

**EEO PUBLIC FILE REPORT**  
**FOR**  
**YOUNG BROADCASTING OF SAN FRANCISCO, INC. d/b/a KRON-TV**  
**SAN FRANCISCO, CALIFORNIA**

This EEO Public File Report  
Covers the Period  
Beginning August 1, 2008, and  
Ending on July 31, 2009

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KRON-TV's public inspection file pursuant to the rules and regulations of the Federal Communications Commission ("FCC").

During the period beginning August 1, 2008 and ending on July 31, 2009, the station filled the following full-time vacancies:

Assignment Editor  
Producer (3)  
Account Executive (9)  
Information Technology Specialist  
Video Journalist  
Studio/Remote Technician

The station interviewed a total of 65 people for all full-time vacancies during the period covered in this Report.

The following are the recruitment sources used during the period covered in this Report and the cumulative number of interviewees referred by each:

Name of Recruitment Source	Total Number of Interviewees Referred
KRON 4 - website	25
TV Jobs - website	18
Media Line-website	5
Journalism Jobs - website	5
AWRT - website	
Academy of Art College	
AFTRA	
Alumni Career Services	

ARC	
Art Institute of California, SF	
Art Institute of Seattle	
Broadcast Employment Services	
Cal State University, Chico	
Career Resources Development Center	
Center for Independent Living	
Centro Latino de SF, Inc.	
City College of San Francisco	
City of Pasadena - Telecommunications Admin.	
College of Alameda	
College of Marin	
College of San Mateo - Student Employment Center	
Commission on the Status of Women	
Contra Costa College - Job Placement	
Craigslist.org	3
De Anza College Placement Center	
Department of Rehabilitation	
Department on the Status of Women	
Ecology Center	
Entertainment Employment Journal	
Filipinos for Affirmative Action	
Goodwill Industries	
Goodwill Industries of the Greater Bay Area	
Hispanic Chamber of Commerce	
Independent Living Resources Center of San Francisco	

Independent Living Resources of Contra Costa County	
Intercollegiate Athletics and Sports/Cal Program	
ITT Technical Institute	
John F. Kennedy University	
K-101 Radio	
KELO-TV	
KLFY-TV	
KOMU - University of Missouri	
KQED, Inc.	
KWQC-TV	
Lane & Associates	
Laney College - Student Employment Services	
Lee Hecht Harrison	
Legal Aid Society - Employment Law Center	
Media Alliance	
Menlo College	
Mills College Career Center	
Mission Language and Vocational School	
NAACP	
National Association of Black Journalists	1
National Association of Broadcasters	
National Black MBA Association	
National Hispanic Media Coalition	
New Ways Workers	
Notre Dame de Namur University	
Oakland Career Center	
The Ohio/Illinois Centers for Broadcasting	
Ohlone College	
Oka and Associates	
Pacifica Community Television	
Pro Search c/o EDD	
S.F. Education Fund	
S.F. Museum of Modern Art	
S.F. Vocational Services	
San Francisco Art Institute	
San Francisco Library (Main)	
San Francisco State University	
San Jose State University	
San Jose State University - Career Center	
Santa Clara University	
SCU Career Center	
Silicon Valley Independence Living	

Skyline College Career Center	
Society for Professional Journalists	
Sonoma State University Career Center	
St. Mary's College Career Center	
Stanford University	
USC School of Journalism	
United Indian Nations, Inc.	
Vietnamese Community Center of San Francisco	
WATE-TV	
WBAY-TV	
WKRN-TV	
WLNS-TV	
WRIC-TV	
WTVO-TV	
YWCA Career Services	
Temporary Employee to Regular Hire	
Employee Referral	8
Client Referral	

Attachment A contains the following information for each full-time vacancy:

- The recruitment sources used to fill each vacancy, identified by name, address, contact person, and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's rules during the time period covered by this Report.

For further information concerning this Report, contact Debra Chambers, Director of Finance, at (415) 561-8788.

**ATTACHMENT A**  
**EEO INFORMATION FOR FULL-TIME VACANCIES**

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Assignment Editor

**Recruitment Source that Referred the Hire:** www.KRON4.com

**Date Vacancy Opened:** 6/24/08

**Date Vacancy Filled:** 8/18/08

**Total Number of Persons Interviewed for the Vacancy:** 3

**Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRON 4 - website	www.kron4.com	Angela Fawcett - jobs@kron4.com	(415) 561-8025	2	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com		No
Media Line-website	www.spotsndots.com - 167 Oakdale Rd. Johnson City, NY 13790	Alice Riehl	(888) 884-2630		No
Journalism Jobs - website	www.medialine.com P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073		No
AWRT - website	jobs@awrtgold.org	Bonnie Bright			No
Academy of Art College	79 New Montgomery, SF, CA 94105	Ellen Supple	(415)274-8618		No
AFTRA	350 Sansome Street, Suite 900, SF, CA 94104	Celeste Rogers	(415)391-7510		No
Alumni Career Services	1 Alumni House - UCB	Melanie Summers	(510)643-9502		No
ARC	2101 Mission St. San Francisco, CA 94102	Attn: Job Openings	(415) 626-5710		No
Art Institute of California, SF	1170 Market Street, San Francisco, CA 94102	Darchele Smith	(415) 276-4004		No



Art Institute of Seattle	2323 Elliott Avenue, Seattle, WA 98121	Christopher Mayhall	(206)239-2337		No
Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052	Career Assistance	(760)754-8177		No
Cal State University, Chico	Chico, CA 95929-0700	Jodie Veale/Placement Center	(530) 898-5253		No
Career Resources Development Center	875 O'Farrell Street, Suite 102, SF, CA 94109	Linh Le	(415) 775-8880		No
Center for Independent Living	2539 Telegraph Avenue Berkeley, CA 94704	Jeannie Zazzi	(510) 841-4776		No
Centro Latino de SF, Inc.	1656 15th Street, SF, CA 94103	Maria Eugenia Sarti	(415) 861-8761		No
City College of San Francisco	50 Phelan Avenue	Career Development and Placement Center	(415) 239-3117		No
City of Pasadena - Telecommunications Admin.	2057 N. Los Robles Avenue, Suite 2, Pasadena, CA 91104	Alexis Alva	(626) 794-8585		No
College of Alameda	555 Atlantic Avenue, Alameda, CA 94501	Monique Perkins	(510) 748-2193		No
College of Marin	835 College Avenue, Kentfield, CA 94904	Bessie Ng-Jung	(415) 485-9428		No
College of San Mateo - Student Employment Center	1700 West Hillsdale Blvd., San Mateo, CA 94402	Krystal Duncan	(650) 574-6151		No
Commission on the Status of Women	100 N. Garfield, Room 321, Pasadena, CA 91104	Yesceni Ramirez	(626) 744-6937		No
Contra Costa College - Job Placement	2600 Mission Belle Drive, San Pablo, CA 94806	John Christensen	(510) 235-7800		No
Craigslist.org	<a href="http://www.craigslist.org">www.craigslist.org</a>	online classifieds			No
De Anza College Placement Center	21250 Stevens Creek Blvd., Cupertino, CA 95014	Cindy Lister	(408) 864-5716		No
Department of Rehabilitation	301 Howard Street, 7th Floor, San Francisco, CA 94015	Loretta Holsome	(415) 904-7100		No
Department on the Status of Women	25 Van Ness Avenue, Suite 130, SF, CA 94102	Job Board	(415) 252-2570		No
Ecology Center	2530 San Pablo Avenue, Berkeley, CA 94702	Jennifer Bresee	(510) 548-2220		No
Entertainment Employment Journal	P.O. Box 72599, Corpus Christi, TX 78742	Gregorio Carbajal	(361) 986-0118		No
Filipinos for Affirmative Action	310 8th Street, #308, Oakland, CA 94607	Eduardo Valladares	(510) 465-9876		No
Goodwill Industries	1500 Mission Street, SF, CA 94103	Placement Department	(415) 575-2100		No
Goodwill Industries of the Greater Bay Area	1301 30th Avenue, Oakland, CA 94601	Fatima England	(510) 698-7216		No

Hispanic Chamber of Commerce	310 S 1st St, San Jose, CA 95113	Elena Barrientos	(408) 467-9891		No
Independent Living Resources Center of San Francisco	649 Mission Street, 3rd Floor, SF, CA 94105	Herb Levine	(415) 543-6222		No
Independent Living Resources of Contra Costa County	3200 Clayton Road, Concord, CA 94519	Chlora McPherson	(925) 363-7293		No
Intercollegiate Athletics and Sports/Cal Program	177 Hearst Gymnasium, Berkeley, CA 94720-4424	Student Services Department	(510) 642-0580		No
ITT Technical Institute	10863 Gold Center Drive, Rancho Cordova, CA 95670-0634	John Coleman	(916) 851-3900		No
John F. Kennedy University	100 Ellinwood Way, Room 313, Pleasant Hill, CA 94523	Judy Scholz	(925) 969-3542		No
K-101 Radio	340 Townsend, Suite 5-101, SF, CA 94107	Personnel Department	(415) 538-1013		No
KELO-TV	501 South Phillips Avenue, Sioux Falls, SD 57104	Human Resources	(605) 336-1100		No
KLFY-TV	2410 Eraste Landry Road, Lafayette, LA 70506	Human Resources	(337) 981-4823		No
KOMU - University of Missouri	Hwy 63 South, Columbia, MO 65201	Stacy Woeful	(573) 882-8888		No
KQED, Inc.	2601 Mariposa Street, SF, CA 94110	Human Resources	(415) 553-2303		No
KWQC-TV	805 Brady Street, Davenport, IA 52803	Cathie Whiteside	(563) 383-7132		No
Lane & Associates	814 Mission St., 6th Floor, San Francisco, CA 94103	Nancy Agron	(415) 512-9500		No
Laney College - Student Employment Services	900 Fallon St., Oakland, CA 94607	Cleophas Griffin	(510) 464-3126		No
Lee Hecht Harrison	2121 North California St. #222, Walnut Creek, CA 94596	Robin Cartwright	(925) 930-2800		No
Legal Aid Society - Employment Law Center	600 Harrison Street #120, San Francisco, CA 94107	Howard Chen	(415) 864-8848		No
Media Alliance	1904 Franklin St, Suite 500 Oakland, CA 94612	Jeff Perlstein	(415) 546-6334		No
Menlo College	1000 El Camino Real, Atherton, CA 94027	Kratt Hall	(650) 323-6141		No
Mills College Career Center	5000 McArthur Blvd., Oakland, CA 94613	Esther Jones	(510) 430-3183		No
Mission Language and Vocational School	2929 19th Street, SF, CA 94110	Gustavo Chavarria	(415) 648-5220		No
NAACP	P.O. Box 15609, SF, CA 94115-0609	Rev. Amos Brown	(415) 922-0650		No
National Association of Black Journalists	University of Maryland, 8701-A Adelphi Road, Adelphi, MD 20783-1716; <a href="http://nabj.jobcontrolcenter.com/hr/jobs/">http://nabj.jobcontrolcenter.com/hr/jobs/</a>	Personnel Department	(301) 445-7100		No
National Association of Broadcasters	1771 N Street, Washington D.C. 20036	Employment Clearinghouse	(202) 429-5300		No
National Black MBA Association	180 N. Michigan Ave, Ste 151, Chicago, IL 60601	Attn: Employment Opportunities	(312) 236-2622		No
National Hispanic Media Coalition	55 S. Grand Ave., Pasadena, CA 91105	Claudia Flores	(213) 746-1305		No
New Ways Workers	1596 Post Street, SF CA 95109	Augustine Nevarez	(415) 202-7911		No
Notre Dame de Namur University	1500 Ralston Avenue, Belmont, CA 94002	Robert Moon	(650) 508-3717		Yes
Oakland Career Center	1212 Broadway, Suite 100 Oakland, CA 94612	Attn: Employment Opportunities	(510) 891-9393		No

The Ohio/Illinois Centers for Broadcasting	9000 Sweet Valley Drive, Valley View, OH 44125	Attn: Employment Opportunities	(216) 447-9117		No
Ohlone College	43600 Mission Boulevard, Fremont, CA 94539	Human Resources	(510) 659-6088		No
Oka and Associates	241 16th Avenue, SF, CA 94118	Bruce Oka	(415) 386-5549		No
Pacifica Community Television	580 Crespi Drive #E, Pacifica, CA 94044	Shelly Ashton	(650) 355-8000		No
Pro Search c/o EDD	675 Hegenberger Road, 3rd Floor, Oakland, CA 94621-0110	Dwight Hawthorne	(510) 563-5268		No
S.F. Education Fund	47 Kearny Street, Suite 200, SF, CA 94108	Tracy Brown	(415) 912-2929		No
S.F. Museum of Modern Art	151 Third Street, SF, CA 94103-3159	Naria Zamudio	(415) 357-4149		No
S.F. Vocational Services	814 Mission Street, Suite 600, SF, CA 94103-3018	Placement Department	(415) 512-9500		No
San Francisco Art Institute	800 Chestnut Street, SF, CA 94133	Career Services Coordinator	(415) 749-4524		No
San Francisco Library (Main)	100 Larkin Street, Civic Center, SF, CA 94102	Human Resources	(415) 557-4585		No
San Francisco State University	BECA Department, SF, CA 94132	Stephanie Johnstone	(415) 338-1787		Yes
San Jose State University	San Jose, CA 95192-0098	Mike Adams - Theatre Arts Department	(408) 924-4530		No
San Jose State University - Career Center	1 Washington Square, San Jose, CA 95192	Espie Santiago	(408) 924-2692		No
Santa Clara University	SCU, MJ, Comm. Dept #209, Santa Clara, CA 95053	Melan Jaich	(408) 554-4793		No
SCU Career Center	500 El Camino Real, Santa Clara, CA 95053	Elizabeth Theis	(408) 555-5189		No
Silicon Valley Independence Living	2306 Zanker Road, San Jose, CA 95131	Marjorie Jensen	(408) 985-1243		No
Skyline College Career Center	3300 College Drive, San Bruno, CA 94066	Linda Allen	(650) 738-4337		No
Society for Professional Journalists	3909 N. Meridian Street, Indianapolis, IN 46208-4045	Renee Vaske	(317) 927-8000		No
Sonoma State University Career Center	1901 E. Cotati Avenue, Rohnert Park, CA 94928	Anne Greenblatt	(707) 664-3127		No
St. Mary's College Career Center	P.O. Box 3421, Moraga, CA 94575	Jim Weyland	(925) 631-4351		No
Stanford University	I.C., Department of Communications, Stanford, CA 94305-2050	Christine Allen	(415) 723-1941		No
USC School of Journalism	300 S Grand Ave Suite 3950, Los Angeles, CA 90071	CCNMA	(323) 342-1180		No
United Indian Nations, Inc.	1436 Clarke Street, San Leandro, CA 94577	Jennifer Elk	(510) 763-3410		No
Vietnamese Community Center of San Francisco	766 Geary Street, SF, CA 94109	Thai Dang	(415) 351-1038		No
WATE-TV	1306 Broadway, NE, Knoxville, TN	Nina Smith	(856) 633-6912		No
WBAY-TV	115 South Jefferson Street, Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331		No
WKRN-TV	441 Murfreesboro Road, Nashville, TN 37210	Frances Pratt	(615) 369-7341		No
WLNS-TV	2820 East Saginaw, Lansing, MI 48912	Dawn Thompson	(517) 367-2116		No

WRIC-TV	301 Arboretum Place, Richmond, VA 23236-3464	Brenda Kemp	(804) 330-9726		No
WTVO-TV	1917 North Meridian Road, Rockford, IL 61101	Kathy Belcher	(815) 963-5413		No
YWCA Career Services	375 S. Third Street, San Jose, CA 95112	Erica Rivera	(408) 295-4011		No
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025		No
Employee Referral	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	1	No
Client Referral					No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Producer

**Recruitment Source that  
Referred the Hiree:** www.tvjobs.com

**Date Vacancy Opened:** 6/24/08

**Date Vacancy Filled:** 9/2/08

**Total Number of Persons  
Interviewed for the Vacancy:** 6

**Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRON 4 - website	www.kron4.com	Angela Fawcett - jobs@kron4.com	(415) 561-8025	2	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs .com	2	No
National Association of Black Journalists	University of Maryland, 8701-A Adelphi Road, Adelphi, MD 20783-1716; <a href="http://nabj.jobcontrolcenter.com/hr/jobs/">http://nabj.jobcontrolcenter.com/hr/jobs/</a>	Personnel Department	(301) 445-7100	1	No
Employee Referral	KRON 4	Angela Fawcett	(415) 561-8789	1	No

In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Account Executive  
(5 positions)

**Recruitment Source that  
Referred the Hiree:** www.medialine.com  
www.kron4.com (2 positions)  
Employee referral(2 positions)

**Date Vacancy Opened:** 5/12/08

**Date Vacancy Filled:** 9/2/08; 9/22/08;  
12/15/08; 1/5/09; 2/2/09

**Total Number of Persons  
Interviewed for the Vacancy:** 8

**Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRON 4 - website	www.kron4.com	Angela Fawcett - jobs@kron4.com	(415) 561-8025	4	No
Media Line-website	www.spotsndots.com - 167 Oakdale Rd. Johnson City, NY 13790	Alice Riehl	(888) 884-2630	2	No
Employee Referral	KRON 4	Angela Fawcett	(415) 561-8789	2	No

In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Information Technology  
Specialist

**Recruitment Source that  
Referred the Hiree:** www.craigslist.org

**Date Vacancy Opened:** 9/5/08

**Date Vacancy Filled:** 10/14/08

**Total Number of Persons  
Interviewed for the Vacancy:** 7

**Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	4	No
Craigslist.org	www.craigslist.org	online classifieds		3	No

**In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.**

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Producer

**Recruitment Source that  
Referred the Hiree:** Employee referral

**Date Vacancy Opened:** 9/26/08

**Date Vacancy Filled:** 10/23/08

**Total Number of Persons  
Interviewed for the Vacancy:** 7

**Recruitment Sources Used to Fill the Vacancy:**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
KRON 4 - website	www.kron4.com	Angela Fawcett - jobs@kron4.com	(415) 561- 8025	2	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs .com	2	No
Journalism Jobs - website	www.journalismjobs.com	Dan Rohn	dtrohn@aol .com	2	No
Employee Referral	KRON 4	Angela Fawcett	(415) 561- 8789	1	No

**In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.**



## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Video Journalist

**Recruitment Source that  
Referred the Hiree:** www.kron4.com

**Date Vacancy Opened:** 9/18/08

**Date Vacancy Filled:** 11/3/08

**Total Number of Persons  
Interviewed for the Vacancy:** 9

### Recruitment Sources Used to Fill the Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRON 4 - website	www.kron4.com	Angela Fawcett - jobs@kron4.com	(415) 561-8025	4	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	3	No
Journalism Jobs - website	www.journalismjobs.com	Dan Rohn	dtrohn@aol.com	2	No

In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Producer

**Recruitment Source that  
Referred the Hirees:** Employee Referral

**Date Vacancy Opened:** 2/20/09

**Date Vacancy Filled:** 3/18/09

**Total Number of Persons  
Interviewed for the Vacancy:** 3

### **Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	1	No
Journalism Jobs - website	www.journalismjobs.com	Dan Rohn	dtrohn@aol.com	1	No
Employee Referral	KRON 4	Angela Fawcett	(415) 561-8789	1	No

In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Studio/Remote Technician

**Recruitment Source that Referred the Hirees:** www.KRON4.com

**Date Vacancy Opened:** 2/2/09

**Date Vacancy Filled:** 3/11/09

**Total Number of Persons  
Interviewed for the Vacancy:** 4

**Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRON 4 - website	www.kron4.com	Angela Fawcett - jobs@kron4.com	(415) 561-8025	3	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	1	No

In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Account Executive  
(2 positions)

**Recruitment Source that  
Referred the Hiree:** www.KRON4.com  
www.tvjobs.com

**Date Vacancy Opened:** 1/8/09

**Date Vacancy Filled:** 3/23/09; 3/26/09

**Total Number of Persons  
Interviewed for the Vacancy:** 5

**Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRON 4 - website	www.kron4.com	Angela Fawcett - jobs@kron4.com	(415) 561-8025	3	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	No

In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Account Executive

**Recruitment Source that Referred the Hiree:** Employee referral

**Date Vacancy Opened:** 4/2/09

**Date Vacancy Filled:** 5/26/09

**Total Number of Persons Interviewed for the Vacancy:** 9

**Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRON 4 - website	www.kron4.com	Angela Fawcett - jobs@kron4.com	(415) 561-8025	5	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	No
Employee Referral	KRON 4	Angela Fawcett	(415) 561-8789	2	No

In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Account Executive

**Recruitment Source that  
Referred the Hiree:** www.medialine.com

**Date Vacancy Opened:** 6/1/09

**Date Vacancy Filled:** 6/24/09

**Total Number of Persons  
Interviewed for the Vacancy:** 4

**Recruitment Sources Used to Fill the Vacancy:**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	1	No
Media Line-website	www.spotsndots.com - 167 Oakdale Rd. Johnson City, NY 13790	Alice Riehl	(888) 884-2630	3	No

In addition to the above sources, the job posting was also sent to all other referral sources referenced earlier in this report.

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station KRON-TV has engaged in the following outreach activities during the period covered by this report:

Activity Classification	Type of Activity	Brief Description
1	University Recruitment Week	Young Broadcasting Vice President/Director of News recruited for open Young Broadcasting Inc. (including KRON) positions at Medill School of Journalism in Chicago on August 25 - 27, 2008.
1	Job Fair	HR Manager recruited for interns at the Center for Integration and Improvement of Journalism (SF State University) Internship Fair on October 7, 2008.
4	Speaking Event	News Anchor spoke at Cisco Systems, which hosted an event for Hispanic Heritage Month, about her progression throughout her broadcasting career on September 24, 2008.
4	Speaking Event/Corporate Minority Student Day	News Editor spoke at a Minority Student Day hosted by Blacks at Microsoft, which enabled local high school students from under-represented ethnic backgrounds to learn information about resources and career opportunities available to them in high tech (including broadcasting) careers on February 13, 2009.
4	Career Day Panelist for Minority Broadcasting Organization	News Anchor participated on a "Meet the Reporters" panel for the National Association of Black Journalists (NABJ) at UC Berkeley on February 21, 2009. The goal was to inspire black students from the Bay Area considering a career in journalism by allowing them to meet successful local black journalists.
4	Speaking Engagement - Career Day and Tour	Community Relations Manager hosted and spoke on August 7, 2008 and August 14, 2008 with groups from Just Think Media Academy, which is a Bay Area-based youth media program engaging young people from 6th grade through high school to learn how to critique and analyze the media messages they are exposed to every day.
5	Internship Program	KRON-TV maintains a strong internship program and has accepted 37 interns in news, local programming, creative services, community relations, sales, and website departments. Interns come from local and national colleges and universities. Interns must receive college credit for their internships.



<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
8	Training Program for Promotional Opportunities	Promising Production Assistants are offered training in the Associate Producer position, rendering them eligible for promotion should opportunities arise. The training includes company website updating, assignment desk duties, desktop editing, video server usage, and news publishing systems.
10	Resume Critique Day Participation	HR Manager critiqued resumes of SF State University students, some of whom aspire to careers in broadcasting, at a campus-sponsored Resume Critique Day, on October 2, 2008.
10	Media Class Participation	Community Relations Manager presented information to students at San Jose State University about internship opportunities, the public file, and the DTV transition on November 17, 2008.
10	Speaking Engagement - Career Day	Assignment Editor participated in a Career Day at Albany High School and discussed obtaining careers in broadcasting on November 19, 2008.
10	Media Class Participation	Community Relations Manager spoke with students from Irvington High School in Fremont as part of their Quest program on the media and fielded questions regarding the organization and the DTV transition on November 24, 2008.
10	Speaking Engagement - Career Day	News Anchor spoke to a fifth grade class at Prestwood Elementary School about his job and education required to obtain a broadcasting career on January 13, 2009.
10	Work Learning Experience Program	The News department sponsored a student from Metropolitan Arts and Technology High School for a work learning experience (WLE) to give students experience in their future chosen career field. The student started her WLE on February 25, 2009 and continued for 10 weeks on consecutive Wednesdays.

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
10	Speaking Engagement - Career Day	Video Journalist gave a presentation to third and fifth graders at Buena Vista Elementary School in San Francisco. She discussed her job, the education required to achieve it, and explained the equipment and news van used in executing her work on June 1, 2009.
14	Training of Management-Level Personnel	HR Manager continues to present training to managers on recruitment and hiring procedures, emphasizing broad outreach, anti-discrimination, and strict adherence to established company EEO procedures. Presented consistently to new managers as needed and current managers who need a refresher using FCC EEO forms and station policies and procedures.
16	Other Activity - Tours of KRON-TV	Vice President and Station Manager hosted a tour with students from the Academy of Art University in San Francisco, CA on November 24, 2008. They also created a tape for usage in one of their media classes.
16	Other Activity - Tours of KRON-TV	News and Programming Talent hosted a tour for a journalism class from Woodside Priory School in Portola Valley, CA in December, 2008.
16	Other Activity - Tours of KRON-TV	HR Manager hosted a tour for third graders from Wade Thomas Elementary School in San Anselmo, CA on March 25, 2009.
16	Other Activity - Tours of KRON-TV	Video Journalist hosted a tour for the Redwoods, a senior center from Marin County, CA on June 18, 2009.
16	Other Activity - Tours of KRON-TV	Vice President and Station Manager hosted tours for foreign students (Spain, Austria, and France) as part of a program sponsored by Educational Cultural International on July 7, 8, 15, 20, and 29, 2009.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast provisions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.