

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, 2007, and
Ending on July 31, 2008

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, 2007 and ending on July 31, 2008, the station filled the following full-time vacancies:

Video Journalist
Producer (4)
Business Development Account Manager (2)
Meteorologist (2)
Account Manager – Sales (7)
Associate Producer
Production Assistant

The station interviewed a total of 67 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	17
TV Jobs - website	14
Spots & Dots - website	3
Journalism Jobs - website	9
Entertainment Careers - website	
Asian American Journalists Association (AAJA) - website	
AWRT - website	
National Association of Black Journalists (NABJ) - website	

National Association of Hispanic Journalists (NAHJ) - website	
National Association of Television Arts and Sciences - website	1
California Broadcasters Association	
East Bay Works - website	
Bay Area STAR	
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	2
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	1

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	5
David Crane Agency	
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	
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	
Media Line, LLC	2
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	
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	
www.Mediarecruiter.com (website)	2
www.TVB.com (website)	
Temporary employee to Regular (perm)	2
Employee Referral	6
Client Referral	3

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: Video Journalist

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

Date Vacancy Opened: 7/30/07

Date Vacancy Filled: 8/20/07

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
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	2	No
MediaRecruiter - website	www.mediatrecruiter.com	Birschbach Recruitment Network	(303) 400-5150		
Entertainment Careers - website	www.entertainmentcareers.net				No
AAJA - website	post@aja.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
TVB.org - website	www.tvb.org	Job Center			No
TVSpy.com/Shoptalk	ww.tvspy.com	Customer Service Dept.			No
Graeme Newell- 602 Communications	www.602communications.com	Graeme Newell			No
Broadcasting & Cable	www.broadcastingcable.com				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					No
Careerbuilder.com	www.careerbuilder.com/jobposter	Tom Bisenius	(773) 527-6977		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
Ecology Center	2530 San Pablo Avenue, Berkeley, CA 94702	Jennifer Bresee	(510) 548-2220		Yes
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	1	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; http://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		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
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	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025		No
Employee Referral	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025		No
Client Referral					No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

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

Date Vacancy Opened: 8/22/07

Date Vacancy Filled: 10/22/07

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	1	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: Business Development
Account Manager
(2 positions)

**Recruitment Source that
Referred the Hiree:** www.careerbuilder.com
(both positions)

Date Vacancy Opened: 8/27/07

Date Vacancy Filled: 12/17/07 **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?
Spots & Dots - website	www.spotsndots.com - 167 Oakdale Rd. Johnson City, NY 13790	Alice Riehl	(888) 884-2630	3	No
MediaRecruiter - website	www.mediatrecruiter.com	Birschbach Recruitment Network	(303) 400-5150	1	
Careerbuilder.com	www.careerbuilder.com/jobposter	Tom Bisenius	(773) 527-6977	2	No
Employee Referral	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	1	No
Client Referral				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 Hiree:** Media Line LLC

Date Vacancy Opened: 8/30/07

Date Vacancy Filled: 11/1/07

**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	2	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	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: Meteorologist

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

Date Vacancy Opened: 11/6/07

Date Vacancy Filled: 1/14/08

**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	2	No
National Association of Television Arts and Sciences - website	www.emmyonline.org	http://jobbank.emmyonline.org/Chlisting.asp		1	No
Collective Talent	www.collectivetalent.com	Mike Von Ende		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: Producer

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

Date Vacancy Opened: 11/6/07

Date Vacancy Filled: 1/2/08

**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
Journalism Jobs - website	www.journalismjobs.com	Dan Rohn	dtrohn@aol.com	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: Account Manager
Sales (3 positions)

**Recruitment Source that
Referred the Hirees:** www.mediarecruiter.com
www.craigslist.org
Employee Referral

Date Vacancy Opened: 12/20/07

Date Vacancy Filled: 1/21/08; 1/28/08; 3/3/08

**Total Number of Persons
Interviewed for the Vacancy:** 11

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
Journalism Jobs - website	www.journalismjobs.com	Dan Rohn	dtrohn@aol.com	2	No
MediaRecruiter - website	www.mediarecruiter.com	Birschbach Recruitment Network	(303) 400-5150	1	
Craigslist.org	www.craigslist.org	online classifieds		4	No
Employee Referral	KRON 4	Sondra Lewis - HR Manager, KRON	(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: Account Manager
Sales (4 positions)

**Recruitment Source that
Referred the Hirees:** www.KRON4.com
www.craigslist.org
Employee Referral
Client Referral

Date Vacancy Opened: 3/18/08

Date Vacancy Filled: 4/28/08; 4/28/08
6/2/08; 6/5/08

**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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	3	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	No
Craigslist.org	www.craigslist.org	online classifieds		1	No
Employee Referral	KRON 4	Sondra Lewis - HR Manager, KRON	(415) 561-8025	1	No
Client Referral				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: Associate Producer

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

Date Vacancy Opened: 3/26/08

Date Vacancy Filled: 6/2/08

**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	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	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: Meteorologist

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

Date Vacancy Opened: 5/19/08

Date Vacancy Filled: 7/16/08

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

Date Vacancy Opened: 5/28/08

Date Vacancy Filled: 6/19/08 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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	2	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: Producer

Recruitment Source that
Referred the Hiree: Employee Referral

Date Vacancy Opened: 5/29/08

Date Vacancy Filled: 7/21/08

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	Sondra Lewis - jobs@kron4.com	(415) 561-8025	1	No
TV Jobs - website	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	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.

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 Dominican University of California to recruit for interns and entry-level job candidates on October 17, 2007.
1	Job Fair	HR Manager attended San Francisco State University Career Expo to recruit for interns and entry-level job candidates on October 12, 2007.
1	Job Fair	HR Manager recruited for interns at the Center for Integration and Improvement of Journalism (SF State University) Internship Fair on October 9, 2007.
1	Job Fair	HR Manager attended job fair at UC Berkeley to recruit for interns and entry-level job candidates on April 24, 2008.
4	Job Fair/Convention Appearance	Young Broadcasting Vice President of News recruited for Young (including KRON) positions at the UNITY Convention in July 2008. UNITY is an alliance of the four professional organizations for journalists of color. The mission is to advocate fair and accurate news coverage about people of color, and aggressively challenge the industry to staff its organizations at all levels to reflect the nation's diversity.
4	Provision of Assistance to Website offering Insight on Broadcast/Media Future	President/General Manager spoke as part of an international panel regarding the future of media and what this means for employment opportunities in the field on July 14, 2008. The website is www.ahtgroup.com , and it focuses on strategy and technology related to media and other fields.

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	Speaking Engagement - Career Day	Assignment Editor spoke at John Muir Middle School in San Jose about obtaining internships and careers in broadcasting on May 30, 2008.
10	Speaking Engagement - Career Day	Internship Coordinator for the Newsroom spoke as a panelist the the Media Career Symposium at San Francisco State University on February 26, 2008. He spoke to a crowd of students regarding obtaining internships and careers in the broadcasting field.
10	Speaking Engagement - Career Day	Video Journalist gave a talk at the Alameda Community Learning Center, a charter school, to a digital video class about his experience and tips on shooting and getting jobs in the field on October 25, 2007.
10	Job Shadowing Day	News Anchor hosted three students from Hogan High School in Vallejo who visited the station to interview him and learn about careers in broadcasting on May 26, 2008.
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 2008.
10	Job Shadowing Day	Assistant News Director met with a student at Walnut Creek High School who was writing a story for her school newspaper about her pursuit to become a journalist on October 25, 2007.
10	Meeting with Educational Institution	Video Journalist gave a talk at a journalism summer school in Portland, Oregon, regarding jobs in the broadcasting field, on July 11, 2008.
10	Meeting with Educational Institution	Community Relations Manager hosted a tour and meeting for a group from Oakland, CA Global Education Partnership, which is a training program for low-income high school students that integrates skill areas required to attain high-wage jobs, including those in broadcasting, on June 12, 2008.

10	Job Shadowing Day	Sales Account Executive had two students from San Marin High School in Novato shadow her for a career management course internship on November 1, 2007.
10	Speaking Engagement - Career Day	Community Relations Manager hosted and spoke on August 2, 2007 with a group from Just Think Media Academy, which is a Bay Area-based youth media program engaging young people from 6th grade to high school to learn how to critique and analyze the media messages they are exposed to every day.
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	Production Manager toured a group from the Art Institute of San Francisco regarding design of a newsroom for a school project on November 12, 2007.
16	Other Activity - Tours of KRON-TV	Director of Local Programming hosted a tour and meeting for twelve students from the Academy of Arts in San Francisco on July 16, 2008.
16	Other Activity - Tours of KRON-TV	News Director, Community Relations Manager, and Production Manager hosted a tour and informational meetings with a rep from the Institute of International Education/West Coast on April 24, 2008. This group implements professional programs for foreign specialists and international scholars and the focus of the meetings was production of news stories.
16	Other Activity - Rally Host	Video Journalist co-hosted the Martin Luther King "Stop the Violence" Rally in San Jose, CA in January, 2008. It was a fundraising event for students in need of educational scholarships. He represented KRON-TV at this event.
16	Other Activity-Presentation to Group	Talent/Reporter spoke at a Chicana/Latina Foundation event, where she discussed her job and others in the broadcasting field in August 2008.

16	Other Activity - Presentation to Group	Photographer participated in a workshop for the San Francisco Bay Area Press Photographers, where he spoke about shooting, editing, and storytelling techniques to aspiring journalism students and working professionals, on December 8, 2007.
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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.