

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KGO-TV
SAN FRANCISCO, CA
August 1, 2026**

I. GENERAL POLICY

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

KGO (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

KGO 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.abc7news.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	Linkedin	No	11
2	Indeed	No	4
3	Internal Employee Referral	No	11
4	Former Employee Referral	No	1
5	Disneycareers.com	No	14
6	Google	No	5
7	Internal Employee Candidate	No	23
8	Monster.com	No	1
9	Email	No	2
10	Talent Agent Referral	No	17
11	Talent Community	No	6
12	Glassdoor	No	2
13	Other Job Board	No	1

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
14	NABET – CWA Local 51 – (National Association of Broadcast Employees & Technicians 240 Second Street Suite 220 San Francisco, CA 94105 (415) 398-3160 Local 51 President – Carrie Biggs-Adams Email office@NABET51.org Website https://www.nabet51.org/	Yes	0
15	https://abc7news.com/jobs/	No	0
16	TVJobs.com-Broadcast Employment Services https://www.tvjobs.com/	No	0
17	AAJA-Asian American Journalists Association https://www.aaja.org/	No	0
18	NABJ-National Association of Black Journalists https://nabjonline.org/	No	2
19	NAHJ-National Association of Hispanic Journalists https://nahj.org/	No	0
20	NLGJA – The Association of LGBTQ+ Journalists https://www.nlgja.org/	No	1
21	Academy of Art University - 79 New Montgomery St. San Francisco, CA 94105 Phone: 1-800-544-2787 Contact: Jan Yanehiro Email: jyanehiro@gmail.com	Yes	0
22	Bay Area Black Journalists Assoc. - 1714 Franklin St. #100-260 Oakland, CA 94612 Phone: (510) 740-8012 Email: info@babja.org	Yes	0
23	SAN FRANCISCO STATE UNIVERSITY Department of Broadcast and Electronic Communication Arts (BECA)- 1600 Holloway Avenue Marcus Hall, Room 339, San Francisco, CA 94132 Phone: (415) 338-1787 Email: beca@sfsu.edu	Yes	0
24	California State University Career Planning & Placement – Bakersfield - 9001 Stockdale Highway Bakersfield, CA 93311 Phone: (661) 654-CSUB Email: career@csu.edu	Yes	0
25	Center for Independent Living - 3075 Adeline Street, Suite 100 Berkeley, CA. 94703 Phone: 510-841-4776 Email: info@thecil.org	Yes	0
26	AppleOne 5341 Old Redwood HWY – Suite 220 Petaluma, CA 94954 Email: dsamia@appleone.com	Yes	0
27	City College of San Francisco - 1125 Valencia Street	Yes	0

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	San Francisco, CA 94110 Phone: 415-920-6000 Email: jnorris@ccsf.edu		
28	Vantage Point 2011 Palomar Airport Rd Suite 101 Carlsbad, California 92011 Email: bianca@usevantagepoint.com	Yes	0
29	Jewish Vocational Services - 548 Market Street PMB 37733 San Francisco, CA 94104 Phone: 415-391-3600 Email: hire@jvs.org	Yes	0
30	Journalism Jobs.com Phone: 510-508-7386 Email: contact@journalismjobs.com	Yes	0
31	Maynard Institute of Journalism - 4096 Piedmont Avenue, #377 Oakland, CA 94611 Phone: (510) 891-9202 Email: roberto.delgado@gmail.com	Yes	0
32	Mexican American Opportunity Foundation - 401 N. Garfield Avenue Montebello, CA 90640 Phone: (323) 890-9600 Email: mlaris@co.kern.ca.us	Yes	0
33	Reedley College Career Center - 995 N. Reed Reedley, CA 93654 Phone: (559) 494-3000 Email: karina.perezguzman@reedleycollege.edu	Yes	0
34	Rose Resnick Lighthouse - 1155 Market Street, 10th Floor, San Francisco, CA 94103 Phone: 415-431-1481. Email: info@lighthouse-sf.org	Yes	0
35	The SF LGBT Community Center - 1800 Market Street, San Francisco, CA 94102 Phone: (415) 865-5555 Email: siobhanb@sfcenter.org	Yes	0
36	USC – University of Southern California - 3630 Watt Way, Suite 402 Los Angeles, CA 90089 Email: handshake@mail.joinhandshake.com	Yes	0
37	Direct Employers Association Network	No	0
Total Interviewees:			101

The following 13 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	NewsWriter/Producer	8/18/2025	1 - 37	1 – 1; 5 – 1; 6 – 3; 7 – 1; 12 - 1	6
2	KGO – NewsWriter/Producer (Staff NABET)	9/7/2025	1 - 37	1 – 1; 4 – 1; 7 – 3; 11 – 1	7
3	KGO - Broadcast Engineering Specialist	9/29/2025	1 - 37	1 – 2; 2 – 1; 5 – 1	1
4	KGO - Local TV Director (Union – DGA)	11/15/2025	1 - 37	1 – 2; 2 – 1; 5 – 1; 6 – 1; 7 – 5; 11 – 3	7
5	KGO - Morning News Anchor	3/2/2026	1 - 37	1 – 1; 2 – 1; 3 – 2; 7 – 2; 10 – 5; 18 – 1; 20 – 1	10
6	Weekend Anchor/Reporter	3/23/2026	1 - 37	1 – 1; 2 – 1; 10 – 4; 11 – 1	10
7	KGO - General Assignment Reporter	4/13/2026	1 - 37	1 – 1; 3 – 2; 7 – 1; 10 – 5	10
8	KGO - Morning Studio Reporter/Breaking News Desk Anchor	4/20/2026	1 - 37	1 – 1; 7 – 1; 10 – 3; 18 – 1	10
9	KGO Marketing Associate	6/22/2026	1 - 37	5 – 10; 7 – 3	7
10	KGO Producer	6/29/2026	1 - 37	1 – 1; 3 – 2; 7 – 3; 8 – 1	3
11	KGO - Local TV Director	7/18/2026	1 - 37	3 – 3; 5 – 1; 7 – 3	7
12	KGO - Executive Producer - Digital Strategy	7/27/2026	1 - 37	6 – 1; 7 – 1; 9 – 1; 12 – 1; 13 – 1	7
13	KGO- General Assignment Reporter (South Bay)	7/27/2026	1 - 37	3 – 2; 9 – 1; 11 – 1	3

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.

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	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. Syracuse University Newhouse School of Public Communications Fall 2025 Virtual Communications, Journalism & Media Career Fair was held on October 17, 2025. A KGO Human Resources Manager participated on behalf of the station. 4. The National Association of Black Journalists Convention and career fair was held in Cleveland, OH from August 6-10, 2025. A KGO News Director participated on behalf of the station. 5. 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 – June 27, 2026 (Minneapolis, MN). A KGO Producer, Anchor and Reporter participated on behalf of the station at the 2025 event, and KGO’s General Manager, as well as a Producer, and Anchor participated on behalf of the station at the 2026 event. 6. The National Association of Hispanic Journalists annual conference and expo was held in New Orleans, LA from July 22 – July 25, 2026 and included a job fair. Two KGO reporters participated on behalf of the station. 7. The Association of LGBTQ+ Journalists annual national convention was held in Atlanta, GA on September 4-7, 2025 and included a job fair. A KGO Executive Producer and Reporter participated on behalf of the station. 8. The Indigenous Journalist Association annual convention and job fair was held in Albuquerque, NM from August 12-August 15, 2025. A KGO Anchor/Reporter participated on behalf of the station.

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5. Establishing an internship program designed to assist members of the community in acquiring skills needed for broadcast employment	KGO-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, KGO-TV had a total of 7 interns.
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	KGO-TV sponsors The Pete Wilson Journalism Scholarship that is administered and awarded by The Radio Television Digital News Foundation (RTDNF). Applicants for this scholarship award must be from the San Francisco Bay area or studying in the Bay area in pursuit of a degree in 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 training designed to enable participants to acquire skills that could qualify them for higher level positions. 1. Better-Up Coaching for Leads: A program that supports and coaches growth and leadership at every stage of a career. KGO's Sr. Manager - Content Streaming Strategy, Assistant Director – IT, and two Executive Producers, engaged in the Lead Program and received individual coaching and training to improve their leadership skills. 2. Leadership Essentials: April – June, 2026: A program designed for new People Leaders to develop important leadership skills for success in their role. KGO's Executive Producer and Executive Producer – Weekend and Streaming took part in the program. 3. Leading Through Feedback: May 27 – July 7, 2026: KGO's President, News Director, Assistant News Director, Vice President – Community Affairs, Vice President – Technology, Vice President – Operations & Business Planning, Assistant Director Broadcast Engineering, Director – Creative Services, Executive Producers, Assistant Director – IT, Manager – Broadcast Technology, and Manager – Technical Operations received in-person, interactive training on the best ways to provide continual feedback to their direct reports. This training provided them with a framework

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	for providing clear and consistent feedback, as well as best practices and reference guides. This training is intended to result in continual improvement, and by perfecting their feedback skillset, these Leaders can enhance the effectiveness of their teams which may result in advancement for the Leader. 4. Progressive Performance Management: June 4 – July 10, 2026: KGO’s President, Assistant News Director, Vice President – Community Affairs, Vice President – Technology, Vice President – Operations & Business Planning Assistant Director Broadcast Engineering, Director – Creative Services, Executive Producers, Assistant Director – IT, Manager – Broadcast Technology, and Manager – Technical Operations received in-person, interactive training on the correct procedures for addressing and documenting performance concerns. This training provides them with a framework to follow when feedback has not resulted in sustained improvement and performance concerns persist. The course addresses legal parameters to adhere to, escalation steps to employ and how to do so and it emphasizes the need to partner with Human Resources in order to ensure fairness and consistency. This training enhances Leaders at every level’s ability to effectively and correctly manage their teams and address concerns. This training reinforces an expectation of all People Leaders at the company and it is a critical skill for advancement. 5. ABCU Producer Bootcamp: March – June, 2026: 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. KGO had two Producers participate.

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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, opportunities to build skills, broaden perspectives and support career growth. Mentor/Mentee matching began June 22, 2026. Station participants were KGO's Vice President - Community Affairs, Vice President - Operations & Business Planning, Assistant News Director, Senior Marketing Producer, Newsroom Manager, four Executive Producers, KGO's Assistant News Director, Assistant Director - IT, Senior Manager - Content Streaming Strategy, four Executive Producers, and one Producer.
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	1. November 18, 2025: KGO's Design Technologist spoke to Abraham Lincoln High School students in the Digital Media Design Academy about his career path. 2. March 13, 2026: KGO's Executive Producer - Weekend & Streaming participated in "Media Mayhem," a virtual career and networking event hosted by UC Berkeley's chapter of National Association of Black Journalists. 3. April 25, 2026: KGO's Reporter spoke to elementary and middle school girls in San Mateo County about her career journey as part of the "When I Grow Up" event hosted by the Jackie Speier Foundation. 4. June 25, 2026: KGO's Executive Producer served as a panelist for a LGBTQ+ Pride Month conversation hosted by the Oakland-based Maynard Institute for Journalism Education.
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	KGO-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 of Black Journalists, Asian American Journalists Association, and National Lesbian and Gay Journalists Association.
14. Provision of training to management level personnel as to methods of ensuring equal	Station personnel are required to complete a "Positive Workplace Fundamentals" training course which is

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employment opportunity and preventing discrimination	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. February 3, 2026: KGO's Vice President – Community Affairs and News Anchor hosted broadcast and film students from Woodside High School in San Mateo County for a behind the scenes tour of the newsroom and control room and a viewing of the live Midday News program. 2. February 12, 2026: KGO's Vice President – Community Affairs and Weather Anchor hosted a behind the scenes newsroom tour and viewing of the Midday News show for Method PR. 3. March 27, 2026: KGO's Vice President – Community Engagement, Assignment Manager, News Anchor, Multi-Skilled Presenter/Stream Producer, and Local TV Director hosted Notre Dame High School journalism students (San Mateo County) for a behind the scenes tour of the newsroom, control room and studio, as well as a live viewing of Midday News. 4. July 7, 2026: KGO's Vice President – Community Engagement and Anchor hosted students from Oakland's Hip Wah Summer Program and gave a behind the scenes newsroom and studio tour. An Anchor, a Weather Anchor, and a Local TV Director participated in a Q&A session. 5. July 17 and July 24, 2026: KGO's Vice President – Community Engagement hosted behind-the-scenes station tours and viewing of a live newscast for student participants of the Hidden Genius Project, based in Oakland, CA. 6. September 10, 2025: KGO's Vice President – Community Engagement hosted a behind-the-scenes newsroom and studio tour for the auction winners of the Asian American Stories Awards Gala.

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	7. March 16, 2026: KGO's News Anchor hosted students from University of Maryland's QUEST (Quality Enhancement Systems and Teams) Honors Program. 8. March 20, 2026: KGO's News Anchor hosted members of Asian Pacific Islander American Public Affairs for a behind the scenes newsroom, control room and studio tour. 9. March 25, 2026: KGO hosted members of California Public Information Officials for a news managers Q&A, a behind the scenes tour of the newsroom, control room and studio, and live viewing of the Midday News. 10. April 21, 2026: KGO's Reporter and Manager – Local Brand Solutions hosted members of National Association of Hispanic Journalists' Northern California Bay Area chapter for a chapter meeting at the station, which included a tour of the newsroom, control room and studio. [NOTE: This activity was moved for balance from Category 4.] 11. February 13, 2026: KGO's Vice President – Community Affairs hosted high school teachers and career pathway counselors as part of Creative Educators Network's "Bay Area Pop-Up." KGO's Vice President – Technology, Assignment Manager, Transmission Operators and Graphic Designers also participated.