

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, 2006, and
Ending on July 31, 2007

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, 2006 and ending on July 31, 2007, the station filled the following full-time vacancies:

Building Maintenance Coordinator
Web Producer (2)
Video Journalist (5)
Programming Producer
Janitor (2)
Weather Forecaster
Business Development Sales Account Executive
News Producer (3)
Traffic Reporter
Segment Producer – Bay Area Backroads
National Sales Assistant
Traffic Coordinator (2)
Commercial Producer
Associate Producer (2)
Traffic Producer
Production Coordinator – Local Programming
Editor – Local Programming
Broadcast Maintenance Engineer

The station interviewed a total of 93 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	22
TV Jobs - website	14
Spots & Dots - website	3
Journalism Jobs - website	6
Entertainment Careers - website	-
Asian American Journalists Association (AAJA) - website	
AWRT - website	
National Association of Black Journalists (NABJ) - website	1
National Association of Hispanic Journalists (NAHJ) - website	
National Association of Television Arts and Sciences - website	
California Broadcasters Association	
East Bay Works - website	
Bay Area STAR	2
TVSpy.com/Shoptalk	
Graeme Newell- 602 Communications	-
Broadcasting & Cable	-

Television Week	
Academy of Art College	
AFTRA	
Alumni Career Services	
ARC	
Art Institute of California, SF	
Art Institute of Seattle	
Asian American Journalists Association	
Broadcast Employment Services	
California Chicano News Media Association - Annenberg School for Communication	
Cal State University, Chico	
Careerbuilder.com	1
Career Resources Development Center	
Center for Independent Living	
Centro Latino de SF, Inc.	
City College of San Francisco	
City of Pasadena - Telecommunications Admin.	
Collective Talent	4
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	6
David Crane Agency	1
De Anza College Placement Center	
Department of Rehabilitation	
Department on the Status of Women	
Entertainment Employment Journal	
Filipinos for Affirmative Action	
Goodwill Industries	
Goodwill Industries of the Greater Bay Area	
Hispanic Chamber of Commerce	
Hispanic Media Group	
Independent Living Resources Center of San Francisco	
Intercollegiate Athletics and Sports/Cal Program	
International Association of Business Communities	
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	1
Media Line, LLC	8
Menlo College	
Mills College Career Center	
Mission Language and Vocational School	
NAACP	
National Association of Broadcasters	
National Black MBA Association	
National Hispanic Media Coalition	
Native American Journalist Association	
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	
Project Hired	
San Francisco Chronicle	7
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	
UC Santa Cruz	
United Indian Nations, Inc.	
USC School of Journalism	
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 (perm)	13
Employee Referral	4
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 Sondra Lewis, Human Resources Manager, at (415) 561-8025.

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Building Maintenance Coordinator **Recruitment Source that Referred the Hiree:** Temporary to Regular Hire

Date Vacancy Opened: 10/4/05

Date Vacancy Filled: 3/1/07 **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	Sondra Lewis - jobs@kron4.com	(415) 561-8025		No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com		No
Spots & Dots - website	www.spotsndots.com - 167 Oakdale Rd. Johnson City, NY 13790	Alice Riehl	(888) 884-2630		No
Journalism Jobs - website	www.journalismjobs.com	Dan Rohn	dtrohn@aol.com		No
Entertainment Careers - website	www.entertainmentcareers.net				No
AAJA - website	post@aaja.org		(415) 346-2051		No
AWRT - website	jobs@awrtgold.org	Bonnie Bright			No
NAHJ - website	jobbank@nahj.org		(202) 662-7145		No
National Association of Television Arts and Sciences - website	www.emmyonline.org	http://jobbank.emmyonline.org/Chlisting.asp			No
California Broadcasters Association	www.cabroadcasters.org		(916) 444-2237		No
East Bay Works - website	mcmillan@oaklandpic.org	Ed McMillan	(510) 768-4473		Yes

Bay Area STAR	www.bayareastar.org	Nancy Bell	(415)765-8702		No
TVSpy.com/Shoptalk	ww.tvspy.comw	Don Fitzpatrick			No
Graeme Newell- 602 Communications	www.602communications.com	Graeme Newell			No
Broadcasting & Cable	www.broadcastingcable.com	varietycareers@reedbusiness.com	1(800) 357-4745		No
Television Week	echasko@crain.com	Eric Chasko	(323) 370-2415		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		Yes
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
Asian American Journalists Association	1182 Market Street, Suite 320 SF, CA 94102	Randall Yip	(415)346-2051		No
Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052	Career Assistance	(760)754-8177		Yes
California Chicano News Media Association - Annenberg School for Communication	3502 Watt Way, ASC G38, Los Angeles, CA 90089	Sylvia Wells	(213)743-4960		No
Cal State University, Chico	Chico, CA 95929-0700	Jodie Veale/Placement Center	(530) 898-5253		No
David Crane Agency	124 Ammons Drive, Raleigh, NC 27615	David Crane	(919) 870-9121		No
Careerbuilder.com	www.careerbuilder.com/jobposter	Job Posting Rep	(800) 891-8880		No
Career Resources Development Center	655 Geary Boulevard, SF CA 94102	Linh Le	(415) 775-8880		Yes
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
Collective Talent	www.collectivetalent.com	Mike Von Ende			Yes

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		Yes
Craigslist.org	www.craigslist.org	online classifieds			No
David Crane Agency	124 Ammons Drive Raleigh, NC 27615	David Crane	(919) 870-9121		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
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	696 E. Santa Clara St., Suite 106, San Jose, CA 95112-1911	Elena Barrientos	(408) 467-9891		No
Hispanic Media Group	P.O. Box 221, Sausalito, CA 94965	Margo Segura	(415) 331-8560		No
Independent Living Resources Center of San Francisco	649 Mission Street, 3rd Floor, SF, CA 94105	Herb Levine	(415) 543-6222		Yes
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
International Association of Business Communities	5 Third Street #724, San Francisco, CA 94103	Administrative Office	(415) 543-2111		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	814 Mission St., Suite 205, SF, CA 94103	Jeff Perlstein	(415) 546-6334		Yes
Media Line, LLC	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073		Yes
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; www.nabj.jobcontrolcenter.com/hr/jobs	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	2514 S. Grand Avenue, Los Angeles, CA 90007-2651	Claudia Flores	(213) 746-1305		No
Native American Journalist Association	3359 36th Avenue South, Minneapolis, MN 55406	Ron Walters	(605) 677-5282		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
Project Hired	1270 Franklin Mall, Santa Clara, CA 95050	Anthony Orlana	(408) 557-0710		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 Chronicle	901 Mission St., SF, CA 94107	Classifieds	(415) 777-1111	3	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		Yes
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
UC Santa Cruz	123 Hahn Student Services, Santa Cruz, CA 95064	Ellen Timberlake	(831) 459-0111		No
United Indian Nations, Inc.	1320 Webster Street, Oakland, CA 94612	Jennifer Elk	(510) 763-3410		No
USC School of Journalism	Los Angeles, CA 90089	CCNMA	(323) 342-1180		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				1	No
Employee Referral					No
Client Referral					No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Web Producer

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

Date Vacancy Opened: 6/14/06

Date Vacancy Filled: 8/1/06

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	3	No
Media Line, LLC	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073	1	Yes

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
(3 positions)

**Recruitment Source that
Referred the Hiree:** Temporary to Regular Hire (2);
www.collectivetalent.com

Date Vacancy Opened: 6/16/06

Date Vacancy Filled: 8/1/06; 8/8/06; 9/11/06
**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?
Collective Talent	www.collectivetalent.com	Mike Von Ende		2	Yes
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - KRON HR Manager	(415)561-8025	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: Programming Producer

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

Date Vacancy Opened: 6/27/06

Date Vacancy Filled: 2/5/07

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	2	No
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

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: Janitor
(2 positions) **Recruitment Source that**
Referred the Hiree: San Francisco Chronicle

Date Vacancy Opened: 6/27/06

Date Vacancy Filled: 8/8/06; 9/13/06 **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?
San Francisco Chronicle	901 Mission St., SF, CA 94107	Classifieds	(415) 777-1111	4	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: Weather Forecaster Recruitment Source that Referred the Hiree: Temporary to Regular Hire

Date Vacancy Opened: 7/13/06

Date Vacancy Filled: 8/1/06 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?
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	No
David Crane Agency	124 Ammons Drive Raleigh, NC 27615	David Crane	(919) 870-9121	1	No
Media Line, LLC	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073	1	Yes
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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: Business Development
Sales Account Executive

**Recruitment Source that
Referred the Hiree:** Spots*N*Dots

Date Vacancy Opened: 9/18/06

Date Vacancy Filled: 1/2/07

**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?
Spots & Dots - website	www.spotsndots.com - 167 Oakdale Rd. Johnson City, NY 13790	Alice Riehl	(888) 884-2630	3	No
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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.TVJobs.com

Date Vacancy Opened: 9/25/06

Date Vacancy Filled: 11/13/06

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	1	No
National Association of Black Journalists	University of Maryland, 8701-A Adelphi Road, Adelphi, MD 20783-1716; www.nabi.jobcontrolcenter.com/hr/jobs	Personnel Department	(301) 445-7100	1	No
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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: News Producer

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

Date Vacancy Opened: 9/28/06

Date Vacancy Filled: 10/23/06

**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?
Media Line, LLC	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073	2	Yes
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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: Traffic Reporter

Recruitment Source that

Referred the Hiree: Temporary to Regular Hire

Date Vacancy Opened: 10/25/06

Date Vacancy Filled: 1/2/07

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
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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: **Segment Producer - Bay Area Backroads** Recruitment Source that Referred the Hiree: www.KRON4.com

Date Vacancy Opened: 12/7/06

Date Vacancy Filled: 1/29/07 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?
KRON 4 - website	www.kron4.com	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
Craigslist.org	www.craigslist.org	online classifieds		6	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: National Sales Assistant

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

Date Vacancy Opened: 1/2/07

Date Vacancy Filled: 7/9/07

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
Bay Area STAR	www.bayareastar.org	Nancy Bell	(415)765-8702	2	No
Employee Referral		Sondra Lewis - HR Manager, KRON 4	(415) 561-8025	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: News Producer
(2 Positions)**

**Recruitment Source that
Referred the Hiree: Employee Referral;
www.KRON4.com**

Date Vacancy Opened: 1/2/07

Date Vacancy Filled: 3/5/07; 3/19/07

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	No
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	1	No
Employee Referral	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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: Traffic Coordinator
(2 Positions)

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

Date Vacancy Opened: 1/2/07

Date Vacancy Filled: 3/19/07; 3/27/07

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	2	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	1	No
Media Line, LLC	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073	1	Yes

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: Commercial Producer

Recruitment Source that

Referred the Hiree: www.KRON4.com

Date Vacancy Opened: 1/15/07

Date Vacancy Filled: 4/16/07

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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
Journalism Jobs - website	www.journalismjobs.com	Dan Rohn	dtrohn@aol.com	2	No
Media Line, LLC	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073	1	Yes

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: Associate Producer
(2 Positions)**

**Recruitment Source that
Referred the Hiree: Temporary to Regular Hire**

Date Vacancy Opened: 1/24/07

Date Vacancy Filled: 2/8/07; 2/8/07

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	No
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	2	No
Employee Referral	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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: Temporary to Regular Hire

Date Vacancy Opened: 2/1/07

Date Vacancy Filled: 3/26/07

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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	1	No
Collective Talent	www.collectivetalent.com	Mike Von Ende		2	Yes
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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: Web Producer

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

Date Vacancy Opened: 3/28/07

Date Vacancy Filled: 6/4/07

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	2	No
Media Alliance	814 Mission St., Suite 205, SF, CA 94103	Jeff Perlstein	(415) 546-6334	1	Yes
Media Line, LLC	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073	1	Yes

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: Traffic Producer

Recruitment Source that Referred the Hiree: Temporary to Regular Hire

Date Vacancy Opened: 5/1/07

Date Vacancy Filled: 5/15/07

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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
Careerbuilder.com	www.careerbuilder.com/jobposter	Job Posting Rep	(800) 891-8880	1	No
Media Line, LLC	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	(800) 237-8073	1	Yes
Temporary Employee to Regular Hire	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	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: Production Coordinator -
Local Programming

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

Date Vacancy Opened: 5/1/07

Date Vacancy Filled: 7/2/07

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	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	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: Editor -
Local Programming

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

Date Vacancy Opened: 5/9/07

Date Vacancy Filled: 7/9/07

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	2	No
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

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: Broadcast Maintenance Engineer

Recruitment Source that

Referred the Hiree:

Employee Referral

Date Vacancy Opened: 5/17/07

Date Vacancy Filled: 7/2/07

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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	2	No
Employee Referral	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	1	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	Job Fair	HR Manager attended job fair at San Francisco State University to recruit for interns and entry-level job candidates in October 2006.
1	Job Fair	Young Broadcasting Vice President of News recruited for Young (including KRON) positions at BABEF-BEA-RTNDA Career Fair at the NAB Convention in Las Vegas in April 2007.
1	Job Fair	HR Manager attended job fair at Notre Dame de Namur University in Belmont, CA to recruit for interns in April 2007.
1	Job Fair	HR Manager attended career fair at the Berkeley Adult School to discuss careers in broadcasting and recruit for entry-level positions in May 2007.
4	Job Fair/Convention Appearance	Community Relations Manager and a Video Journalist attended the National Gay and Lesbian Journalists Association Job Fair to discuss careers at KRON and recruit for open positions in May 2007.
5	Internship Program	KRON-TV maintains a strong internship program and accepts 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.
10	Job Shadowing Day	KRON-TV hosted a foster youth for a job shadow day in conjunction with Honoring Emancipated Youth (HEY) and San Francisco Independent Living Skills Program (ILSP) on May 1, 2007. The student worked with Community Relations Manager to find out about how KRON-TV works with the community and about different careers in the broadcasting field and how to pursue them.

10	Speaking Engagement – Career Day	Video Journalist spoke to 30 students from a school in the Bayview district, a lower-socioeconomic area in San Francisco, about jobs in broadcasting and how to aspire to this or other careers on January 25.
10	Speaking Engagement	HR Manager spoke on a panel for the Association of Education in Journalism and Mass Communication. Geared towards teachers so that they could direct their students toward internships, discussions were held on what employers are looking for in interns and company's expectations of a successful intern. August 2006.
10	Speaking Engagement	Anchor/Producer spoke at a video-cast to students at Southern Illinois University about careers in broadcasting and career paths towards that goal in November 2006.
10	Job Shadowing Day	KRON-TV hosted three students from Albany High School for a Job Shadow Day. The students shadowed three news anchors and were able to ask questions about educational requirements and career paths leading to their success. March 2007.
12	Listing of upper-level category openings	KRON-TV HR Manager posts all jobs to internet websites of organizations that have significant minority and/or woman participation and promote outreach to minority communities, such as American Women in Radio and Television, Bay Area STAR, and others listed in this report
13	Broadcast Employment Career Development	KRON-TV continues its partnership with United Way's "Jobs for Youth" Program, established July 2006. The program creates employment opportunities within organizations to give youths stepping stones within the organization.
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 - Speaking Engagement	Anchor emceed and hosted a fundraiser for education, "Jones New York in the Classroom," which brings attention to the importance of teachers and education. She spoke about the importance of education in obtaining careers in broadcasting. October 2006.
16	Other Activity - Speaking Engagement	Video Journalist addressed the audience at the City of Daly City Black History Festival Cultural Celebration. He discussed the many contributions that people of color have made in the media industry. February 2007.
16	Other Activity - Speaking/Reading Engagement	Video Journalist participated in "Reading Across America" Day at an elementary school on March 2, 2007. He had the opportunity to discuss the importance of education in getting a career, specifically in broadcasting.
16	Other Activity - Rally Host	Video Journalist co-hosted the Martin Luther King "Stop the Violence" Rally in San Jose, CA on January 13, 2007. It was a fundraising event for students in need of educational scholarships. He represented KRON-TV at this event.
16	Other Activity - Students Rising Above - program and scholarship	SRA is a program sponsored by KRON-TV and the Peninsula Community Foundation consisting of a scholarship and a series of news specials and stories featuring low income, at-risk Bay Area students who are overcoming tremendous obstacles. The scholarship fund enables these kids to attend college. Viewers can make tax-deductible contributions. One SRA "graduate" has been hired by KRON-TV and all students learn about KRON-TV through their interactions with staff members.

16	Other Activity - Tours of KRON-TV	To educate students about the workings of a television station and to encourage them to aspire towards broadcast journalism as a career, HR Manager, Community Relations Manager, Promotion Director, and station employees regularly conduct tours of the station to classes of students and various community groups with an interest in broadcasting.
16	Other Activity - Award of Honorary Chair of Event	Anchor/Producer was the chairperson of The Girls' Middle School event entitled "Women Shaping the Future: Tomorrow's Heroes Today." This program encourages young women to collaborate and think critically to reach their goals. Our Anchor/Producer received an honorary chair award for her efforts toward this end and her role-model status for women aspiring to a career in broadcasting. January 2007.
16	Other Activity - Award Winner	Anchor/Producer was awarded the Boys Hope Girls Hope "2006 Opportunity Maker Awards Winner" for her work in using the media to shine a light on the limitless potential of children living in poverty and doing so in a way to activate the community, making scholarships, mentorships, and dreams possible. November 2006.

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.