

August 1, 2004

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, 2003 through July 31, 2004 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 no know of them.**

Sponsored a program at the Fresno Fair, during October 2003, 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 Chief Engineer, a Director level position, in the Media trade publications: Television Week, Electronic Media, and Broadcasting and Cable, during the month of April, 2004.
- ii. The station listed the position of General Sales Manger, a Director level position, in the Media trade publications: Television Week, Electronic Media and Broadcasting and Cable during the month of April, 2004.

Positions Filled

Since July 31, 2003, the Station has filled ten (10) full time positions.

The first two positions, News Producers, were filled on November 3 and November 15, 2003. On September 4, 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). Fifteen candidates applied and four candidates were interviewed, and two strong candidates were selected (See Exhibit D1).

The second position, News Photographer/Editor, was filled on November 3, 2003. On September 4, 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). Ten candidates applied and four were interviewed. The Station received resumes from three referral sources (See Attachment D-2), and selected a candidate that had responded from a Web posting.

The third position, Special Projects Executive Producer, was filled on November 3, 2003. On September 15, 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). Sixteen candidates applied for the position and four were interviewed; the Station received resumes from seven referral sources (See Attachment D-3), and the selected candidate came from an internal promotion.

The fourth position, News Anchor, was filled on January 5, 2004. On October 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). Eighty-Five candidates applied for the position and five were interviewed. The Station received resumes from nine referral sources (See Attachment D-4), and the selected candidate was referred by the ABC Job Listing..

The fifth position, Sports Anchor/Reporter, was filled on May 11, 2004. On January 30, 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). One hundred and thirty seven candidates applied for the position and five were interviewed. The Station received resumes from nineteen referral sources (See Attachment D-5) and Talent Dynamics referred the selected candidate.

The sixth position, News Photographer, was filled March 8, 2003. On February 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). Ten candidates applied for the position and four were interviewed. The Station received resumes from seven referral sources (See Attachment D-6) and an external candidate was selected.

The seventh position, Maintenance Engineer, was filled April 26, 2004. On February 20, 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 four were interviewed. The Station received resumes from six referral sources (See Attachment D-7) and the Fresno Bee referred the selected candidate.

The eighth position, Director of Engineering, was filled on July 9, 2004. On February 23, 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). Twenty-five candidates applied for the position and eight were interviewed. The Station received resumes from seven referral sources (See Attachment D-8) and an internal candidate was selected.

The ninth position, General Sales Manager, was filled on June 7, 2004. On April 1, 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). Eleven candidates applied for the position and five were interviewed. The Station received resumes from five referral sources (See Attachment D-9) and ABC Job Listing referred the selected candidate

The tenth position, Sales Assistant, was filled on June 13, 2004. On June 17, 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). Thirty-five candidates applied for the position and three were interviewed. The Station received resumes from five referral sources (See Attachment D-10) and the Fresno Bee referred the selected candidate.

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.

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	Nilsa Vargas	212-456-7084
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
PlanetMedia.Net			
Broadcast Engineer	PO Box 96985 Chicago, IL 60693	J Schafer	800-896-9939

ORGANIZATIONS

In addition to the organizations listed above, since July 31, 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
EDDD 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
EDDD 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

Since July 31, 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	
CSUF, Dr. Lily Small	2225 E. San Ramon, Fresno, CA 93740-0100	Dr. Lily Small
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 Tahaferro 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.

APPLICANT DATA FLOW LOG

#03-13

Position Title News Producer (2 Openings) Date Posted 9/4/2003

Department News Date Filled 11/3 & 11/15/03

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
									X		
	X		X						X	TVJOBS	Not Hired
		X	X						X	TVJOBS	Not Hired
	X			X				X		Unknown	Hired
	X		X						X	Broadcasting&Cable	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
		X	X					X		Unknown	Not Hired
	X		X						X	Lorna Dave Agy	Not Hired
	X		X						X	WEB	Not Hired
		X	X						X	Fresno Bee	Not Hired
	X		X						X	WEB	Not Hired
		X	X					X		Word-of-Mouth	Not Hired
		X	X						X	Walk-In	Not Hired
	X		X					X		Unknown	Hired
	X		X						X	Fresno Bee	Not Hired
Totals:	10	5	14	1	0	0	0	0	4	12	

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	MB & KS
Rehire	
Other Submitted by:	Joel Davis

APPLICANT DATA FLOW LOG

Position Title News Photographer/Editor Date Posted - 9/4/2003

Department News Date Filled 11/3/2003

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X		WEB Not Hired
	X		X						X		Word-of-Mouth Not Hired
	X		X						X		WEB Not Hired
	X		X							X	WEB Not Hired
	X		X							X	WEB Not Hired
	X		X							X	WEB Not Hired
	X		X							X	Word-of-Mouth Not Hired
	X		X						X		WEB Hired
	X		X						X		WEB Not Hired
	X		X							X	WEB Not Hired
Totals:	10	0	10	0	0	0	0	0	5	5	

- | |
|---------------------|
| 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	JN
Rehire	
Other Submitted by:	Dennis Silvas

APPLICANT DATA FLOW LOG

#03-15

Position Title 11 PM Special Projects Exec. Producer Date Posted - 9/15/2003

Department News Date Filled 11/3/2003

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
									X		
	X		X						X	TVJOBS	Not Hired
		X	X						X	TVJOBS	Not Hired
	X			X				X		Unknown	Not Hired
	X			X					X	Internal Employee	Hired
	X		X						X	Broadcasting & Cable	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
		X	X					X		Unknown	Not Hired
	X		X						X	Lorna Dave Agy	Not Hired
	X		X						X	WEB	Not Hired
		X	X						X	Fresno Bee	Not Hired
	X		X						X	WEB	Not Hired
		X	X					X		Word-of-Mouth	Not Hired
		X	X						X	Walk-In	Not Hired
	X		X					X		Unknown	Not Hired
	X		X							Fresno Bee	Not Hired
Totals:	11	5	14	2	0	0	0	0	4	12	

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 MC
Rehire	
Other	Submitted by: Joel Davis

APPLICANT DATA FLOW LOG

Position Title Morning and Midday News Anchor Date Posted - 10/6/2003

Department News Date Filled 1/5/2004

EEO Job Category _____

Applicant's Name	SEX		RACE				INTERVIEW		SOURCE	STATUS	
	M	F	W	B	H	A	AI	Y			N
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X					X		Unknown	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	David Crane agency	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Bell Talent	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	SFX Media	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	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 JM
Rehire	
Other	Submitted by: Joel Davis

APPLICANT DATA FLOW LOG

Position Title Morning and Midday News Anchor Date Posted - 10/6/2003

Department News Date Filled 1/5/2004

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X				X			X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X					X		X		EEO Letter	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X				X			X		ABC Job Listing	Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	Unknown	Not Hired
	X		X						X	Unknown	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	JM
Rehire	
Other Submitted by:	Joel Davis

APPLICANT DATA FLOW LOG

#04-03

Position Title Sports Anchor/Reporter Date Posted - 1/30/2004

Department News Date Filled 5/11/2004

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	TVJOB	Not Hired
	X		X						X	Joel Weisman P.C.	Not Hired
	X		X						X	TVJOB	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	DB Associates	Not Hired
	X		X						X	TVJOB	Not Hired
		X	X						X	TVJOB	Not Hired
	X		X						X	TVJOB	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOB	Not Hired
	X		X						X	DB Associates	Not Hired
	X		X						X	TVJOB	Not Hired
	X		X					X		Unknown	Not Hired
	X		X						X	TVJOB	Not Hired
		X	X						X	David Crane Agency	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOB	Not Hired
		X	X						X	Unknown	Not Hired
	X					X		X		Agent	Not Hired
	X		X					X		Word-of-Mouth	Not Hired
	X		X						X	TVJOB	Not Hired
	X		X						X	Word-of-Mouth	Not Hired
		X	X						X	TVJOB	Not Hired
	X		X						X	TVJOB	Not Hired
	X		X						X	TVJOB	Not Hired
	X		X						X	Unknown	Not Hired
		X	X						X	TVJOB	Not Hired
	X		X						X	TVJOB	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 JO
Rehire	
Other	Submitted by: Joel Davis

APPLICANT DATA FLOW LOG

Position Title Sports Anchor/Reporter Date Posted - 1/30/2004
 Department News Date Filled 8/23/2004
 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	Talent Dynamics	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	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	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	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
		X			X				X	SFX Media	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	TVJOBS	Not Hired
Totals:											

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

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

APPLICANT DATA FLOW LOG

Position Title Sports Anchor/Reporter Date Posted - 1/30/2004

Department News Date Filled 8/23/2004

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X		X					X	Unknown	Not Hired
	X			X					X	David Crane Agy	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	DB Associates	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	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	N.S. Bienstock	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	DB Associates	Not Hired
		X	X						X	Linder & Assoc	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Mort Meisner Ass	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	David Crane Agy	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Willinger Talent	Not Hired
	X		X						X	TVJOBS	Not Hired
Totals:											

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

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

APPLICANT DATA FLOW LOG

#04-03

Position Title Sports Anchor/Reporter Date Posted - 1/30/2004
 Department News Date Filled 8/23/2004
 EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Mitton Mgt	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	CCNMA	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						x	TVJOBS	Not Hired
	X					X			X	TVJOBS	Not Hired
		X	X						X	DB Associates	Not Hired
	X		X					X		Talent Dynamics	Hired
		X	X						X	TVJOBS	Not Hired
	X		X						X	Geller Media Mgt	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	Dicksten & Scutti	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	DB Associates	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	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
		X				X			X	Rob Jordan Mgt	Not Hired
	X					X			X	TVJOBS	Not Hired
		X	X						X	Willinger Talent Agy	Not Hired
	X		X						X	TVJOBS	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	JO
Rehire	
Other Submitted by:	Joel Davis

APPLICANT DATA FLOW LOG

Position Title Sports Anchor/Reporter Date Posted - 1/30/2004
 Department News Date Filled 8/23/2004
 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	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Napoli Mgt	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	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
		X	X						X	Lorna Dave Agy	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	Talent Dynamics	Not Hired
	X					X		X		Unknown	Not Hired
Totals:	116	21	128	2	4	3	0	5	132		

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 JO
 Rehire
 Other Submitted by: Joel Davis

APPLICANT DATA FLOW LOG

#04-04

Position Title & Job # News Photographer/Editor, FB 04-04 Date Posted 2/6/2004

Department News Date Filled 3/8/2004

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X				X			X		Field Meeting	H
	X		X		X				X	Web	NH
	X				X			X		Fresno Bee	NH
	X		X					X		Freelance KFSN	NH
	X		X						X	Unknown	NH
	X		X						X	Web	NH
	X		X						X	Unknown	NH
	X		X						X	Internal	NH
	X		X						X	Word-of-Mouth	NH
	X		X					X		Unknown	NH
Totals:	10	0	8	0	3	0	0	0	4	6	

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: CD	
Rehire	
Other Submitted by: Dennis Silvas	

APPLICANT DATA FLOW LOG

Position Title & Job # Maintenance Engineer, FB 04-05 Date Posted 2/20/2004

Department Engineering Date Filled 4/26/2004

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X				X			X		Ad-Fresno Bee	NH
	X		X						X	Ad-Fresno Bee	NH
	X		X						X	Ad-TV Jobs	NH
	X		X						X	Ad-Fresno Bee	NH
	X		X						X	Other-word of mouth	NH
	X		X						X	Ad-TV Jobs	NH
	X		X					X		Other-internet	NH
	X		X					X		Ad-Fresno Bee	H
	X		X					X		Employee-Joel Davis	NH
	X		X						X	Other-word of mouth	NH
Totals:	10	0	9	0	1	0	0	4	6		

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>RK</u>	
Rehire	
Other Submitted by: <u>Ron Neil</u>	

Filename: Flowlog/Excel/DAN

APPLICANT DATA FLOW LOG

Position Title & Job # Director of Engineering, FB 04-06 Date Posted 2/23/2004
 Department Engineering Date Filled 7/9/2004
 EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Television Week	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X					X		ABC Job Listing	Not Hired
	X		X						X	Broadcast Engineers	Not Hired
	X		X						X	Fresno Bee	Not Hired
	X		X					X		Dave Converse	Not Hired
	X		X					X		TVJOBS	Not Hired
	X				X				X	Television Week	Not Hired
	X		X						X	ABC Job Listing	Not Hired
	X		X					X		Television Week	Not Hired
	X		X						X	Broadcast Engineers	Not Hired
	X		X						X	Television Week	Not Hired
	X				X			X		Jeff Jordan	Not Hired
	X		X					X		Internal Employee	Hired
	X		X						X	Broadcast Engineers	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X					X		Unknown	Not Hired
	X		X						X	Television Week	Not Hired
	X		X					X		Unknown	Not Hired
	X		X						X	Broadcast Engineers	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Broadcast Engineers	Not Hired
	X		X						X	Broadcasting & Cable	Not Hired
	X		X						X	Broadcast Engineers	Not Hired
Totals:	25	0	23	0	2	0	0	0	8	17	

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: RN
 Rehire
 Other Submitted by: Eric Lerner

APPLICANT DATA FLOW LOG

Position Title & Job # General Sales Manager, FB 04-07 Date Posted 4/1/2004

Department Sales Date Filled 6/7/2004

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	Not Hired
	X		X						X		Internal Employee	Not Hired
	X		X						X		Fresno Bee	Not Hired
	X			X					X		ABC Job Listing	Hired
	X		X							X	Web	Not Hired
	X		X						X		Fresno Bee	Not Hired
	X		X							X	Unknown	Not Hired
		X	X							X	Electronic Media	Not Hired
	X		X							X	Fresno Bee	Not Hired
	X		X							X	Unknown	Not Hired
	X		X							X	TVJOBS	Not Hired
Totals:	9	2	10	1	0	0	0	0	5	6		

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: BH
Rehire
Other Submitted by: Eric Lerner

APPLICANT DATA FLOW LOG

Position Title & Job # Sales Assistant 04-11 Date Posted 6/17/2004
 Department Sales Date Filled 6/13/2004
 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	Word-of-Mouth	Not Hired
		X	X						X	Web	Not Hired
	X					X			X	Walk-in	Not Hired
	X		X						X	Web	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	Fresno Bee	Not Hired
	X		X						X	Web	Not Hired
		X				X			X	Fresno Bee	Not Hired
		X				X			X	Fresno Bee	Not Hired
		X	X						X	Web	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
	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	Walk-in	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: _____
 Rehire
 Other Submitted by: _____

APPLICANT DATA FLOW LOG

#04-11

Position Title & Job # Sales Assistant 04-11 Date Posted 6/17/2004
 Department Sales Date Filled 7/13/2004
 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	Web	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
Totals:	6	29	22	1	11	1	0	3	32			

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 b	SF
Rehire	
Other Submitted by:	Bob Hall