	NH
		X	X						X	Unknown	NH
		X			X			X		Unknown	NH
		X	X						X	1st Choice News Talent	NH
		X	X						X	Unknown	NH
	X		X						X	David Crane Agency	NH
		X	X						X	Unknown	NH
		X	X						X	Web	NH
		X	X						X	TVJOBS	NH
	X		X						X	Unknown	NH
		X	X						X	Napoli Mgt	NH
		X	X						X	Unknown	NH
	X		X						X	TVJOBS	NH
		X	X						X	Scott Orr Agency	NH
	X		X						X	Web	NH
	X		X						X	SFX Media Group	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: MN
Rehire	
Other	Submitted by: Joel Davis

**APPLICANT DATA FLOW LOG**

#05-10 KFSN-TV  
EEO ATTACHMENT D-15

Position Title & Job # Anchor/Reporter Date Posted 2/10/2005  
 Department News Date Filled 3/26/2005  
 EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Mort Meisner Assoc	NH
		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	Unknown	NH
	X		X						X	Geller Media Mgt	NH
		X				X			X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
		X	X						X	Unknown	NH
	X		X						X	3 Kings Ent.	NH
		X	X						X	TVJOBS	NH
		X	X						X	IF Management	NH
		X	X						X	David Crane Agency	NH
		X	X						X	TVJOBS	NH
	X		X						X	Stephen D. Linett Mgt	NH
		X		X					X	Unknown	NH
		X	X						X	Web	NH
		X	X						X	IF Management	NH
	X		X						X	Unknown	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: MN
Rehire	
Other	Submitted by: Joel Davis

**APPLICANT DATA FLOW LOG**

#05-10 KFSN-TV  
EEO ATTACHMENT D-15  
2/10/2005

Position Title & Job # Anchor/Reporter Date Posted 2/10/2005  
 Department News Date Filled 3/26/2005  
 EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		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	TVJOBS	NH
		X	X					X		Unknown	H
		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		Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
		X	X						X	David Crane Agency	NH
		X	X						X	On Air Management	NH
		X	X						X	Bell Talent	NH
		X		X					X	TVJOBS	NH
		X	X						X	Croffot Group	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
		X	X						X	ABC Job Listing	NH
		X	X						X	Web	NH
		X			X			X		Consultant	NH
		X	X						X	Rick Gevers & Assoc	NH
		X	X						X	TVJOBS	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>MN</u>
Rehire	
Other	Submitted by: <u>Joel Davis</u>



**APPLICANT DATA FLOW LOG**

#05-12      KFSN-TV  
EEO ATTACHMENT D-16

Position Title & Job #      Operations Manager      Date Posted      3/29/2005

Department      Engineering      Date Filled      5/16/2005

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	NH
	X		X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
		X	X						X	ABC JOB LISTING	NH
		X	X						X	Unknown	NH
	X		X						X	TVJOBS	NH
	X				X				X	Unknown	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
		X			X				X	Employee	NH
	X		X						X	TVJOBS	NH
	X		X						X	ABC JOB LISTING	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	H
		X	X						X	ABC JOB LISTING	NH
	X		X						X	TVJOBS	NH
	X		X						X	ABC JOB LISTING	NH
		X	X						X	Unknown	NH
	X		X						X	TVJOBS	NH
	X		X					X		Employee	NH
	X					X			X	Web	NH
	X		X						X	Web	NH
Totals:	20	7	23	3	0	1	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: AR
Rehire	
Other	Submitted by: Ron Neil

**APPLICANT DATA FLOW LOG**

#05-13 KFSN-TV  
EEO ATTACHMENT D-17

Position Title & Job # Weekend Morning Anchor/Reporter Date Posted 4/4/2005  
 Department News Date Filled 6/13/2005  
 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	Napoli Mgt	NH
	X		X						X	Unknown	NH
		X	X						X	Web	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
	X				X				X	David Crane Agency	NH
		X				X			X	ABC JOB LISTING	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	TVJOBS	NH
		X	X						X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	Web	NH
		X	X						X	Unknown	NH
		X	X						X	KEN LINDER	NH
	X		X						X	Unknown	NH
		X	X						X	CCNMA	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: <u>IS</u>
Rehire	
Other	Submitted by: <u>Joel Davis</u>

**APPLICANT DATA FLOW LOG**

#05-13 KFSN-TV  
EEO ATTACHMENT D-17  
4/4/2005

Position Title & Job # Weekend Morning Anchor/Reporter Date Posted 4/4/2005  
 Department News Date Filled 6/13/2005  
 EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS	
	M	F	W	B	H	A	AI	Y	N			
		X	X							X	TVJOBS	NH
	X		X							X	Unknown	NH
		X	X							X	MORT MEISNER	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	Unknown	NH
		X	X							X	Unknown	NH
		X	X							X	TVJOBS	NH
		X	X							X	Unknown	NH
	X		X							X	TVJOBS	NH
		X	X							X	TVJOBS	NH
	X		X							X	Web	NH
	X		X							X	TVJOBS	NH
		X				X				X	TVJOBS	NH
	X		X							X	Unknown	NH
		X	X							X	TVJOBS	NH
		X	X							X	ADAMS BROADCAST	NH
		X	X							X	Unknown	NH
	X		X							X	Unknown	NH
		X	X							X	Unknown	NH
		X	X							X	CARUSO CO.	NH
		X	X							X	TVJOBS	NH
		X	X							X	TVJOBS	NH
	X		X							X	NWT GROUP	NH
	X		X							X	Unknown	NH
Totals:												

<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: IS
Rehire	
Other	Submitted by: Joel Davis

**APPLICANT DATA FLOW LOG**

#05-13 KFSN-TV  
EEO ATTACHMENT D-17  
4/4/2005

Position Title & Job # Weekend Morning Anchor/Reporter Date Posted 4/4/2005  
 Department News Date Filled 6/13/2005  
 EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X							Web	NH
		X	X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
		X			X				X	TVJOBS	NH
		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	Unknown	NH
	X		X						X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X					X		Unknown	H
		X		X					X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	Unknown	NH
		X	X						X	Unknown	NH
		X	X						X	KEN LINDER	NH
		X	X						X	WILLINGER	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	TVJOBS	NH
Totals:	23	60	73	1	4	5	0	3	80		

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>IS</u>
Rehire	
Other	Submitted by: <u>Joel Davis</u>

**APPLICANT DATA FLOW LOG**

#05-15 KFSN-TV  
EEO ATTACHMENT D-18

Position Title & Job # Assignment Editor/Associate Producer Date Posted 5/24/2005  
 Department News Date Filled 7/9/2005  
 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	NH
		X	X						X	TVJOBS	NH
		X	X					X		TVJOBS	NH
		X				X			X	TVJOBS	NH
	X				X			X		ABC JOB LISTING	H
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	Unknown	NH
		X	X						X	Web	NH
		X	X						X	Web	NH
		X	X						X	Employee	NH
		X	X						X	TVJOBS	NH
		X	X						X	ABC JOB LISTING	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		ABC JOB LISTING	NH
		X			X				X	TVJOBS	NH
	X		X						X	ABC JOB LISTING	NH
		X	X						X	Unknown	NH
	X		X						X	TVJOBS	NH
		X	X						X	Employee	NH
	X		X					X		Web	NH
	X		X						X	Web	NH
		X	X								
		X	X								

Totals: 6 23 25 0 2 2 0 5 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: RC
Rehire	
Other	Submitted by: Joel Davis



