

August 1, 2011

This Annual EEO Report is filed on behalf of KFSN-TV, LLC in Fresno, California in compliance with the Federal Communication Commission's (FCC) Equal Employment Opportunity (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, 2010 through July 31, 2011 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 during the reporting period.

The Station will continue to actively seek out new recruitment sources. The Station encourages Community organizations (See Attachments B-1 and B-2) and Educational Organizations (See Attachments C-1 and C-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. Establishment of an internship designed to assist members of the community to acquire skills need for broadcast employment.**

KFSN-TV operates a News Internship Program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit. Typically a News Intern works at the Station for 3-4 months, depending on the length of the school semester. The Station notifying area colleges/universities about Internship openings and from student-initiated contacts recruits interns. The goal of the Internship Programs is to expose students to the "real-life" world of the field they are pursuing. The News Department utilizes established guidelines to create a program specific to the department. The Station strives to teach interns how the world of News Production works, and provide them with valuable experience to facilitate the pursuit of a career in broadcasting. An Intern's duties range from assisting on the assignment desk to providing research for breaking news stories. In the last twelve months, the station has had six news interns participate in the program. The interns come from academic institutions such as Texas State University, California State University Stanislaus, University of Southern California, California State University Fresno and Fresno City College.

**2. Training Programs designed to enable station personnel to acquire skills that could qualify them for a position in the broadcast industry.**

The Station participates in the Emma Bowen Training Program. The purpose of the Training Program is to seek out minority individuals and provide them skills to seek employment in the broadcast industry.

**3. 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.**

The station listed the position of Creative Service Director, a Director level position, in the following Media trade publications: TV Jobs.Com and The Disney Jobs Portal, during the month of August, 2010.

**4. Participated in programs sponsored by educational institutions**

In September, 2010, the Station awarded a Building a Better Community Scholarship to students at Fresno City College.

**5. Participation in scholarship programs directed to students desiring a broadcast career**

In August 2010, the Station awarded a journalism scholarship to a minority student at California State University, Fresno.

The job announcements for full-time positions filled during the period covered by the annual EEO public file reports (August 1, 2010 through July 31, 2011) are attached hereto as ***Attachment D1 through D13.***

**Positions Filled**

Since August 1, 2010, the Station has filled thirteen (13) full time positions.

The first position, I.T. technician, was filled on August 9, 2010. On March 2, 2010, 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). Sixty candidates applied and three candidates were interviewed. (See Attachment ***D-1***). The candidate selected came from a Web Job Posting.

The second position, Account Executive, was filled on September 13, 2010. On June 30, 2010, 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 and

eleven were interviewed. The Station received resumes from four referral sources (See *Attachment D-2*) and selected a candidate that had responded from the local newspaper/web.

The third position, Creative Service Director, was filled on October 18, 2010. On August 31, 2010, 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 nine candidates applied for the position and six were interviewed; the Station received resumes from five referral sources (See *Attachment D-3*), and the selected internal candidate came from the Disney Portal.

The fourth position, Operation Technician, was filled on March 15, 2011. On August 24, 2010, 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). Thirty five 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 was referred by an employee (DH).

The fifth position, I.T. Technician, was filled on March 14, 2011. On August 25, 2010, 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 six were interviewed. The Station received resumes from six referral sources (See *Attachment D-5*) - The selected candidate came from ITT Tech.

The sixth position, News Reporter, was filled February 28, 2011. On October 27, 2010, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Four candidates applied for the position and four were interviewed. The Station received resumes from three referral sources (See *Attachment D-6*) and the selected candidate was referred by TVJOBS.

The seventh position, Operations Technician was filled March 18, 2011. On December 17, 2010, 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). Fifteen candidates applied for the position and one was interviewed. The Station received resumes from three referral sources (See *Attachment D-7*) and the selected candidate was referred by an employee (ST).

The eighth position, News Assignment Editor was filled January 19, 2011. On December 29, 2010, 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). Fifteen candidates applied for the position and one was interviewed. The Station received resumes from four referral sources (See *Attachment D-8*) and the selected candidate was referred by an employee (KM).

The ninth position, News Producer, was filled February 1, 2011. On January 6, 2011, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Four candidates applied for the position and four was interviewed. The Station received resumes from two sources (See *Attachment D-9*) and the selected candidate was referred through word-of-mouth

The tenth position, Graphic Artist, was filled March 15, 2011. On February 3, 2011, notice of the job vacancy was submitted to Disney Job Listing and the Station's mailing list (See Attachments A, B and C for names and Addresses). Eleven candidates applied for the position and four were interviewed. The Station received resumes from five referral sources (See *Attachment D-10*) and the selected candidate was referred by an employee (RN).

The eleventh position, News Producer, was filled June 13, 2011. On May 13, 2011, 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). Nine candidates applied for the position and two was interviewed. The Station received resumes from four referral sources (See *Attachment D-11*) and the selected candidate was referred by an employee (PB).

The twelfth position, Executive Producer, was filled March 29, 2011. On February 3, 2011, 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 six were interviewed. The Station received resumes from four referral sources (See *Attachment D-12*) and the selected candidate was referred through word-of-mouth (former employee).

The thirteenth position, News Reporter, was filled June 20, 2011. On February 11, 2011, 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). Fifty six candidates applied for the position and four were interviewed. The Station received resumes from twelve referral sources (See *Attachment D-13*) and the selected candidate was referred through TV.Jobs.com.

#### **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 and C 2), word-of-mouth, talent agents, temporary employees and persons submitting resumes to the Station.

#### **Recruitment Sources-Hire and Interviewee**

Since August 1, 2010, 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-D13) 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.

#### **Self Assessment**

KFSN-TV's management is committed to recruiting qualified minorities; to that end, the Station's General Manager (Dan Adams) and Director, Business Manager (Daniel Simms) will regularly assess and improve its recruitment methods by analyzing the effectiveness of its strategies, and amending them as needed

RECRUITMENT – REFERRALS

	<u>Minority</u>	<u>Number of Referrals</u>	<u>Women</u>	<u>Total</u>
Internal Job Posting	1		5	6
Recruiting Agency	0		0	0
The Fresno Bee	0		0	0
The Bakersfield Californian	0		1	1
Broadcasting Cable	0		3	3
The California Advocate	0		0	0
602 Communications	0		1	1
Independent Talent Agencies	1		4	5
Bulldogjobs.com	2		0	2
NAHJ	0		0	0
Medialine	0		0	0
ITT Technical School	1		0	1
Chico Enterprise	0		0	0
TVJOBS.COM	2		12	14
CA. Chicano News Media Assoc.	0		0	0
KFSN Web	30		29	59
EEO Job Mailing	1		2	3
Unidentified	9		27	36
KFSN-TV On-Air Advertising	5		3	8
Word-of-Mouth	4		13	17
Total	<u>56</u>		<u>100</u>	<u>156</u>

ORGANIZATIONS

In addition to the organizations listed above, since August 1, 2010, 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
The Career Center	18111 Nordoff Street, Northridge, CA 93702	John Mayaski	N/A
Chicano & Latin Amer. Studies	5340 N. Campus Drive, Fresno, CA 93740		N/A
First Chinese Baptist Church	6080 N. Angus Street, Fresno, CA 93710	Liz	N/A
Hinton Comm. Center	2385 S. Fairview, Fresno, CA 93706		N/A
Youth Employment Off.	770 San Pablo, Fresno, CA 93728		N/A
Fresno Chamber of Commerce	2331 Fresno Street, Fresno, CA 93716	Al Smith	N/A
Ms. Mattie Meyers	P.O. Box 12754, Fresno, CA 93779-2754	Mattie Meyers	N/A
Fresno County Workforce Connection	1900 Mariposa Mall #280, Fresno, CA 93721	Larry Fleming	N/A
Natl. Assoc. of Hispanics	1193 National Press Bldg., Washington, D.C. 20045	Ivan Roman	N/A
California Advocate	1715 E St., Ste 108, Fresno CA 93728	Pauline Kimber	N/A
UCP	4224 N. Cedar Avenue, Fresno, CA 93726-3700	Gail Vartanian	N/A
KABC-TV	4151 Prospect Avenue, Los Angeles, CA 90027	Diane G. Medina	N/A
Employment & Training Services	1900 Mariposa Mall #303, Fresno, CA 93721	Jeff Davis	N/A
Ms. Maude Hunter	4645 North Fifth, Fresno, CA 93726	Maude Hunter	N/A
Fresno County Workforce Connection	3302 N. Blackstone, Ste. 302, Fresno, CA 93726	Lorita Adams	N/A
Family Community Church, Single Ministry	2434 E. Nees, Fresno, CA 93710	Camille Gaston	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
Marjaree Mason Center	1600 M Street, Fresno, CA 93721	Jana Harris	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
Young Com. Dev.	1715 Yosemite Avenue, San Francisco, CA 94124		N/A
Lanare Community Center	20620 Grantland, Riverland, CA 93656		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		N/A
AFTA/National/Job Bulletin	260 Madison Avenue, New York, NY 10016		N/A
Dept of Rehabilitation	P.O. Box 24001, Fresno, CA 93779-4001	Anthony Chavarria	N/A
NATAS	4317 Camden Ave., San Mateo, CA 94403-5007		N/A

EDUCATIONAL INSTITUTIONS

Since August 1, 2010, 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>
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
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
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
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	N/A
DeAnza College	21250 Stevens Creek Blvd., Cupertino, CA 95014	Cindy Lister
Fresno Pacific College	1717 S. Chestnut, Fresno, CA 93702	
Syracuse Univ., S.I. Newhouse School	215 University Place, Syracuse, NY 13244	
Of Pub. Comm. Career Dev. Center	727 W 27 <sup>th</sup> Street, Los Angeles, CA 90089-7725	
CCNMA, USC Annenberg School Journ.	362 N Clovis, Clovis, CA 93612	
ITT Tech	564 Herndon Ave., Clovis CA 93612	
Institute of Technology		

**APPLICANT DATA FLOW LOG**

JOB# 10-04

Position Title & Job # Full-Time Information Technology Technician Date Posted 3/2/2010

Department Engineering Date Filled 8/9/2010

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	Television Ad	NH
		X	X						X	CLO Job Mailing	NH
	X		X						X	Web	NH
	X		X					X		Web	NH
	X				X				X	Unknown	NH
	X		X						X	Web	NH
	X		X						X	Unknown	NH
	X		X						X	Web	NH
	X				X				X	Unknown	NH
	X				X				X	Web	NH
	X		X						X	Web	NH
	X		X						X	Television Ad	NH
	X		X						X	Web	NH
	X		X					X		Web	H
	X		X						X	Walk-In	NH
		X	X						X	Web	NH
	X		X						X	Unknown	NH
	X		X						X	Unknown	NH
		X			X				X	Television Ad	NH
	X		X						X	Web	NH
	X		X						X	CLO Job Mailing	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
Totals:											

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

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

**APPLICANT DATA FLOW LOG**

JOB# 10-04

Position Title & Job # Full-Time Information Technology Technician Date Posted 3/2/2010

Department Engineering Date Filled 8/9/2010

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X					X			X	Web	NH
	X		X						X	Unknown	NH
	X		X						X	Web	NH
	X					X			X	Web	NH
		X	X						X	Web	NH
	X		X						X	Web	NH
	X		X						X	Unknown	NH
	X		X						X	Unknown	NH
	X				X				X	Web	NH
	X				X				X	CLO Job Mailing	NH
	X		X						X	Web	NH
	X				X				X	Unknown	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
	X				X				X	Television Ad	NH
	X				X				X	Web	NH
		X	X						X	Bakersfield Californian	NH
	X				X				X	Web	NH
	X		X						X	Web	NH
	X					X			X	Web	NH
	X		X						X	Television Ad	NH
	X		X					X		Web	NH
	X				X				X	Woes0od-Mouth	NH
	X		X						X	Web	NH
Totals:											

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

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

**APPLICANT DATA FLOW LOG**

JOB# 10-04

**Position Title & Job #** Full-Time Information Technology Technician **Date Posted** 3/2/2010

**Department** Engineering **Date Filled** 8/9/2010

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Bulldog Jobs	NH
	X					X			X	Web	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
	X		X						X	Web	NH
	X					X			X	Web	NH
	X					X			X	Web	NH
<b>Totals:</b>	55	5	42	0	12	6	0	3	57		

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

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

**APPLICANT DATA FLOW LOG**

#10-06

Position Title & Job # ACCOUNT EXECUTIVE Date Posted 6/30/2010

Department SALES Date Filled 9/13/2010

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		Word-of-Mouth	NH
		X		X				X		Word-of-Mouth	NH
	X		X						X	UNKNOWN	NH
	X		X						X	UNKNOWN	NH
	X		X						X	UNKNOWN	NH
	X				X				X	UNKNOWN	NH
	X		X					X		WEB	NH
		X			X			X		TV AD	NH
		X	X						X	UNKNOWN	NH
		X	X					X		TV AD	NH
		X	X					X		Word-of-Mouth	NH
		X	X					X		Word-of-Mouth	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	CLO	NH
	X		X					X		WEB	NH
		X	X						X	WEB	NH
		X			X			X		WEB	H
	X				X				X	WEB	NH
	X		X						X	UNKNOWN	NH
Totals:	11	13	16	1	7	0	0	11	13		

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

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

**APPLICANT DATA FLOW LOG**

#10-07

Position Title & Job # CREATIVE SERVICES DIRECTOR Date Posted 8/31/2010

Department PROMOTIONS Date Filled 10/18/2010

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X						X	B&C	NH
		X	X						X	UNKNOWN	NH
		X	X						X	WEB	NH
		X	X						X	INTERNAL EMPLOYEE	NH
		X	X						X	UNKNOWN	NH
		X	X					X		B&C	NH
		X	X						X	WEB	NH
	X		X						X	WEB	NH
		X			X			X		INTERNAL EMPLOYEE	H
	X		X						X	UNKNOWN	NH
	X		X					X		INTERNAL EMPLOYEE	NH
	X				X				X	WEB	NH
	X				X				X	UNKNOWN	NH
		X	X						X	602 COMMUNICATIONS	NH
	X		X						X	UNKNOWN	NH
	X		X						X	WEB	NH
	X				X				X	TV AD	NH
		X	X						X	WEB	NH
	X		X						X	WEB	NH
	X		X					X		INTERNAL EMPLOYEE	NH
	X		X						X	602 COMMUNICATIONS	NH
	X		X						X	TVJOBS	NH
		X			X				X	WEB	NH
	X		X					X		INTERNAL EMPLOYEE	NH
		X			X				X	WEB	NH
	X		X						X	UNKNOWN	NH
	X		X					X		B&C	NH
	X		X						X	602 COMMUNICATIONS	NH
		X	X						X	WEB	NH
Totals:	16	13	23	0	6	0	0	6	23		

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: K. G.
Rehire	
Other	Submitted by: D. A.



**APPLICANT DATA FLOW LOG**

#10-08

Position Title & Job # Operations Technician Date Posted 8/24/2010

Department Engineering Date Filled 3/15/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X			X				X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
		X	X					X		EMPLOYEE REF/D.H.	H
	X		X						X	WEB	NH
		X	X						X	WEB	NH
	X		X						X	UNKNOWN	NH
		X	X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
		X	X						X	WORD-OF-MOUTH	NH
		X	X						X	UNKNOWN	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
		X	X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
		X	X						X	UNKNOWN	NH
	X		X						X	WEB	NH
	X		X						X	UNKNOWN	NH
Totals:											

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

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

**APPLICANT DATA FLOW LOG**

#10-08

Position Title & Job # Operations Technician Date Posted 8/24/2010

Department Engineering Date Filled 3/15/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X					X		WEB	NH
	X				X				X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
	X		X						X	WEB	NH
	X					X			X	WEB	NH
	X					X			X	WEB	NH
	X					X			X	WEB	NH
	26	9	30	0	2	3	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 by: K. B.
Rehire	
Other	Submitted by: A. R.

**APPLICANT DATA FLOW LOG**

#10-09

Position Title & Job # IT Technician Date Posted 8/25/2010

Department Engineering Date Filled 3/14/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X					X		ITT TECH	H
	X		X					X		WEB	NH
	X		X						X	TV/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	ITT TECH	NH
	X		X						X	UNKNOWN	NH
		X	X						X	WEB	NH
	X		X					X		WEB	NH
	X		X						X	WEB	NH
	X		X						X	CLO	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	NEWSPAPER	NH
	X					X			X	TV/WEB	NH
		X	X						X	WEB	NH
	X				X			X		BULLDOGJOBS	NH
	X		X						X	WEB	NH
	X			X					X	WEB	NH
	X		X						X	CLO	NH
	X		X					X		ITT TECH	NH
	X		X					X		ITT TECH	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
Totals:	26	2	24	1	1	2	0	6	22		

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

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

**APPLICANT DATA FLOW LOG**

#11-01

Position Title & Job # News Reporter Date Posted 10/27/2010

Department News Date Filled 2/28/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X					X		ABC Employee	NH
	X				X			X		TVJOBS	H
		X	X					X		TVJOBS	NH
	X		X						X	Former Free Lance Rpt	NH
Totals:	2	2	3	0	1	0	0	4	1		

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

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

**APPLICANT DATA FLOW LOG**

#11-02

Position Title & Job # Operations Technician Date Posted 12/17/2010

Department Engineering Date Filled 3/18/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	WEB	NH
	X		X						X	UNKNOWN	NH
	X		X						X	WEB	NH
	X		X						X	UNKNOWN	NH
	X		X						X	WEB	NH
		X	X						X	UNKNOWN	NH
		X	X					X		EMPLOYEE REF/S.T.	H
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
	X		X						X	UNKNOWN	NH
	X					X			X	WEB	NH
	X					X			X	UNKNOWN	NH
		X	X							WEB	NH
	X		X							WEB	NH
Totals:	12	3	13	0	2	0	0	0	1	14	

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: K. H.
Rehire	
Other	Submitted by: AL RODRIGUEZ

**APPLICANT DATA FLOW LOG**

#11-03

Position Title & Job # News Assignment Editor Date Posted 12/29/2010

Department News Date Filled 1/19/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	WEB	NH
		X	X						X	WEB	NH
	X		X					X		WEB	NH
		X	X						X	UNKNOWN	NH
	X		X						X	WEB	NH
	X		X						X	WEB	NH
		X	X					X		EMPLOYEE REF/K.M.	H
		X	X					X		INTERNAL POSTING	NH
	X		X						X	UNKNOWN	NH
		X			X			X		WORD-OF-MOUTH	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	UNKNOWN	NH
Totals:	7	8	14	0	1	0	0	4	11		

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: K. M.
Rehire	
Other	Submitted by: T. W.

**APPLICANT DATA FLOW LOG**

#11-04

Position Title & Job # News Producer Date Posted 1/6/2011

Department News Date Filled 2/1/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X					X		Internal Job Post	NH
	X		X					X		EMPLOYEE REF.	H
		X	X					X		Word-of-Mouth	NH
	X		X					X		Word-of-Mouth	NH
Totals:	2	2	4	0	0	0	0	4	0		

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

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

APPLICANT DATA FLOW LOG

#11-05

Position Title & Job # GRAPHIC ARTIST Date Posted 2/3/2011  
 Department PROMOTIONS Date Filled 3/15/2011  
 EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X						X	Word-of-Mouth	NH
	X		X						X	Unknown	NH
	X		X						X	TVJOBS	NH
		X	X						X	Unknown	NH
	X		X					X		TVJOBS	NH
	X				X			X		Web	NH
	X				X				X	Web	NH
	X		X						X	Unknown	NH
	X		X					X		EMPLOYEE REF/R.N.	H
		X	X					X		Word-of-Mouth	NH
	X					X			X	Bulldog Jobs	NH
Totals:	9	2	8	3	0	0	0	4	7		

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

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





**APPLICANT DATA FLOW LOG**

#11-09

Position Title & Job # Executive Producer Date Posted 2/3/2011

Department News Date Filled 3/29/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
	X		X					X		WORD-OF-MOUTH	H
	X		X					X		Unknown	NH
	X		X					X		Word-of-Mouth	NH
		X	X					X		TVJOBS	NH
	X		X						X	Unknown	NH
	X		X					X		Unknown	NH
	X		X					X		Unknown	NH
Totals:	6	1	7	0	0	0	0	6	1		

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

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

**APPLICANT DATA FLOW LOG**

#11-10

Position Title & Job # News Reporter Date Posted 2/11/2011

Department News Date Filled 6/20/2011

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

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS	
	M	F	W	B	H	A	AI	Y	N			
		X	X							X	UNKNOWN	NH
		X	X							X	UNKNOWN	NH
	X		X							X	TVJOBS	NH
	X		X							X	WEB	NH
	X		X							X	TVJOBS	NH
		X			X					X	IF MANAGEMENT	NH
		X				X				X	WEB	NH
		X	X							X	UNKNOWN	NH
		X	X							X	UNKNOWN	NH
		X	X							X	TVJOBS	NH
	X		X							X	TVJOBS	NH
		X	X							X	TVJOBS	NH
		X	X							X	ROGER BELL TALENT	NH
		X	X							X	UNKNOWN	NH
		X	X							X	WEB	NH
	X		X							X	WEB	NH
		X	X							X	UNKNOWN	NH
		X	X							X	UNKNOWN	NH
		X	X							X	UNKNOWN	NH
	X		X							X	UNKNOWN	NH
	X		X							X	MORT MEISNER	NH
	X		X					X			WORD-OF-MOUTH	NH
	X		X						X		TVJOBS	NH
		X	X						X		NAPOLI MGMT	NH
	X		X							X	UNKNOWN	NH
		X	X							X	TVJOBS	NH
		X	X							X	TVJOBS	NH
		X	X							X	B&C	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: L. M.
Rehire	
Other	Submitted by: T. W..

**APPLICANT DATA FLOW LOG**

#11-10

Position Title & Job # News Reporter Date Posted 2/11/2011  
 Department News Date Filled 6/20/2011  
 EEO Job Category \_\_\_\_\_

Applicant's Name	SEX		RACE					INTERVIEW		SOURCE	STATUS
	M	F	W	B	H	A	AI	Y	N		
		X	X						X	UNKNOWN	NH
		X	X					X		TVJOBS	H
		X	X						X	TVJOBS	NH
	X		X						X	NS BIENSTOCK INC	NH
	X		X						X	MORT MEISENER	NH
	X		X						X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
		X	X						X	WEB	NH
		X	X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
		X	X						X	TVJOBS	NH
	X		X						X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
		X	X						X	TVJOBS	NH
	X		X						X	WEB	NH
		X	X						X	UNKNOWN	NH
	X		X						X	MEDIALINE	NH
	X		X						X	WEB	NH
	X		X						X	UNKNOWN	NH
		X	X						X	UNKNOWN	NH
		X	X						X	NWT GROUP	NH
	X		X						X	UNKNOWN	NH
		X				X		X		WEB	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
Totals:	20	36	53	0	1	2	0	4	53		

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>L. M.</u>
Rehire	
Other	Submitted by: <u>T. W.</u>