

**KGO-TV ANNUAL FCC - EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT**

AUGUST 1, 2021

This report covers the period from August 1, 2020 through July 31, 2021. KGO-TV ("the Station") has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, marital status, religion, age, national origin or citizenship status, disability, sex sexual orientation, gender identity, covered veteran status, or any other basis prohibited by state and federal law.

In the Station's commitment to fair employment practices, we strive to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is the Station's policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices.

Employees and others believing they have not been treated in accordance with KGO-TV's EEO Policy are encouraged to contact Bradley Hoffman, Human Resources Manager, or their immediate supervisor.

In compliance with the EEO record keeping requirements, the Station creates a file for each position to be filled. The file generally includes, but is not limited to, the following items: copies of advertisements, emails, and distributions to the Station's mailing lists used to notify sources of openings, and a summary of interviewees who applied for vacancies as well as their referral sources.

In addition, the Station documents and retains information about its long-term recruitment initiatives. These files generally include, but are not limited to: the nature and date of each activity, the scope of the Station's participation, and the names and titles of the Station personnel involved.

A. NOTIFICATION OF JOB OPENINGS AND POSITIONS FILLED

A listing of all full-time positions filled and the number of candidates interviewed from August 1, 2020 until July 31, 2021 is noted in **Attachments A and B**.

During the reporting period, every job vacancy at KGO-TV was posted on the Company's website (www.abc7news.com) as well as on the ABC Corporate Job Posting list at www.disneycareers.com. Each vacancy was also posted to DirectEmployers Association Job Syndication Alliances, detailed in **Attachment C**, which syndicates job listings to a wide network of job sites that include minority/ diversity sites, disability sites, military/ veteran network sites, Federal and State Government Sites, colleges, and regional groups.

KGO-TV maintains a mailing list of organizations that have requested to receive notification of the Station's job openings which currently includes a list of 28 organizations noted in **Attachment D**. Due to dislocation of office personnel during the COVID-19 pandemic, the station did not send its usual fax and e-mail notifications to these groups during this reporting period. The station resumed sending these groups notifications as of July 30, 2021.

KGO-TV also uses an electronic resume tracking system (KENEXA) on the Disneycareers.com website inviting candidates to apply, upload a resume and complete EEOC information.

EFFORTS TO IMPROVE MAILING LIST: The Station posts the following message on our Company's job posting website <https://abc7news.com/jobs-employment-notification-request/1766456/>

KGO-TV/ABC7 is an Equal Opportunity Employer – Female/ Minority/ Veteran/ Disability

We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our mailing list to receive information about job vacancies. For further information, please contact Human Resources at 900 Front Street, San Francisco, CA 94111, phone: 415-954-7745 or email the Human Resources Manager at bradley.hoffman@abc.com.

In addition, the Station aired the following promotional spots:

30 second promo:

Aired 101 times (various hours) on our regular channel and 365 times on our D2 channel.

ABC7 is an equal opportunity employer and we would like to publicize our job opportunities.

That's why we encourage any organization that distributes employment information or refers candidates to employers to be put on our job vacancy mailing list.

For more information, contact the KGO-TV Human Resources Department at 900 Front Street, San Francisco, California 94111.

Or log on to our website at ABC7News.com.

B. LONG-TERM RECRUITMENT INITIATIVES

1. College Student Internship Program (Paid)

KGO-TV continues to offer internships to college and university students. The students are paid the San Francisco minimum wage during the internship. The average intern works approximately 20 hours (or less) per week. The students are given the opportunity to work in a variety of departments to educate them about the different possibilities in a career in broadcasting and provide them with practical hands-on experience that complements their academic studies.

During the reporting period, KGO-TV engaged 2 interns working in Marketing/Public Affairs with a focus on Race and Social Justice issues.

2. Diversity Conventions

August 05th through August 07th, 2020, Tracey Watkowski, News Director, along with Jeff Mulligan, Executive Producer, Jobina Fortson, Anchor/Reporter, Julian Glover, Race & Culture Unit Reporter, and Luz Pena, Reporter attended the National Association of Black Journalists (NABJ) and National Association of Hispanic Journalists (NAHJ) combined UNITY Convention, which was held virtually due to the Covid-19 Pandemic.

August 12th through August 14th, 2020 Tracey Watkowski, News Director, along with Randall Yip, Segment Producer, Chris Nguyen, Reporter, and Dion Lim, Anchor/Reporter attended the Asian American Journalist Association (AAJA) Convention, which was held virtually due to the Covid-19 Pandemic.

October 23 through 25, 2020 Ken Miguel, Segment Producer, participated in the virtual conference for NLGJA, The Association of LGBTQ Journalists

July 12th through July 17th, 2021 Tracey Watkowski, News Director and Noah Chipley, Executive Producer attended the National Association of Hispanic Journalists (NAHJ) Convention, which was held virtually due to the Covid-19 Pandemic.

3. Employee Job Training

The Station provided opportunities for employees to participate in job training sessions to help them acquire skills that could advance their careers and qualify them for higher positions.

CMS Training: The station trained 11 people on Content Management Systems between September 14, 2020 and July 12, 2021.

Dalet – News Room Computer System (NRCS): The station trained 139 employees on a new NRCS, called DALET. The Training took place between February 1, 2021 and February 26, 2021.

OTVU Advanced Storytelling: The Station had 4 employees attend a company-sponsored 3-day storytelling seminar April 6 – 8, 2021.

Fault Lines – Robert C. Maynard Institute for Journalism Education: The station provided training on identifying and addressing personal bias of race, gender, sexual orientation, generation, geography and class, as they apply to journalists, newsroom collaboration and coverage. 51 Employees participated in the training on August 27, 2021.

Racial Equity Institute: The station had 3 employees attend trainings from The Racial Equity Institute on March 6, 2021.

SEO 2.0: The station had 8 employees attend search engine optimization training from Searchmetrics on July 7, 2021.

OTVU – 5-Day/1-Day Multi-Skilled Journalist Training: The station has an on-going program to augment the existing technical skills of producers and reporters. Depending on the employee's existing skill level they are provided either a 5-Day or 1-Day training course. 11 employees have had the training between August 1, 2020 and July 31, 2021

4. Scholarship Program

Ongoing since 2007: KGO-TV sponsors The Pete Wilson Journalism Scholarship that is administered and awarded annually by The Radio Television Digital News Foundation (RTDNF). Mr. Wilson was a news anchor at KGO-TV. The endowment provides an annual \$2000 journalism scholarship in perpetuity in Pete Wilson's name. Applicants for this endowed scholarship award must be from the San Francisco Bay area or studying in the Bay area in pursuit of a degree in journalism.

For more information is link below:

https://www.rtdna.org/content/pete_wilson_scholarship

The 2021 Scholarship was awarded to Noah Baustin, University of California-Berkeley.

5. Educational and Community Outreach Programs

August 11 – 13, 2020: Anchor/Reporter Dion Lim and Anchor Kumasi Aaron MC'd all three days of the Professional Businesswomen of California (PBWC) leadership conference, happening virtually for the first time.

September 15, 2020: Meteorologist Lisa Argen MC'd a virtual event for Kids & Art, a program for healing pediatric cancer through the arts

September 15 to October 15, 2020: Hispanic Heritage Month celebration featuring Latinx/Latino/Latina leaders of various backgrounds representing different regions of our DMA. Discussion topics for each week's guests focused on a different Building a Better Bay Area pillar: Economy, Changing Workplace, Education, Health, and Race & Social Justice. Guests were featured on broadcast and social, including: Priscilla Nguyen (Society of Hispanic Professional Engineers), Omar Carrera (Canal Alliance), Jaime Aragón (Good Samaritan), Cindy Chavez (Santa Clara County Supervisor, Valley Transportation Authority board member).

September 17, 2020: Day of Giving in support of American Red Cross for Western Wildfires Relief - KGO rallied with OTV stations on the West Coast from 4 a.m. to 7 p.m., to take calls and donations to help families in need. The effort supported the Red Cross, which mobilized a massive relief effort to ensure that our neighbors have food, shelter and comfort.

September 18, 2020: Meteorologist Mike Nicco spoke with students at Sycamore Elementary School

September 23, 2020: Reporter Chris Nguyen MC'd virtual event for Distributive Education Clubs of America (Washington DECA) Empower Hour Virtual fundraiser

September 24, 2020: Anchor/Reporter Jobina Fortson MC'd virtual event for Junior Achievement NorCal JA Virtual Town Hall: "Financial Literacy in a Pandemic State of Mind"

September 25, 2020: Anchor/Reporter Dion Lim MC'd the Ascend National Student Mentoring session via Zoom

September 25, 2020: Meteorologist Lisa Argen participated in Kids & Art 4-day virtual summit by Zoom

September 27, 2020: Reporter Kate Larsen MC'd the virtual Susan G. Komen *More Than Pink* Walk in San Francisco

September 29, 2020: Anchor Dan Ashley conducted a live virtual interview with former Second Lady of The United States, Lynne Cheney for the Commonwealth Club

September 30, 2020: Anchor Kumasi Aaron MC'd the Alzheimer's Association's "Walk to End Alzheimer's" Pep Rally

October 3, 2020: Meteorologist Mike Nicco MC'd a fundraiser for the Sonrise Equestrian Foundation

October 10, 2020: Anchor Kumasi Aaron MC'd the Washington Hospital Foundation's annual Top Hat Gala virtually!

October 17, 2020: Anchor Dion Lim MC'd the virtual gala for Gum Moon/Asian Women's Resource Center

October 22, 2020: Anchor Ama Daetz MC'd the Shine Gala for Oasis for Girls

November 12, 2020: Reporter David Louie MC'd Self-Help for the Elderly's "Hope 2020" Virtual Gala

November 18, 2020: Reporter David Louie MC'd the fundraiser Real Options for City Kids (R.O.C.K.) – "ROCK Connect 26"

November 20, 2020: Anchor Ama Daetz participated in Career Friday for Oasis for Girls

December 1, 2020: ABC7 Day of Giving - Throughout the day, we joined efforts with other OTV stations to promote local nonprofits in the annual Giving Tuesday. We announced our Disney-Feeding America \$15,000 grants to each of our five Bay Area food banks. Interviews with community groups were featured in each newscast and on social media, including Ronald McDonald House of the Bay Area, Junior Achievement of Northern California, Friends of Camp Concord, Kids & Art, Code Tenderloin, Okizu Foundation, Help a Mother Out, Real Options for City Kids, SF-Marin Food Bank, Alameda County Community Food Bank, Food Bank of Contra Costa & Solano, Second Harvest of Silicon Valley, Redwood Empire Food Bank, Lifelong Medical, Ayudando Latinos A Sonar (ALAS), SF Mission Food Hub, Marine Corps Toys for Tots Foundation, One Simple Wish, and Big Brothers Big Sisters. Additionally, we presented a vetted list of dozens of nonprofits across all of the Bay Area counties for our audience to send their donations.

December 10, 2020: KGO was given 1000 toys from ShopDisney.com to donate to Toys for Tots Foundation. We selected the San Bruno campaign, which was short 5500 toys at the time.

January 14, 2021: Meteorologist Sandhya Patel spoke via Zoom to 6th Graders at Sandpiper Elementary School about weather

January 22, 2021: Meteorologist Mike Nicco was the featured speaker at the Pleasanton Kiwanis Club

February 12, 2021: Meteorologist Mike Nicco MC'd the Danville Chamber of Commerce ceremony

February 19, 2021: Anchor/Reporter Dion Lim MC'd the Asian Real Estate Association of America's (AREAA) 10th Anniversary Gala

February 24, 2021: Race & Culture Reporter Julian Glover moderated a panel of Black STEM employees for McClymonds High School in West Oakland. The Black Disney Streamers participants share their career journeys and advice with students of all grade levels at "Mack."

February 24, 2021: Anchor Kristen Sze spoke at Aragon High School Career Day and spoke to students about careers in broadcasting and her own journey

February 25, 2021: Anchor/Reporter Jobina Fortson moderated Junior Achievement NorCal's free interactive Virtual Town Hall on Jobs & Careers

February 25, 2021: In honor of Black History month, ABC7'S Anchor Kumasi Aaron joined a first-grade classroom virtually at Parkmont Elementary School in Fremont for its first African-American Read-In

February 27, 2021: Race & Culture Reporter Julian Glover participated in The Golden State Warriors Beyond 28 Initiative by MC'ing a Basketball Decoded Workshop Series to provide Bay Area Black and Brown high school tech-based learning. The virtual event included individual workshops with Warriors and HPE community partners, including: Sports Code-a-thon (TEAM Inc.), Intro to Coding w/ Video Animations (The Hidden Genius Project), Data with Sports Analytics (Street Code Academy), VR Activity on Phones (Movers & Shakers – HPE Community Group). Glover also moderated a panel discussion featuring Black technologists from TEAM Inc, The Hidden Genius Project, Street Code Academy, HPE and Warriors player, Marquese Chriss.

March 18, 2021: Anchor Ama Daetz moderated a conversation with Make A Wish's Wish Kid for the charity's annual gala, which happened virtually

March 21, 2021: Anchor Reggie Aqui MC'd Show of Hope, a fundraising broadcast for the Tenderloin-based nonprofit SFCHC.

March 23, 2021: Anchor/Reporter Jobina Fortson hosted ABC News Anchor/Correspondent Linsey Davis' book reading for 175 students for Performing Stars of Marin at the Marin County Library.

March 24, 2021: Anchor Kumasi Aaron hosted "Women Leading the Way" presented by the Urban League of the Greater San Francisco Bay Area

March 25, 2021: Anchor Kristen Sze moderated the San Mateo Leadership Council's Leadership Speakers Series, "Leading San Mateo County Before and During the Pandemic and What Comes Next"

March 31, 2021: Anchor Dan Ashley hosted a virtual panel discussion and award presentation for the Poppy Film Festival

April 4, 2021: KGO streamed the Glide Memorial Church Easter Celebration

April 10, 2021: Anchor Dan Ashley hosted a virtual version of his annual Rock the CASA charity concert to raise money for children in need

April 14, 2021: Anchor Ama Daetz MC'd Evening of Wishes for Make-A-Wish Greater Bay Area

April 22, 2021: Anchor Kumasi Aaron was featured in a podcast, "Elevating Women's Stories & Exploring What It Means to Live on Purpose."

April 24, 2021: Anchor Kumasi Aaron hosted Lifelong Medical Care's annual gala celebrating 45 years of community-based health care

April 25, 2021: Reporter Kate Larsen moderated the University of Palo Alto virtual panel discussion on "Post Pandemic Parenting – The Uncharted Road to Normalcy"

April 27, 2021: Anchor Kristen Sze participated in a panel discussion supporting AAPI with California Congressman Ro Khanna

April 29, 2021: Race, Culture, and Social Justice Reporter Julian Glover was the featured speaker at "Riding the Wave of Change: Advancing Fair Housing and Equity in a New Era" the Fair Housing Virtual Conference 2021

May 5, 2021: Anchor Dan Ashley conducted a live virtual interview with the life of late Senator John McCain, Cindy McCain, for the Commonwealth Club

May 6, 2021: Anchor Kristen Sze moderated a panel of child mental health experts for the annual Children's Health Council breakfast

May 11 through May 13, 2021: KGO was a proud sponsor of the 32nd Annual Professional BusinessWomen of California (PBWC) Conference and Anchor/Reporter Dion Lim, Anchor/Reporter Kumasi Aaron, Reporter Luz Pena, Anchor/Reporter Jobina Fortson and Anchor/Reporter Liz Kreutz all contributed as MC's and moderators

May 13, 2021: Human Resources Manager, Bradley Hoffman, conducted mock job interviews for students at the Academy of Art University via Zoom

May 14, 2021: Anchor Kristen Sze and Anchor/Reporter Dion Lim moderated a powerful ABC7 Listens town hall for Asian Pacific American Heritage Month. "Stop the Hate: Protect Our AAPI Communities"

May 14, 2021: Anchor Dan Ashley was the virtual keynote speaker for the Concord Rotary Club

May 16, 2021: Anchor Dan Ashley hosted the AIDS Walk San Francisco Viewing Party and kicked off the broadcast of AIDS Walk: Live at Home, a virtual fundraiser for valuable local HIV/AIDS service organizations

May 20, 2021: Anchor Reggie Aqui and Reporter Kate Larsen moderated a one-hour virtual town hall with mental health experts, exploring real solutions to help make each day better

June 2, 2021: Anchor/Reporter Jobina Fortson MC'd The Golden State Warriors Community Foundation's first in-person event since the start of the pandemic. The Warriors unveiled a new basketball court and upgraded gym at McClymond's High School in Oakland

June 3, 2021: Race and Culture Reporter Julian Glover participated in a Regional Virtual Summit titled "What: We Take Care of Us: A Deep Dive into the Movement to Decriminalize Mental Health & Skin Color — Regional Virtual Summit

June 4, 2021: Anchor Dan Ashley hosted a virtual fundraising event for the Oakland Symphony. Dan is on the Board of Directors.

June 11, 2021: Anchor Kumasi Aaron MC'd the 23rd annual powerhouse event for the National Coalition of 100 Black Women, Oakland Bay Area Chapter

June 15, 2021: Reporter Kate Larsen moderated the University of Palo Alto virtual panel discussion "A Year of Trauma and Resilience for LGBTQ+ Youth."

June 28, 2021: Anchor Reggie Aqui hosted NextGen Now: PRIDE, a digital-only roundtable discussion that highlights four voices representing the next generation of queer and transgender leaders in the Bay Area

June through July, 2021: Reporter Kate Larsen mentored via Zoom and a station tour a Bay Area High School Student that is interested in journalism.

July 8, 2021: Anchor Dan Ashley MC'd the Bay Ecotarium Gala in San Jose.

Attachment A
Attachment B
Attachment C
Attachment D