

**ANNUAL EQUAL EMPLOYMENT OPPORTUNITY
PUBLIC FILE REPORT
KGO-TV
SAN FRANCISCO, CA
AUGUST 1, 2025**

I. GENERAL POLICY

This report covers the period from August 1, 2024 through July 31, 2025.

KGO-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

KGO-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 open positions on the company career website, Disneycareers.com.
3. Posting open positions on the Station’s website, <https://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 [Source] [Contact Title] [Address/email] [Phone #]	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
1	Linkedin	No	14
2	Indeed	No	8
3	Internal Employee Referral	No	14
4	Former Employee Referral	No	3
5	Disney Career website, Disneycareers.com	No	15
6	Google	No	3
7	Internal Employee Candidate	No	20
8	Social Media	No	1
9	Email	No	1
10	Talent Agent Referral	No	7
11	Talent Community	No	4
12	NABET – CWA Local 51 – (National Association of Broadcast Employees & Technicians 240 Second Street Suite 220 San Francisco, CA 94105	Yes	

RS No.	RS Information [Source] [Contact Title] [Address/email] [Phone #]	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	(415) 398-3160 Local 51 President – Carrie Biggs-Adams Email office@NABET51.org Website https://www.nabet51.org/		
13	KGO-TV website https://abc7news.com/jobs/	No	
14	TVJobs.com-Broadcast Employment Services https://www.tvjobs.com/	No	
15	AAJA-Asian American Journalists Association https://www.aaja.org/	No	
16	NABJ-National Association of Black Journalists https://nabjonline.org/	No	
17	NAHJ-National Association of Hispanic Journalists https://nahj.org/	No	
18	NLGJA – The Association of LGBTQ+ Journalists https://www.nlgja.org/	No	
19	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	
20	Bay Area Black Journalists Assoc. 1714 Franklin St. #100-260 Oakland, CA 94612 Phone: (510) 740-8012 Email: info@babja.org	Yes	
21	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	
22	California State University Career Planning & Placement – Bakersfield 9001 Stockdale Highway Bakersfield, CA 93311 Phone: (661) 654-CSUB Email: career@csu.edu	Yes	
23	Cal State East Bay - Career Planning & Placement 25800 Carlos Bee Blvd Hayward, CA 94542 Phone: (510) 885-2789 Email: aace@csueastbay.edu	Yes	
24	Center for Independent Living 3075 Adeline Street, Suite 100 Berkeley, CA. 94703 Phone: 510-841-4776 Email: info@thecil.org	Yes	
25	Chinese for Affirmative Action 17 Walter U. Lum Place San Francisco, CA 94108	Yes	

RS No.	RS Information [Source] [Contact Title] [Address/email] [Phone #]	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Phone: (415) 274-6750 Email: info@caasf.org		
26	City College of San Francisco 1125 Valencia Street San Francisco, CA 94110 Phone: 415-920-6000 Email: jnorris@ccsf.edu	Yes	
27	Goodwill Industries 3801 3rd St San Francisco, CA 94124 Phone: 415-641-4470 Email: mkenny@sfgoodwill.org	Yes	
28	In Alliance Email: info@inalliance.com	Yes	
29	Jewish Vocational Services 548 Market Street PMB 37733 San Francisco, CA 94104 Phone: 415-391-3600 Email: hire@jvs.org	Yes	
30	Journalism Jobs.com Phone: 510-508-7386 Email: contact@journalismjobs.com	Yes	
31	Kern County Hispanic Chamber of Commerce 1601 H Street Suite 201 A Bakersfield, CA 93301 Phone: (661) 633-5495 Email: aracelib@kchcc.org	Yes	
32	Lee Hecht Harrison - 24703 Amador Street, Suite 5, Hayward, CA Phone: 1.800.611.4LHH. Email: rene.rose@lhh.com	Yes	
33	Maynard Institute of Journalism 4096 Piedmont Avenue, #377 Oakland, CA 94611 Phone: (510) 891-9202 Email: roberto.delgado@gmail.com	Yes	
34	Mexican American Opportunity Foundation 401 N. Garfield Avenue Montebello, CA 90640 Phone: (323) 890-9600 Email: mlaris@co.kern.ca.us	Yes	
35	Reedley College Career Center 995 N. Reed Reedley, CA 93654 Phone: (559) 494-3000 Email: karina.perezguzman@reedleycollege.edu	Yes	
36	Rose Resnick Lighthouse 1155 Market Street, 10th Floor, San Francisco, CA 94103 Phone: 415-431-1481.	Yes	

RS No.	RS Information [Source] [Contact Title] [Address/email] [Phone #]	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred
	Email: info@lighthouse-sf.org		
37	The SF LGBT Community Center 1800 Market Street, San Francisco, CA 94102 Phone: (415) 865-5555 Email: siobhanb@sfcenter.org	Yes	
38	The Women's Foundation 1301 Clay St. #71719 Oakland, CA 94612 Phone: 510.740.2500 Email: info@twfusa.org	Yes	
39	USC – University of Southern California - 3630 Watt Way, Suite 402 Los Angeles, CA 90089 Email: handshake@mail.joinhandshake.com	Yes	
40	Direct Employers Association Network	No	
Total Interviewees:			90

During the period covered by this report, KGO-TV had a total of 10 vacancies for full-time positions.

The following positions were filled during the reporting period covered by this report:

NO.	Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy [RS numbers]	# of Interviewees Per RS [RS number] – [interviewees]	RS that Referred the hiree [RS number]
1	News Photographer / Satellite Truck Operator	9/3/2024	1 - 40	1 – 3; 2 – 2; 3 – 2; 4 – 1; 5 – 2; 6 – 1	1
2	General Assignment Reporter	9/24/2024	1 - 40	1 – 1; 3 – 3; 5 – 2; 6 – 2; 7 – 1; 10 – 7; 11 – 4;	11
3	Sports Producer / Newswriter	10/12/2024	1 - 40	1 – 2; 2 – 2; 3 – 2; 4 – 1; 7 – 3;	7
4	Producer / Newswriter	12/9/2024	1 - 40	2 – 1; 3 – 1; 7 – 1	2
5	Digital Production Associate	1/6/2025	1 - 40	1 – 2; 2 – 1; 3 – 2; 5 – 3; 7 – 2; 8 - 1	7
6	Producer	2/9/2025	1 - 40	1 – 1; 2 – 1; 3 – 3; 5 – 1; 7 – 4	7
7	Non-Linear Editor	3/17/2025	1 - 40	1 – 4; 2 – 1; 3 – 1; 5 – 2; 7 – 3;	1
8	Producer	4/27/2025	1 - 40	4 – 1; 5 – 3; 7-1	7
9	Newswriter/Producer	5/5/2025	1 - 40	1 – 1; 5 – 2	1
10	President & General Manager	5/29/2025	1 - 40	7 – 5; 9 – 1	7

III. SELECT OUTREACH INITIATIVES

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
<p>1. Participation in at least four job fairs by station personnel who have substantial responsibility for making hiring decisions</p>	<p>KGO station personnel participated in the following broadcast-related job fairs over the reporting period:</p> <ol style="list-style-type: none"> 1. The National Association of Black Journalists Convention is a premier multi-day conference for journalism education, career development, networking, and innovation. It also hosts a career fair which aims to draw hundreds of recruiters from top media companies, businesses, and journalism schools from across the country and around the world. From August 1 through August 3, 2024, a KGO Executive Producer and two Anchors participated in the Career Fair on behalf of the station. 2. The Asian American Journalists Association held its annual Convention in Austin, Texas (August 7-11, 2024) which aims to bring attendees together for the purpose of networking, professional development and community engagement in the broadcast field. The convention includes a job fair of which a KGO Producer and Reporter participated in on behalf of the station. 3. The Association of LGBTQ+ Journalists hosted its annual National Convention in Los Angeles, California on September 5-8, 2024. The conference includes a range of events including networking meetings, panel discussions and a job fair. During the conference dates, KGO's Executive Producer participated in the job fair on behalf of the station. 4. USF Media / Entertainment Pop-Up: October 22, 2024: KGO's Human Resources Manager and Executive Producer staffed a booth at the University of San Francisco's Media/Entertainment Pop-Up. This was a job fair and opportunity for students to meet with professionals in the Media and Entertainment fields.

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
4. Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities	<ol style="list-style-type: none"> 1. UC Berkeley, November 14, 2024: ABC7 News Anchor spoke to a group comprised of students from several journalism and radio-television classes about role of journalism in today's changing media environment. 2. Aragon High School: March 7, 2025: KGO's Anchor spoke to students at Aragon High School's Career Day in San Mateo. 3. Lynbrook High School: March 17, 2025: KGO's Vice President- Community Engagement, hosted students from Lynbrook High School in San Jose (Santa Clara County) for its annual Career Day outing. Students visited the newsroom, control room, assignment desk and the studio, where they observed the live Midday broadcast in action.
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 engaged a total of 9 interns.
6. Participation in job banks, Internet-based programs and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies)	AME Institute: February 28, 2025: KGO's Vice President – Community Engagement, hosted public school pathway teachers attending the Arts Media Entertainment Institute's Bay Area Pop-Up conference. Teachers learned about various careers and technical pathways to better inform their students about careers in our industry.
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 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. The 2025 Scholarship was awarded to a journalism student at The University of California-Berkeley.

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
8. Establishing training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Station personnel are given the opportunity to complete trainings designed to enable participants to acquire skills that could qualify them for higher level positions.</p> <p>“Supercharge Your Inner Coach”: This is a program designed to help leaders move forward in their performance and career. In September 2024, KGO’s Vice President – Operations participated in the program.</p> <p>“Managing Through Change”: This training is designed to explore the principles and practices leaders need to manage teams. In March, the Vice President – News, and Vice President – Operations attended the training.</p> <p>Better-Up Coaching & Training: COACH Powered by BetterUp®, is a tailored coaching program for executives who lead people. Participants receive one-on-one support from a dedicated coach to navigate challenges and elevate leadership skills. In April 2025, the Vice President – Operations, and the Vice President - Technology participated in the program. In June and July 2025, the Vice President – Programming Operations, and the Assistant Director of IT participated in the program.</p> <p>“Multipliers”: This is a program designed to help leaders move forward in their performance and career. In May 2025, the Vice President – News, and Vice President – Operations attended this training session.</p>
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<ol style="list-style-type: none"> 1. Independence High School, San Francisco Unified School District: November 5, 2024: KGO hosted Media Studies students from Independence High School for a newsroom tour and viewing of the Midday News broadcast in the studio. 2. Stanford University: December 2, 2024: KGO’s Anchor, spoke to graduate students at Stanford University about the importance of science communication to media. 3. UC Berkeley Graduate School of Journalism: December 10, 2024: KGO hosted students from UC Berkeley’s Graduate School of Journalism for a newsroom tour and viewing of Midday newscast in studio.

Type of Initiative (Menu Option)	Brief Description of Activity (including dates and titles of personnel involved)
	<p>4. Julian Glover tour: January 8, 2025: KGO's Reporter, and Vice President – Community Engagement hosted UC Berkeley School of Journalism students for a newsroom, control room and assignment desk tour and viewing of the Midday Live broadcast in the studio.</p> <p>5. Notre Dame High School: January 16, 2025: KGO's Reporter and Vice President – Community Engagement hosted journalism students from Notre Dame High School (San Mateo County). Students enjoyed a behind the scenes tour of the newsroom, assignment desk, and control room. They observed the Midday Live broadcast in the studio and conducted a Q&A with news anchors following the show.</p>
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 employment opportunity and preventing discrimination	Station personnel are required to complete a "Preventing Discrimination & Harassment" 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.	Dev/Mission: October 4, 2024: KGO hosted participants from the Dev/Mission student program for a behind the scenes tour of the newsroom and viewing of the Midday Live newscast, followed by guest speakers who shared about their journeys in learning about grit. Dev/Mission was founded in 2017 to facilitate STEAM opportunities for young adults. The technology training program teaches young adults ages 16-24 tech skills in hardware, coding and critical skills.