

August 1, 2009

This Annual EEO Report is filed on behalf of KFSN-TV, LLC in Fresno, California in compliance with the FCC's EEO reporting requirements. KFSN-TV Fresno is an American Broadcasting Owned and Operated television Station located in Fresno, California. This report includes information from August 1, 2008 through July 31, 2009 and will be placed in the Station's public file and on the Station's website.

KFSN-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure compliance with the requirements of the FCC, we have adopted an equal opportunity program, as described within.

Job Vacancy Information

KFSN-TV as an equal opportunity employer is committed to meeting and surpassing the Station's EEO information dissemination obligations. All full-time and part-time job vacancies are posted with several sources including national and local minority organizations, schools and newspapers. The Station's list of recruitment sources has been updated and was used for every full-time vacancy (See Attachment A), arising 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.**

KFSN sponsored a program at the Fresno Fair, during October 2008, to increase public awareness of employment opportunities in the broadcasting industry. The following station personnel participated in the event: Veronica Bedolla, Gregory Baker, Susan Blaze, Jody Bolanos, Timothy Cooley, Diane Hernandez, Rose Greene and Courtney Hufnagle.

- 2. Establishment of an internship designed to assist members of the community to acquire skills need for broadcast employment.**

KFSN-TV operates a News Internship Program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit. Typically an Intern works at the Station for 3-4 months, depending on the length of the school semester. The Station notifying area colleges/universities about Internship openings and from student-initiated contacts recruits interns. The goal of the Internship Programs is to expose

students to the “real-life” world of the field they are pursuing. The News Department utilizes established guidelines to create a program specific to the department. The Station strives to teach interns how the world of News Production works, and provide them with valuable experience to facilitate the pursuit of a career in broadcasting. An Intern’s duties range from assisting on the assignment desk to providing research for breaking news stories. In the last twelve months, the station has had six news interns participate in the program. The interns come from academic institutions such as Texas State University, California State University Stanislaus, University of Southern California, California State University Fresno and Fresno City College.

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

The Station operates a Minority Sales Internship Program. The purpose of this Program is to seek out individuals who have demonstrated they have the aptitude, the knowledge and the ambition to be an account executive for a major or mid-market television Station. This Program actively seeks out minority applicants in an effort to gradually increase the number of qualified minority candidates for positions in the television industry and, eventually, television sales management. The station currently has one African American male that is participating in the sales internship program.

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 President and Manager, an executive level position, in the following referral sources: Fresno Bee, Vita, ABC30.Com, TV Jobs and CCNMA during the month of January 8, 2009.

Positions Filled

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

The first position, Account Executive, was filled on June 22, 2008. On May 19, 2009, notice of the job vacancy was submitted to the Disney Job Listing, which is a company wide weekly job newsletter and the Station mailing list (see Attachments A, B and C for names and addresses). Twenty six candidates applied and fourteen candidates were interviewed. (See Exhibit D-1). The candidate selected came from **word-of-mouth**.

The second position, Assignment Editor/Producer, was filled on April 10, 2009. On January 8, 2009, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and addresses). Eleven candidates applied and three were interviewed. The Station received resumes from four referral sources (See Exhibit D-2) and selected a candidate that had responded from the Disney Job Listing.

The third position, President and General Manager, was filled on February 2, 2009. On January 8, 2009, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Twenty-eight candidates applied for the position and eighteen were interviewed; the Station received resumes from four referral sources (See Attachment D-3), and the selected candidate came from the Disney Job Listing.

The fourth position, Morning Anchor, was filled on January 6, 2009. On December 9, 2008, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Sixty-seven candidates applied for the position and three were interviewed. The Station received resumes from twenty referral sources (See Attachment D-4), and the selected candidate came from the Disney Job Listing.

The fifth position, Sports Anchor, was filled on January 23, 2009. On December 9, 2008, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Sixty-eight candidates applied for the position and four were interviewed. The Station received resumes from fourteen referral sources (See Attachment D-5) - The selected candidate came from T.V Jobs.com.

The sixth position, News Producer, was filled December 29, 2008. On August 8, 2008, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Twenty-six candidates applied for the

position and three were interviewed. The Station received resumes from eight referral sources (See Attachment D-6) and the selected candidate was referred by word of mouth.

The seventh position, News Producer, was filled August 6, 2008. On June 18, 2008, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Ten candidates applied for the position and three were interviewed. The Station received resumes from eight referral sources (See Attachment D-7) and the selected candidate was referred through Disney Job Listing.

The eighth position, Internet Marketing Specialist, was filled July 13, 2009. On June 17, 2009, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Seven candidates applied for the position and two were interviewed. The Station received resumes from three referral sources (See Attachment D-8) and the selected candidate was referred by Act-1 Personnel Services.

Recruitment Sources-General

In an effort to reach a broad spectrum of the population, KFSN-TV uses various sources in its recruitment efforts. In addition to local and national print journals, the Station also has its recruitment ads placed on the Web pages of major print journals, such as Broadcast & Cable.

In addition to the print media, KFSN-TV continuously receives referrals of job applicants from other sources, including educational institutions (See Attachments C-1, 2, 3), word-of-mouth, talent agents, temporary employees and persons submitting resumes to the Station.

Recruitment Sources-Hire and Interviewee

Since August 1, 2008, 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- D8) 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 – REFERRALS

	<u>Number of Referrals</u>		<u>Total</u>
	<u>Minority</u>	<u>Women</u>	
Disney Job Listing	10	7	17
Recruiting Agency	0	0	0
The Fresno Bee	1	2	3
Vida En El Valle	0	0	0
Broadcasting Cable	0	0	0
Visalia Delta Times	0	0	0
The California Advocate	0	0	0
The Bakersfield Californian	0	0	0
Independent Talent Agencies	5	15	20
Bulldogjobs.com	0	1	1
NAHJ	0	0	0
Medialine	1	2	3
Chico Enterprise	0	0	0
TVJOBS.COM	6	19	25
CA. Chicano News Media Assoc.	1	0	1
KFSN Web	10	15	25
EEO Job Mailing	0	0	0
Unidentified	9	27	36
Total	43	88	131

ORGANIZATIONS

In addition to the organizations listed above, since July 31, 2008, 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
The Career Center	18111 Nordoff Street, Northridge, CA 93702	John Mayaski	N/A
League Mex.-Amer. Women	P.O. Box 9063, Fresno CA 93700	Helen Veloz	N/A
Chicano & Latin Amer. Studies	5340 N. Campus Drive, Fresno, CA 93740		N/A
Ms. Julia Brown	9842 N. Bunker Hill Dr., Fresno, CA 93726	Julia Brown	N/A
Centro La Familia	2014 Tulare Street, Fresno, CA 93721	Marguerita Rocha	N/A
First Chinese Baptist Church	6080 N. Angus Street, Fresno, CA 93710	Liz	N/A
Hinton Comm. Center	2385 S. Fairview, Fresno, CA 93706		N/A
Youth Employment Off.	770 San Pablo, Fresno, CA 93728	Al Smith	N/A
Fresno Chamber of Commerce	P.O. Box 1469, Fresno, CA 93716	Mattie Meyers	N/A
Ms. Mattie Meyers	P.O. Box 12754, Fresno, CA 93779-2754	Michelle Morris	N/A
Fresno County EOC	1900 Mariposa Mall #121, Fresno, CA 93721	Ivan Roman	N/A
Natl. Assoc. of Hispanics	1193 National Press Bldg, Washington, D.C. 20045	Pauline Kimber	N/A
California Advocate	1715 E St., Ste 108, Fresno CA 93728	Gail Vartanian	N/A
UCP	4224 N. Cedar Avenue, Fresno, CA 93726-3700	David Arrendondo	N/A
David Arrendondo	840 S. West Avenue, Fresno, CA 93706	Diane G. Medina	N/A
KABC-TV	4151 Prospect Avenue, Los Angeles, CA 90027	Ken Smith	N/A
Ivy Community Center	1350 E. Annadale, Avenue, Fresno CA 93725	Liz	N/A
Gould-Najarian Counseling	1665 W. Shae, #102, Fresno, CA 93711	Jeff Davis	N/A
Employment & Training Services	1900 Mariposa Mall #303, Fresno, CA 93721	Maude Hunter	N/A
Ms. Maude Hunter	4645 North Fifth, Fresno, CA 93726	Lorita Adams	N/A
Fresno County Workforce Connection	3302 N. Blackstone, Ste. 302, Fresno, CA 93726		N/A

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>	<u>PHONE #</u>
NW Employment Networking Svc.	5415 North West Avenue, Fresno, CA 93711	Barbara Pease	N/A
EDD Job Services	3302 N. Blackstone, Ste 155, Fresno, CA 93726-5393	N/A	N/A
Marjorie Mason Center	1600 M Street, Fresno, CA 93721	Jana Harris	N/A
EDD Job Service	1225 Post Street, San Francisco, CA 94109	Patricia Sullivan	N/A
St. John's Society	2116 Fernwood Drive, Hanford, CA 93230	Fatima Belo	N/A
Chinese for Affirmative Action	17 Walter U Lum Pl., San Francisco, CA 94108	Ronnie Rhoe	N/A
Goodwill Industries	1500 Mission, San Francisco, CA 94103	Kirill Elistratov	N/A
State of California Rehabilitation Dept	2550 Mariposa Mall, Fresno, CA 93721	Debbie Rose	N/A
Bay Area Women's Resource Center	318 Leavenworth St., San Francisco, CA 94107		N/A
Young Com. Dev.	1715 Yosemite Avenue, San Francisco, CA 94124		N/A
Miramonte Vocational Program	206 California Ave., Palo Alto CA 94306		N/A
Lanare Community Center	20620 Grantland, Riverland, CA 93656		N/A
Employment Network Ministry	7172 N. Cedar, Fresno, CA 93720-3368	Carlos Gomez Jr.	N/A
NAACP	P.O. Box 11811, Fresno, CA 93775-1871	Johnny Nelum	N/A
Sacramento Professional Network	5007 Broadway, Sacramento, CA 95820	Experience Unlimited Coord.	N/A
Fresno Reg. Occupational Prog.	1111 Van Ness Ave., Fresno, CA 93721-2002	Ophelia Petross	N/A
The Leadership Institute	1101 N. Highland St., Arlington, VA 22201	Jim Cromwell	N/A
Bay Area Urban League	2 Grant Ave., #2-M, San Francisco, CA 94108-5802		
AFTA/National/Job Bulletin	260 Madison Avenue, New York, NY 10016		

EDUCATIONAL INSTITUTIONS

Since July 31, 2008, KFSN-TV has notified the following educational institutions of job openings and solicited referrals of applicants:

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>
Edison High School	540 E. California, Fresno, CA 93728	Bud Taylor
Career Dev. Center	CA State University-Hayward, Hayward, CA 94542	Richard Forster
Pan American Studies	1101 E. University, Fresno, CA 93741	Kehinda Solwazi
Fresno City College, Placement Office	1101 E. University, Fresno, CA 93741	Michelle Ruby
State Center Comm. College, Voc. Train.	2930 E. Annadale, Fresno, CA 93725	Carol Rains
FCC Disabled Student's Program	1101 E. University, Fresno, CA 93741	Janice Emerzian
East New Mexico University	E. New Mexico Univ., Portales, NM 88130	Lucy Wilson
CSUF Mass Communications & Journal.	2225 E. San Ramon, Fresno, CA 93740-8029	Don Priest
San Joaquin Valley College	295 E. Sierra Ave., Fresno, CA 93710	Nancy Hale
JK University/Career Center	100 Ellinwood Way, Pleasant Hill, CA 94523-4817	Diane Methfessel
College of the Segojas Placement Office	915 S. Mooney Blvd., Visalia, CA 93227	Fayd Hord
S.F. State University, Grad. Career Ctr.	1600 Holloway Ave., San Francisco, CA 94132	Edwin Critchlow
CSU Chico	Placement Office, Chico, CA 95929-0700	Noele Winans
Northeastern University	102 Lake Hall, Boston, MA 02115	Maria Stein
City College Downtown Campus	800 Mission Street, San Francisco, CA 94103	Gene Williams
Oholone Community College	43600 Mission Blvd., Fremont, CA 94530	Diane Burkeland
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	Alicia Andrade
Merced College, Job Placement	3600 M Street, Merced, CA 95340	Debbie Sutton
Kings River Community College	995 N. Reed Avenue, Reedley, CA 93654	Laurie Tidyman-Coxey
Long Island University	Southampton Campus, Southampton, NY 11968	Attn: Job Placement
Fresno City Resource Center	1101 E. University, Fresno, CA 93741	Rob Weil

<u>NAME</u>	<u>ADDRESS</u>	<u>CONTACT PERSON</u>
Women's Resource Center, CSUF	Fresno, CA 93740	Francine Oputa
Fresno City College	1101 E. University, Fresno, CA 93741	Mary Beth Wynn
Merced College	3600 M Street, Merced, CA 95348	Bob Barrera
FSU Dept of Mass Communications	2225 E. San Ramon, Fresno, CA 93740-8029	Jim Wilson
Natl. Assoc. Black Journalists	8701 Adelphi Rd., Adelphi, MD 20783	Timothy Bracey
City College/S.E. Campus	1800 Oakdale Avenue, San Francisco, CA 94124	
DeAnza College	21250 Stevens Creek Blvd., Cupertino, CA 95014	
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	Cindy Lister

APPLICANT DATA FLOW LOG

Position Title & Job # ACCOUNT EXECUTIVE Date Posted 5/19/2009
 Department SALES Date Filled 6/22/2009
 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	UNKNOWN	NH
		X		X				X		WEB	NH
		X			X				X	WEB	NH
		X	X					X		Fresno Bee	NH
	X				X			X		WEB	NH
	X				X				X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
		X	X						X	Bulldog Jobs	NH
	X		X					X		Word-of-Mouth	NH
		X	X						X	Unknown	NH
		X	X						X	WEB	NH
	X		X						X	WEB	NH
	X		X					X		Fresno Bee	NH
		X	X						X	Word-of-Mouth	NH
	X		X						X	WEB	NH
	X		X					X		UNKNOWN	NH
		X			X			X		Fresno Bee	NH
	X				X			X		WEB	NH
		X	X					X		Word-of-Mouth	H
	X					X		X		WEB	NH
	X		X						X	UNKNOWN	NH
	X				X			X		Word-of-Mouth	NH
	X		X						X	WEB	NH
	X		X						X	UNKNOWN	NH
Totals:	14	12	17	1	7	1	0	14	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 by: S. S.
Rehire	
Other	Submitted by: S. B.

APPLICANT DATA FLOW LOG

#09-04

Position Title & Job # PRESIDENT & GENERAL MANAGER Date Posted 1/8/2009

Department G&A Date Filled 2/2/2009

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X					X		Disney Job Listing	H
	X		X						X	Disney Job Listing	NH
	X		X						X	Disney Job Listing	NH
		X	X					X		Disney Job Listing	NH
	X				X				X	Disney Job Listing	NH
	X		X					X		Disney Job Listing	NH
	X				X				X	Disney Job Listing	NH
	X		X					X		Disney Job Listing	NH
	X				X			X		Disney Job Listing	NH
	X		X						X	UNKNOWN	NH
		X	X					X		Disney Job Listing	NH
	X		X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X					X		Disney Job Listing	NH
	X		X					X		Disney Job Listing	NH
	X		X						X	WEB	NH
	X		X					X		Disney Job Listing	NH
	X				X			X		Disney Job Listing	NH
	X		X					X		Disney Job Listing	NH
		X			X			X		Disney Job Listing	NH
		X			X			X		Disney Job Listing	NH
	X		X					X		Disney Job Listing	NH
		X			X				X	Disney Job Listing	NH
	X				X			X		Disney Job Listing	NH
	X		X						X	UNKNOWN	NH
	X		X					X		Disney Job Listing	NH
	X				X			X		Disney Job Listing	NH
		X	X					X		Disney Job Listing	NH
Totals:	22	6	19	1	8	0	0	18	10		

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

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

APPLICANT DATA FLOW LOG

#09-03

Position Title & Job # Full-time Morning Anchor Date Posted 12/9/2008

Department News Date Filled 1/6/2009

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X				X				X	Napoli Management	NH
	X		X						X	Unknown	NH
	X				X				X	CCNMA	NH
		X	X						X	Medialine	NH
		X	X						X	Lorna Dave Agency	NH
		X	X						X	TVJOBS	NH
		X	X						X	Unknown	NH
		X			X				X	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X						X	Word-of-Mouth	NH
		X	X						X	TVJOBS	NH
		X	X						X	Unknown	NH
	X		X						X	Lorna Dave Agency	NH
	X		X						X	Unknown	NH
		X			X				X	Lorna Dave Agency	NH
		X	X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X			X				X	Unknown	NH
	X				X				X	Web	NH
		X		X					X	TVJOBS	NH
		X	X						X	Lorna Dave Agency	NH
		X	X						X	Lorna Dave Agency	NH
		X	X						X	Lorna Dave Agency	NH
	X				X				X	Rick Gevers & Assoc	NH
	X		X						X	TVJOBS	NH
		X	X						X	Headline Media Mgmt	NH
		X	X						X	Medialine	NH
		X	X						X	IF Management	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: M. K.
Rehire	
Other	Submitted by: Tracey Watkowski

APPLICANT DATA FLOW LOG

#09-03

Position Title & Job # Full-time Morning Anchor Date Posted 12/9/2008

Department News Date Filled 1/6/2009

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Lorna Dave Agency	NH
	X		X						X	Unknown	NH
	X		X					X		Disney Job Listing	H
		X	X						X	Unknown	NH
	X		X					X		Talent Dynamics	NH
	X		X						X	IF Management	NH
		X	X						X	Unknown	NH
		X		X					X	Unknown	NH
		X	X						X	TVJOBS	NH
	X		X						X	Montgomery McCracken	NH
	X		X						X	Magid	NH
	X		X					X		Roger Bell Agency	NH
	X		X						X	Willinger Talent	NH
	X		X						X	Unknown	NH
		X	X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
	X		X						X	TVJOBS	NH
	X		X						X	Lorna Dave Agency	NH
	X		X						X	Croofoot Group	NH
		X	X						X	TVJOBS	NH
		X	X						X	Lorna Dave Agency	NH
	X		X						X	TVJOBS	NH
	X		X						X	First Choice News Talent	NH
		X	X						X	Web	NH
	X		X						X	Eastman Media Services	NH
		X				X			X	TVJOBS	NH
	X		X						X	Unknown	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: M. K.
Rehire	
Other	Submitted by: Tracey Watkowski

APPLICANT DATA FLOW LOG

#09-02

Position Title & Job # FT SPORTS ANCHOR Date Posted 12/9/2008

Department NEWS Date Filled 1/23/2009

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	Web	Not Hired
	X				X			X		TVJOBS	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	Montgomery McCracken	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	NWT Group	Not Hired
		X	X						X	Dickstein & Scutti	Not Hired
	X				X			X		Joel Weisman	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Dickstein & Scutti	Not Hired
	X				X				X	Unknown	Not Hired
	X		X						X	Napoli Mgmt	Not Hired
	X		X						X	Unknown	Not Hired
	X		X					X		Talent Dynamics	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	Unknown	Not Hired
Totals:											

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

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

APPLICANT DATA FLOW LOG

#09-02

Position Title & Job # FT SPORTS ANCHOR Date Posted 12/9/2008

Department NEWS Date Filled 1/23/2009

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		Talent Dynamics	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	Unknown	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	Unknown	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	IF Mgmt	Not Hired
	X		X						X	TVJOBS	Not Hired
	X		X						X	TVJOBS	Not Hired
		X	X						X	Unknown	Not Hired
		X	X						X	Napoli Mgmt	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	Eastman Media Svcs	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 by: D. B.
Rehire	
Other	Submitted by: Tracey Watkowski

APPLICANT DATA FLOW LOG

08-06

Position Title & Job # NEWS PRODUCER Date Posted 8/8/2008
 Department NEWS Date Filled 12/29/2008
 EEO Job Category EEO 08-06

Applicant's Name	SEX		RACE						INTERVIEW		SOURCE	STATUS	
	M	F	W	B	H	A	AI	AI	Y	N			
		X	X								X	UNKNOWN	NH
		X	X								X	MAGID ASSOCIATES	NH
	X		X								X	DISNEY JOB LISTING	NH
		X	X								X	BURT SHAPIRO MGT	NH
		X	X								X	UNKNOWN	NH
		X	X								X	TVJOBS	NH
		X	X								X	UNKNOWN	NH
		X	X								X	UNKNOWN	NH
		X	X							X		WEB	H
	X				X						X	UNKNOWN	NH
		X			X						X	WEB	NH
	X		X								X	UNKNOWN	NH
		X	X								X	UNKNOWN	NH
		X	X								X	UNKNOWN	NH
		X	X								X	WEB	NH
		X	X								X	TALENT DYNAMICS	NH
	X		X								X	UNKNOWN	NH
		X	X								X	MAGID ASSOCIATES	NH
		X	X							X		DISNEY JOB LISTING	NH
	X		X								X	UNKNOWN	NH
	X		X								X	UNKNOWN	NH
	X		X								X	UNKNOWN	NH
		X	X							X		WEB	NH
		X	X								X	UNKNOWN	NH
	X		X								X	WEB	NH
		X	X								X	UNKNOWN	NH
Totals:	8	18	24	0	2	0	0	0	0	3	23		

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

Referral Source: File/Database Search
 Community Outreach(Name of Agy)
 Employee Ref(Name of Employee)
 College/Univ.(Name of Institution)
 Advertisement
 Agency (Name) Position filled by: A. G.
 Rehire
 NR-Other Sources Placed Submitted by: Tracey Watkowski
 But No Response

Status:
 NH - Not Hired
 H - Hired
 ARO - Applicant Refused Offer

