

July 31, 2006

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, 2005 through July 31, 2006 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.**

KFSN sponsored a program at the Fresno Fair, during October 2005, to increase public awareness of employment opportunities in the broadcasting industry. The following station personnel participated in the event: VB, GB, SB, JB, TC, CG and PD.

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

KFSN-TV operates a News Internship Program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit. Typically a News Intern works at the Station for 3-4 months, depending on the length of the school semester. The Station notifying area colleges/universities about Internship openings and from student-initiated contacts recruits interns. The goal of the Internship Programs is to expose students to the "real-life" world of the field they are pursuing. The News Department utilizes established guidelines to create a program specific to the department. The Station strives to teach interns how the world of News Production works, and provide them with valuable experience to facilitate the pursuit of a career in broadcasting. An Intern's duties range from assisting on the

assignment desk to providing research for breaking news stories. In the last two months, the station has had twelve news interns participate in the program. The interns come from academic institutions such as Texas State University, California State University Stanislaus, University of Southern California, California State University Fresno and Fresno City College.

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

The Station participates in the ABC, Inc Minority Sales Training Program. The purpose of the Training Program is to seek out individuals who have demonstrated through previous work experience that they have the aptitude, the knowledge and the ambition to be an account executive for a major or mid-market television Station. This Program actively seeks out minority applicants in an effort to gradually increase the number of qualified minority candidates for positions in the television industry and, eventually, television sales management. Since this program was instituted after August 1, 2005 and has a one year duration for each selected sales trainee, the station has one person who is participating in this initiative.

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 General Sales Manager, a Director level position, in the following Media trade publications: Broadcast and Cable TV Jobs.Com, during the month of May, 2006.

Positions Filled

Since August 1, 2005, the Station has filled thirteen (13) full time positions.

The first position, Engineer/SNG Operator, was filled on September 26, 2005. On July 7, 2005, 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). Three candidates applied and one candidate was interviewed. (See Exhibit D1).

The second position, Creative Services Director, was filled on February 13, 2006. On July 8, 2005, 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). Twenty seven candidates

applied and six were interviewed. The Station received resumes from eight referral sources (See Exhibit D2) and selected a candidate that had responded from Dolan Media Management.

The third position, Account Executive, was filled on October 18, 2005. On August 18, 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). Twelve candidates applied for the position and six were interviewed; the Station received resumes from four referral sources (See Attachment D-3), and the selected candidate came from an unidentified source.

The fourth position, Associate Accounting Analyst, was filled on November 28, 2005. On September 27, 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 eight candidates applied for the position and three were interviewed. The Station received resumes from four referral sources (See Attachment D-4), and the selected candidate came from an ad in the Fresno Bee.

The fifth position, Operations Technician, was filled on November 17, 2005. On September 28, 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). Five candidates applied for the position and one was interviewed. The Station received resumes from five referral sources (See Attachment D-5) and selected candidate came from a Walk-In

The sixth position, Internet Marketing Specialist, was filled December 5, 2005. On September 30, 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). Thirteen candidates applied for the position and seven were interviewed. The Station received resumes from five referral sources (See Attachment D-6) and the selected candidate was referred by an ad in the Fresno Bee.

The seventh and eight positions, News Reporter (s), were filled January 17, 2006 and April 17 2006. On November 2, 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).

Forty-nine candidates applied for the position and five were interviewed. The Station received resumes from nine referral sources (See Attachment D-7 and D-8) and the selected candidates came from a news Consultant and an unknown source.

The ninth position, Executive Producer, was filled on February 6, 2006. On November 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). Sixteen candidates applied for the position and one was interviewed. The Station received resumes from three referral sources (See Attachment D-9) and the selected candidate was referred by Talent Dynamics.

The tenth position, News Producer, was filled on May 30, 2005. On April 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-two candidates applied for the position and five were interviewed. The Station received resumes from five referral sources (See Attachment D-10) and the selected candidate came from word of mouth.

The eleventh position, News Reporter, was filled on July 24, 2006. On April 27, 2006, notice of the job vacancy was submitted to ABC Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Sixty-five candidates applied for the position and five were interviewed. The Station received resumes from eleven referral sources (See Attachment D-11) and selected candidate was referred by an unknown source.

The twelfth position, General Sales Manager, was filled on July 3, 2006. On May 2, 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). Six candidates applied for the position and five were interviewed. The Station received resumes from four referral sources (See Attachment D-12) an internal candidate was selected.

Recruitment Sources-General

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

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

Recruitment Sources-Hire and Interviewee

Since August 1, 2005, 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-D12) 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, 2005, 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	Julia Brown	N/A
Ms. Julia Brown	9842 N. Bunker Hill Dr., Fresno, CA 93726	Zella Brown	N/A
Black Minority Advisory	2318 W. Simpson, Fresno, CA 93705	Marguerita Rocha	N/A
Centro La Familia	2014 Tulare Street, Fresno, CA 93721	Liz	N/A
First Chinese Baptist Church	6080 N. Angus Street, Fresno, CA 93710	Al Smith	N/A
Hinton Comm. Center	2385 S. Fairview, Fresno, CA 93706	Mattie Meyers	N/A
Youth Employment Off.	770 San Pablo, Fresno, CA 93728	Michelle Morris	N/A
Fresno Chamber of Commerce	P.O. Box 1469, Fresno, CA 93716	Ivan Roman	N/A
Ms. Mattie Meyers	P.O. Box 12754, Fresno, CA 93779-2754	Pauline Kimber	N/A
Fresno County EOC	1900 Mariposa Mall #121, Fresno, CA 93721	Gail Vartanian	N/A
Natl. Assoc. of Hispanics	1193 National Press Bldg., Washington, D.C. 20045	David Arrendondo	N/A
California Advocate	1715 E St., Ste 108, Fresno CA 93728	Diane G. Medina	N/A
UCP	4224 N. Cedar Avenue, Fresno, CA 93726-3700	Ken Smith	N/A
David Arrendondo	840 S. West Avenue, Fresno, CA 93706	Liz	N/A
KABC-TV	4151 Prospect Avenue, Los Angeles, CA 90027	Jeff Davis	N/A
Ivy Community Center	1350 E. Annadale, Avenue, Fresno CA 93725	Alexis Zerga	N/A
Gould-Najarian Counseling	1665 W. Shae, #102, Fresno, CA 93711	Maude Hunter	N/A
Employment & Training Services	1900 Mariposa Mall #303, Fresno, CA 93721	Lorita Adams	N/A
Vocational Horizons	6042 N. Fresno #203, Fresno, CA 93710		
Ms. Maude Hunter	4645 North Fifth, Fresno, CA 93726		
Fresno County Workforce Connection	3302 N. Blackstone, Ste. 302, Fresno, CA 93726		

<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
Marjaree 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 Pettross	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		

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, 2005, KFSN-TV has notified the following educational institutions of job openings and solicited referrals of applicants:

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

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RECRUITMENT – REFERRALS

Number of Referrals

	<u>Minority</u>	<u>Women</u>	<u>Total</u>
ABC Job Listing	0	2	2
The Fresno Bee	8	23	31
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	2	12	14
Merced Sun Star	0	0	0
NAHJ	0	0	0
Chico Enterprise	0	0	0
TVJOBS.COM	5	16	21
Sacramento Bee	0	0	0
CA. Chicano News Media Assoc.	0	0	0
KFSN Web	0	8	8
Unidentified	14	50	64
Total	<u>29</u>	<u>111</u>	<u>140</u>

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Number of Referrals

	<u>Minority</u>	<u>Women</u>	<u>Total</u>
ABC Job Listing	0	2	2
The Fresno Bee	8	23	31
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	2	12	14
Merced Sun Star	0	0	0
NAHJ	0	0	0
Chico Enterprise	0	0	0
TVJOBS.COM	5	16	21
Sacramento Bee	0	0	0
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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
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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 Burkland
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	Alicia Andrade
Merced College, Job Placement	3600 M Street, Merced, CA 95340	Debbie Sutton
Kings River Community College	995 N. Reed Avenue, Reedley, CA 93654	Laurie Tidymann-Coxey
Long Island University	Southampton Campus, Southampton, NY 11968	Attn: Job Placement
Fresno City Resource Center	1101 E. University, Fresno, CA 93741	Rob Weil

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Fresno City College	1101 E. University, Fresno, CA 93741	Mary Beth Wynn
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APPLICANT DATA FLOW LOG

D2

Job # 05-18

Position Title & Job # Creative Services Director Date Posted 7/8/2005

Department Promotions Date Filled 2/13/2006

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
Allen, Keith	X		X					X		Internal Employee	NH
Blair-McDuffy, Scott	X		X						X	Talent Dynamics	NH
Bluford, Mario	X		X					X		Unknown	NH
Boulerice, Daryn	X		X						X	Talent Dynamics	NH
De La Rosa, Manual	X				X				X	Dolan Media Mgmt	NH
Dwinell, Dave	X		X						X	Talent Dynamics	NH
Floyd, Micah	X		X					X		Dolan Media Mgmt	H
Frank, Tad	X		X						X	Talent Dynamics	NH
Haswell, Jan	X		X						X	Talent Dynamics	NH
Henry, Michael	X		X						X	Talent Dynamics	NH
Huerta, Cristobal	X				X				X	Fresno Bee	NH
Jilbert, Paul	X		X						X	Unknown	NH
Kinsey, Tyler	X		X						X	Web	NH
Longnecker, Kyle	X		X					X		Dolan Media Mgmt	NH
McSpadden, Tim	X		X						X	TVJOBS	NH
Nazareno, Rita		X	X						X	Unknown	NH
Nitido, Rick	X		X					X		Internal Employee	NH
Patrick, Steven	X		X						X	Unknown	NH
Pina, Elena		X	X						X	Unknown	NH
Saunders, Greg	X		X						X	Talent Dynamics	NH
Shanahan, Colleen		X	X						X	ABC Job Listing	NH
Sheridan, John	X		X						X	Unknown	NH
Stotts, David	X		X						X	Dolan Media Mgmt	NH
Struense, R. Brent	X		X						X	Talent Dynamics	NH
Szensny, Kirk	X		X						X	Talent Dynamics	NH
Turner, Richard	X		X						X	Web	NH
Webb, Michael	X		X					X		Internal Employee	NH
Totals:	24	3	25	0	2	0	0	6	21		

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>Micah Floyd</u>
Rehire	
Other	Submitted by: <u>Eric Lerner</u>

APPLICANT DATA FLOW LOG

D4

JOB# 05-22

Position Title & Job #

Associate Accountatant Analyst

Date Posted

9/27/2005

Department

G&A

Date Filled

11/28/2005

EEO Job Category

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
Barnard, Brad	X		X						X	Fresno Bee	NH
Bznouni, Vahagn	X		X						X	Fresno Bee	NH
Camacho, Jennifer		X	X						X	Fresno Bee	NH
Chu, Kim		X				X			X	Fresno Bee	NH
Costello, Jennifer		X	X						X	Fresno Bee	NH
Day, Ed	X		X						X	Fresno Bee	NH
Evans, Susan		X	X					X		Fresno Bee	NH
Gonzalez, Daniel	X				X				X	Fresno Bee	NH
Hernandez, Diane		X			X			X		Fresno Bee	H
Ismail, Faridah		X	X						X	Fresno Bee	NH
Jack, Deborah		X	X						X	Fresno Bee	NH
Jackson, Jill		X	X						X	Fresno Bee	NH
Jones, Cynthia		X		X					X	Fresno Bee	NH
McIntosh, Linda		X	X						X	Fresno Bee	NH
Murray, Elmo	X		X						X	Fresno Bee	NH
Palacio, Nora		X	X						X	Fresno Bee	NH
Pattillo, Kirsten		X	X						X	Fresno Bee	NH
Pavluk, Lubov	X		X						X	Fresno Bee	NH
Phillips, Michele		X	X						X	Fresno Bee	NH
Pruitt, Lorraine		X	X						X	Fresno Bee	NH
Saliba, Hannah		X	X						X	Fresno Bee	NH
Sanchez, Domitilia		X			X				X	Word-of-Mouth	NH
Sanchez, Robin		X			X				X	Fresno Bee	NH
Sujata, Shirleen		X	X						X	Unknown	NH
Tyrcha, Michael	X		X						X	Fresno Bee	NH
Walker, Karen		X	X					X		EEO Mailing	NH
Wrath, Lory		X	X						X	Fresno Bee	NH
Washington, Lillie		X	X						X	Word-of-Mouth	NH
Totals:	7	21	22	1	4	1	0	3	25		

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: Diane Hernandez
Rehire	
Other	Submitted by: Daniel Simms

APPLICANT DATA FLOW LOG

D5

JOB# 05-25

Position Title & Job # Full-Time Operations Technician Date Posted 9/28/2005

Department Engineering Date Filled 11/7/2005

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
Canales, Michael	X				X			X		Walk-In	H
Castillo-McCarty, Marcy		X			X				X	Fresno Bee	NH
Paschall, Christopher	X		X						X	ABC Job Listing	NH
Ramsey, Brandon	X		X						X	Employee	NH
Sheppard, Joshua	X		X						X	Unknown	NH
Totals:	4	1	3	0	2	0	0	1	4		

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

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

APPLICANT DATA FLOW LOG

D7

JOB# 06-02

Position Title & Job # Full-Time Reporter Date Posted 11/2/2005

Department News Date Filled 1/17/06 & 4/17/1906

EEO Job Category _____

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
Araiza, J. Andres	X		X					X		Consultant	H
Arnold, Keba		X		X					X	David Crane Agency	NH
Begnaud, David	X		X						X	Unknown	NH
Borgas, Allison		X	X						X	Unknown	NH
Brennan, Matt	X		X						X	TVJOBS	NH
Brodgers, Brad	X		X						X	Unknown	NH
Chu, Jenny		X				X			X	Word-of-Mouth	NH
Cullinane, Kyla		X	X						X	Unknown	NH
DeNinnis, Bob	X		X						X	Unknown	NH
Dobroski, Scott	X		X						X	Web	NH
Eaton, Samuel	X		X						X	TVJOBS	NH
Forige, Nicole		X	X						X	Willinger Talent Agency	NH
Gardner, Noelle		X	X						X	TVJOBS	NH
Gonzalez, Mario	X				X			X		Unknown	NH
Halpers, Mollie		X	X						X	Unknown	NH
Ivey, Mikell		X	X						X	Unknown	NH
Jun, Teresa		X	X						X	Napoli Management	NH
Kelley, Brooke		X	X						X	Unknown	NH
Kumar, Reggie	X		X					X		Mort Meisner Agy	NH
Lawson, Benjamin	X		X						X	Unknown	NH
Leigh, Kristen		X	X						X	Unknown	NH
Lewis, Trisha		X		X					X	Unknown	NH
Marion, Regie	X		X						X	TVJOBS	NH
McCaffrey, Bob	X		X						X	TVJOBS	NH
Medalie, Melissa		X	X						X	Unknown	NH
Meyer, Matt	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: <u>Amanda Perez & J. Andres Araiza</u>
Rehire	
Other	Submitted by: <u>Joel Davis</u>

APPLICANT DATA FLOW LOG

D8

JOB# 06-02

Position Title & Job #

Full-Time Reporter

Date Posted

11/2/2005

Department

News

Date Filled 1/17/06 & 4/17/1906

EEO Job Category

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
O, Janet		X				X			X	Unknown	NH
Parson, Melissa		X	X						X	Web	NH
Patel, Tina		X	X						X	Mort Meisner Agy	NH
Perez, Amanda		X			X			X		Unknown	H
Quinones, Manuel	X				X			X		Unknown	NH
Reed, Alex	X		X						X	Unknown	NH
Regueiferos, Monica		X	X						X	TVJOBS	NH
Reyes, Tania		X			X				X	Unknown	NH
Rhodes, Kathleen		X	X						X	Unknown	NH
Ritchie, Ashley		X	X						X	Unknown	NH
Rittiman, Brandon	X		X						X	Unknown	NH
Rosenberg, Eli	X		X						X	Web	NH
Ross, Abby		X	X						X	Unknown	NH
Ryan, Carolyn		X	X						X	TVJOBS	NH
Seegler, Tim	X		X						X	David Crane Agency	NH
Shams, Sharokina		X	X						X	Unknown	NH
Sinha, Ranji		X	X						X	TVJOBS	NH
Stone, J.R.	X		X						X	Unknown	NH
Sullivan, Molly		X	X						X	Unknown	NH
Welker, Emily		X	X						X	Unknown	NH
Williams, Abena		X	X						X	Web	NH
Wong, Debra		X				X			X	TVJOBS	NH
Zes, Amber		X	X						X	Unknown	NH
Totals:	19	30	40	2	4	3	0		5	44	

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: Amanda Perez & J. Andres Araiza
Rehire	
Other	Submitted by: Joel Davis

APPLICANT DATA FLOW LOG

D11

JOB# 06-05

Position Title & Job #

Full-Time News Reporter

Date Posted

4/27/2006

Department

News

Date Filled

7/24/2006

EEO Job Category

Applicant's Name	SEX		RACE				INTERVIEW		SOURCE	STATUS	
	M	F	W	B	H	A	AI	Y			N
Alvarez, Matt	X				X			X		Sought Out	NH
Azevedo, Rachel		X	X						X	Unknown	NH
Basu, Malini		X	X						X	Unknown	NH
Bergey, Brock	X		X						X	Unknown	NH
Biondi, Gabrielle		X	X						X	Unknown	NH
Blair, Nick	X		X						X	Unknown	NH
Botti, Tony	X		X						X	Unknown	NH
Buynovsky, Sarah		X	X						X	Unknown	NH
Camp, Jon	X		X						X	Unknown	NH
Chase, Dustin	X		X						X	Geller Media Mgmt	NH
Chen, Colleen		X			X				X	Unknown	NH
Chen, Sharon		X			X				X	TVJOBS	NH
Cruz, Luis	X				X			X		Unknown	NH
Cullinane, Kyla		X	X						X	Unknown	NH
Cutler, Annie		X	X						X	Unknown	NH
Daudani, Ray	X		X						X	Unknown	NH
Daut, Peter	X		X						X	TVJOBS	NH
DeNinnis, Bob	X		X						X	Unknown	NH
Dobroski, Scott	X		X						X	Unknown	NH
Duncan, Raquel		X	X						X	TVJOBS	NH
Dorsch, Meagan		X	X						X	TVJOBS	NH
Durian, Tom	X		X						X	Unknown	NH
Follett, Britten		X	X					X		Word-of-Mouth	NH
George, Michael	X		X						X	Napoli Mgmt.	NH
Germanbi, Lisa		X	X						X	Materre & Assoc	NH
Jesle, Alissa		X	X						X	Unknown	NH
Totals:											

Sex:
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Race:
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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: Jessica Peres
Rehire	
Other	Submitted by: Joel Davis

