

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KFSN-TV, "ABC30"
Fresno, CA
July 31, 2026**

I. GENERAL POLICY

This report covers the period from August 1, 2025 through July 31, 2026.

KFSN-TV (the "Station") has a longstanding commitment to a policy that no person shall be discriminated against in employment by the Station because of race, color, religion, national origin, or sex.

II. JOB VACANCIES AND RECRUITMENT SOURCES

KFSN-TV has publicized job vacancies in the following ways:

1. We periodically broadcast on-air announcements publicizing the fact that qualified organizations may request to be added to our mailing list.
2. Posting all full-time vacancies on Disneycareers.com.
3. Posting all full-time vacancies on www.abc30.com/jobs
4. Open positions posted on Disneycareers.com are subsequently posted by the DirectEmployers Association Network to numerous sites that list open jobs.
5. Below is a list of all organizations, websites and sources that were used to fill Station full-job vacancies:

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
1	Abc30.com/jobs	No	2
2	Disneycareers.com	No	13
3	Direct Employers Association Job Alliances	No	0
4	LinkedIn.com	No	8
5	California Broadcasters Association https://ca.broadcast1source.com	No	0
6	American Legion Post 23 1502 O Street, Sanger, CA 93657	Yes	0
7	California Advocate 1555 E Street, Fresno, CA 93706	Yes	0
8	CSU Hayward - Career Development Center 25800 Carlos Bee Blvd. #2300, Hayward, CA 94542	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
9	Chicano & Latin American Studies 5340 N. Campus Drive, Fresno, CA 93740	Yes	0
10	Chinese for Affirmative Action 17 Walter U Lum Place, San Francisco, CA 94108	Yes	0
11	College of the Sequoias Placement Office 915 S. Mooney Blvd., Visalia, CA 93227	Yes	0
12	CSU Chico Placement Office 400 W. 1st Street, Chico, CA 95929-0700	Yes	0
13	CSUF Mass Communications & Journalism 2225 E. San Ramon, Fresno, CA 93740-8029	Yes	0
14	DeAnza College 21250 Stevens Creek Blvd., Cupertino, CA 95014	Yes	0
15	Charities for Central California Veterans, Inc. 701 Van Ness Avenue, Fresno, CA 93721	Yes	0
16	Dreamcatchers 855 N. Abby Street, Fresno, CA 93701	Yes	0
17	East New Mexico University 1500 S. Avenue K, Portales, NM 88130	Yes	0
18	CSU East Bay – Career Development Center 25800 Carlos Bee Blvd., #2300, Hayward, CA 94542	Yes	0
19	Family Community Church, Single Ministry 2434 E. Nees, Fresno, CA 93710	Yes	0
20	First Chinese Baptist Church 6080 N. Angus Street, Fresno, CA 93710	Yes	0
21	Fresno Chamber of Commerce 2331 Fresno Street, Fresno, CA 93716	Yes	0
22	Fresno City College, Placement Office 1101 E. University, Fresno, CA 93741	Yes	0
23	Fresno City College Resource Center 1101 E. University, Fresno, CA 93741	Yes	0
24	Fresno Economic Opportunities Commission – Training & Employment 1900 Mariposa Mall #303, Fresno, CA 93721	Yes	0
25	Fresno County Workforce Connection – Manchester 3170 W. Shaw Ave #101, Fresno, CA 93711	Yes	0
26	Fresno Pacific College 1717 S. Chestnut, Fresno, CA 93702	Yes	0
27	Fresno Regional Occupational Program 1111 Van Ness Ave., Fresno, CA 93721-2002	Yes	0
28	Fresno VA Medical Center 2615 E Clinton Ave., Fresno, CA 93726-4812	Yes	0
29	Institute of Technology – Clovis 564 Herndon Ave., Clovis CA 93612	Yes	0
30	JFK University/Career Center 100 Ellinwood Way, Pleasant Hill, CA 94523-4817	Yes	0
31	Lanare Community Center 20620 Grantland, Riverland, CA 93656	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
32	Lao Veterans of America 4903 E. King Canyon Road, Ste 281, Fresno, CA 93727	Yes	0
33	Marjaree Mason Center 1600 M Street, Fresno, CA 93721	Yes	0
34	Merced College, Job Placement 3600 M Street, Merced, CA 95340	Yes	0
35	NATAS - National Academy of Arts & Sciences 4317 Camden Ave., San Mateo, CA 94403-5007	Yes	0
36	NW Employment Networking Service 5415 North West Avenue, Fresno, CA 93711	Yes	0
37	Oholone Community College 43600 Mission Blvd., Fremont, CA 94539	Yes	0
38	The Fresno Center 4879 E. Kings Canyon, Fresno, CA 93727	Yes	0
39	San Joaquin Valley College 295 E. Sierra Ave., Fresno, CA 93710	Yes	0
40	St. John's Society 2116 Fernwood Drive, Hanford, CA 93230	Yes	0
41	State Center Community College, Vocational Training 2930 E. Annadale, Fresno, CA 93725	Yes	0
42	State of California Rehabilitation Dept 2550 Mariposa Mall #2000, Fresno, CA 93721	Yes	0
43	Syracuse Univ., S.I. Newhouse School of Pub. Comm. Career Dev. Center 215 University Place, Syracuse, NY 13244	Yes	0
44	The Leadership Institute 1101 N. Highland St., Arlington, VA 22201	Yes	0
45	Veteran's Service Office 1320 E. Shaw Ave. #105, Fresno, CA 93726-4812	Yes	0
46	Veterans Affairs Department 1227 O Street, Sacramento, CA 95814	Yes	0
47	Veterans of Foreign Wars 3585 Blythe Avenue, Fresno CA 93703	Yes	0
48	Veterans of Foreign Wars 530 N Parkway Drive, Fresno, CA 93728	Yes	0
49	Women's Resource Center, CSU Fresno 2225 E. San Ramon, Fresno, CA 93740	Yes	0
50	Young Community Developers Inc. 1715 Yosemite Avenue, San Francisco, CA 94124	Yes	0
51	Youth Employment Office 770 San Pablo, Fresno, CA 93728	Yes	0
52	TVJobs.com-Broadcast Employment Services https://www.tvjobs.com/	No	0
53	NAHJ-National Association of Hispanic Journalists https://nahj.org/	No	0
54	NABJ-National Association of Black Journalists https://nabjonline.org/	No	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
55	AAJA-Asian American Journalists Association https://www.aaja.org/	No	0
56	Alliance for Women In Media, https://allwomeninmedia.org/career-center/	No	0
57	Journalism Jobs website, https://www.journalismjobs.com/	No	0
58	Military Veterans in Journalism website, https://www.mvjcareers.org/	No	0
59	FresnoBee.com	No	0
60	Indeed.com	No	2
61	Employee Referral	No	11
62	Internal Station Employee Candidate	No	0
63	Talent Community	No	3
64	Print – Newspaper/Magazine	No	1
65	Other Referral	No	8
66	Search Engine	No	1
67	Search Engine – Google	No	1
Total Interviewees:			50

The following nine full-time vacancies were filled during the period covered by this report:

NO.	Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy	# of Interviewees Per RS	RS that Referred the hiree
1	KFSN - Executive Producer	Aug 17, 2025	1-58, 61	2 – 1, 61 – 4	61
2	KFSN- General Assignment Reporter	Aug 31, 2025	1-58, 61, 65	1 – 1, 2 – 1, 61 – 1, 65 – 2	61
3	KFSN - News Producer	Sep 2, 2025	1-58, 65	1 – 1, 2 – 3, 65 – 1	65
4	KFSN - Sports Anchor/Reporter	Sep 15, 2025	1-58, 65	2 – 2, 4 – 1, 65 – 2	65

NO.	Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy	# of Interviewees Per RS	RS that Referred the hiree
5	KFSN - Digital Producer	Sep 22, 2025	1-58, 60, 61,63, 64	2 – 2, 4 – 2, 60 – 2, 61 – 2, 63 – 1, 64 – 1	2
6	KFSN Weekend Anchor/Reporter	Nov 1, 2025	1-58, 61, 65	2 – 1, 61 – 3, 65 – 1	61
7	News Producer, KFSN-TV	Jan 5, 2026	1-58, 60, 65	2 – 1, 4 – 2, 61 – 1, 65 – 2	61
8	KFSN General Assignment Reporter	Mar 30, 2026	1-58, 63, 66	2 – 1, 63 – 2, 66 – 1	66
9	KFSN General Assignment Reporter	May 10, 2026	1-58, 57	2 – 1, 4 – 3, 67 – 1	2

III. SELECT OUTREACH INITIATIVES

Type of Initiative (Menu Option)	Brief Description of Activity
1. Participation in at least four job fairs by station personnel who have substantial responsibility for making hiring decisions	1. The Online News Association Annual Conference and job fair was held on September 10-13, 2025 (New Orleans, LA). Two Talent Connection Recruiters participated on behalf of the station. 2. The Online News Association Annual Conference and job fair was held on March 30-April 1, 2026 (Chicago, IL). Two Talent Connection Recruiters participated on behalf of the station. 3. The Fresno Career Tech (CTE) Expo was held in Fresno, CA on October 22, 2025. A KFSN News Anchor participated on behalf of the station. 4. Coalinga High School's career fair was held on October 15, 2025. A KFSN Anchor participated on behalf of the station. 5. The National Association of Black Journalists convention and career fair was held in Cleveland, OH

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	from August 6 through August 10, 2025. The Vice President, News participated on behalf of the station. 6. The Asian American Journalists Association annual convention, which included a job fair, was held twice during the reporting period as follows: (i) July 30 – August 3, 2025 (Seattle, WA) and (ii) June 24-27, 2026 (Minneapolis, MN). Two Talent Acquisition recruiters participated on behalf of the station. 7. The National Association of Hispanic Journalists annual conference and expo was held in New Orleans, LA from July 22 – July 25, 2026. The conference includes a range of events including networking meetings, panel discussions and a job fair. The KFSN General Manager participated on behalf of the station. 8. The Association of LGBTQ+ Journalists annual National Convention was held in Atlanta, GA from September 4 through September 7, 2025. The conference includes a range of events including networking meetings, panel discussions and a job fair. The KFSN General Manager participated on behalf of the station.
5. Establishing an internship program designed to assist members of the community in acquiring skills needed for broadcast employment	KFSN-TV offers a paid college internship program designed to assist qualified students in acquiring skills needed for employment in the broadcast industry. Specifically, the internship is designed to provide students with an onsite educational experience that complements their academic studies. During the reporting period, KFSN-TV had 3 interns.
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	During the reporting period, KFSN participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting, including three scholarships for students at Fresno State who are pursuing careers in broadcasting or journalism.
8. Establishing training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Station personnel are given the opportunity to complete trainings designed to enable participants to acquire skills that could qualify them for higher level positions. 1. Better-Up Coaching & Training: COACH Powered by BetterUp is a tailored coaching program for executives

Type of Initiative (Menu Option)	Brief Description of Activity
	who lead people. Participants receive one-on-one support from a dedicated coach to navigate challenges and elevate leadership skills. The KFSN Vice President, News Director and Technology Director participated in the program from January 28, 2026 to July 29, 2026. 2. Better-Up Lead: Lead is a personalized leadership skill development platform that supports a leader’s growth through personalized learning plans, 1:1 coaching, and AI-Driven support. The KFSN Senior Manager, News & Content, participated in this program on March 25, 2026, and Executive Producer, Digital Media, participated on April 17, 2026. 3. Leading through Feedback: This course builds leaders’ confidence and capability in delivering timely, constructive, and meaningful feedback in everyday situations. Through practical examples and role-play, this interactive course introduces a simple feedback framework that helps leaders address behavior and performance issues early before they escalate, while reinforcing trust, engagement, and accountability. The following station personnel participated in this training on February 26, 2026: the KFSN General Manager, Vice President (News Director), Technology Director, Marketing Director, Broadcast Engineering Manager, Executive Producer, Sr. Manager of News & Content, Assistant Director of Broadcast Technology, Manager of News Operations, Sr. Managing Editor, IT Manager, and Executive Producer of Digital Media. 4. Performance & Accountability in Practice (also known as Stages of Progressive Performance Management): This training course provides leaders with a clear understanding of how to address ongoing or serious performance issues. The following station personnel participated in this training on June 11, 2026: the KFSN General Manager, Vice President (News Director), Technology Director, Marketing Director, Executive Producer, Sr. Manager of News & Content, Assistant Director of Broadcast Technology, Manager

Type of Initiative (Menu Option)	Brief Description of Activity
	of News Operations, Sr. Managing Editor, IT Manager, and Executive Producer of Digital Media. 5. ABCU Producer Bootcamp: ABCU is an internal training and development program. The Producer Bootcamp is a special opportunity for producers that are new in their role to be part of professional development experience led by a Smith-Geiger consultant. The three main topics of discussion/learning are Producing, Leadership, and Career Development. KFSN had 1 News Producer and 1 Producer participated from March to June 2026.
9. Establishing a mentoring program for station personnel	Station personnel participated in the Mentor Match program which connects employees across the organization for short-term, flexible 1:1 relationships, offering development resources, and opportunities to build skills, broaden perspectives, and support career growth. Mentor/mentee matching began June 22, 2026. Station participants were a KFSN Executive Producer, Senior Graphic Designer, Sr. Manager of News & Content, and Senior Graphic Designer.
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	1. The Slick Rock Student Film Festival, a video competition for Central California students, sponsored by the Tulare County Office of Education, was held on May 8, 2026. KFSN Executive Producer of Community Engagement participated as a competition judge; the station aired spots to encourage student participation and covered the event. 2. KFSN Executive Producer, Content Development, attended the Digital Media, Art and Design Sub-Committee meeting for Fresno Unified School District on March 12, 2026. 3. KFSN Senior Graphic Designer participated in the Golden West High School Career Day fair on April 24, 2026 4. News Anchor spoke to students at UC Merced's 2025 Safety Conference on September 24, 2025. .
12. Listing each upper- level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities	KFSN-TV posted its job listings, including upper-level category openings, in the following job banks for media trade groups whose membership includes substantial participation by women and minorities: National Association of Hispanic Journalists, National Association

Type of Initiative (Menu Option)	Brief Description of Activity
	of Black Journalists, Asian American Journalists Association, and Alliance for Women in Media.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Station personnel are required to complete a “Positive Workplace Fundamentals” training course which is designed to train employees on methods of ensuring equal employment opportunity and preventing discrimination.
16. Participation in other activities designed by the station employment unit 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.	1. 2/25/2026: Sales Manager hosted Design Science Middle College High School students at KFSN for a station tour. 2. 2/26/2026: Local Associate Account Manager gave a station tour and Q&A to students from Madera South High School. 3. 3/13/2026: Vice President of News led a station tour for Clovis East High School students. 4. 3/18/2026: The Programming Manager led a station tour for students from Olive Street Elementary School, Porterville’s Multimedia Club. 5. 3/20/2026: The Programming Manager led a station tour for Sunnyside High School students participating in Journalism Day. 6. 9/16/2025: KFSN-TV Anchors spoke at the Central California Women’s Conference. Several members of the KFSN team spoke with community members at the ABC30 booth. 7. 12/06/2025: KFSN-TV purchased a table at Fiesta Navideña, a scholarship fundraiser hosted by the League of Mexican American Women. KFSN-TV Producer and Action News Anchor emceed the event.