

EXHIBIT 2
FCC FORM 396
GENERAL POLICY ITEM 1: EEO PUBLIC FILE REPORTS

EEO PUBLIC FILE REPORT

For

LINCOLN BROADCASTING COMPANY dba KTSF-TV

**This EEO Public File Report
Covers the Period
Beginning August 1, 2009 and
Ending on July 31, 2010**

Placed in the public file and on website August 1, 2010.

This EEO Public File Report is filed in Station KTSF-TV's public inspection file and posted on its website at www.ktsf.com pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning August 1, 2009 and ending July 31, 2010 the station filled the following full-time vacancy:

Junior Accountant

During the year, a total of 6 people were interviewed for this one vacancy. The sources of the 6 interviewees were: Craigslist [4] and KTSF web site (2).

Listed below is the vacancy identified by the job title, date of hire, the referral sources used, and the source of the hiree. **Attachment A** to this annual EEO Public File Report is a list of all referral sources used during the reporting period in connection with the vacancy. All sources listed in Attachment A were notified of the vacancy. None of the sources requested notification.

Attachment B below describes KTSF's general outreach initiatives.

FULL-TIME POSITIONS FILLED DURING THE REPORTING PERIOD

<u>Job Title</u>	<u>Referral Sources Used By KTSF</u>	<u>Source for Hire</u>
Junior Accountant	Attachment A(Referral Source list) KTSF Website Craigslist Asian American Journalists Association website American Women in Radio and Television website National Association of Hispanic Journalists website	Craigslist

Date of Hire: May 24, 2010.

ATTACHMENT B

GENERAL OUTREACH INITIATIVES

KTSF TV has continued to implement the initiatives: Internship Program and the Training Program. During this reporting period a new option of participation in events sponsored by institutions relating to career opportunities was undertaken.

MENU OPTION NO. 5: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

KTSF has continued to recruit and place interns at the station. This successful program is a mutual benefit to the station and to the students. Our interns develop skills needed to obtain employment in the broadcasting industry.

This reporting period there were a total of four (4) interns. Three of the four interns came from local colleges including San Jose State, Academy of Art University in San Francisco and the University of San Francisco. Our fourth intern came from the University of California at Santa Barbara and interned with us during the summer break.

It is a policy requirement that all interns participate in an academic internship program and receive credit for their time spent at KTSF. On the average an intern participates 20 hours per week, totaling 360 hours in a semester. Most interns came with only academic training and no actual broadcast experience.

Activity within the Reporting Period.

Two departments participated in the internship program in this reporting period: the News and Production departments continued their programs. A description of each of those internships, and the results of each, follows:

News Department Interns

Interns in the News Department acquire journalism skills including researching stories, checking facts on stories and assisting News Reporters with field interviews. They also acquire editing skills using Final Cut Pro.

The first intern started on June 2, 2009 and ended her internship August 7, 2009. She is majoring in Journalism and Business Marketing at San Jose State University.

Our second news intern began on January 27, 2010 and ended her term in May of 2010. She returned to the Academy of Art University in San Francisco studying for a master's degree in Multimedia Communications.

The newest intern to come to KTSF is a Communication Studies major at the University of San Francisco. She started in June of 2010 and is still interning in the news department with us.

Production Department Interns

Interns in the Production Department have hands-on experience within the field shooting including actual filming, cueing lines and handling props. In addition, they help to edit the film footage.

One intern has returned for a second summer internship with KTSF. She started in June of 2010 and is a student at UC Santa Barbara with a major in Communications.

Option 8: "establishment of training and mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions."

1. KTSF currently provides tuition reimbursement for classes that improve their job skills that could qualify station personnel for higher-level positions. During the reporting period two full time employees received assistance to complete their college degrees. Completing a college education is important to help advance our employees within KTSF.
2. In 2009 Lisa Yokota was sent to participate in the National Association of Broadcasters Leadership Training Program in Washington, D.C. She began her training in September of 2009 and completed this course in June of 2010. This program is for senior level broadcast radio and television managers looking to improve as leaders in their workplace. This program will allow Lisa to qualify for a higher position such as General Manager in this or any other broadcast station in the future.
3. During the 2009-2010 Reporting period Vanessa Verzosa was given the opportunity to increase her Human Resources knowledge by attending online classes given by Lawroom.com. During the reporting period she completed 3 courses including "2009 Employment Law Update", "2010 Employment Law Update" and "Human Resources Employment Law Bootcamp for Supervisors." This may allow her to qualify for more senior human resources positions either at KTSF or another station.
4. KTSF sends its new or potential managers to managerial classes in order to qualify them for supervisory positions. In December of 2009 KTSF sent Yan Leung to a "First Time Supervisors" seminar and due to the completion of this class she was promoted to Traffic Supervisor.

Option 10: "Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting."

1. KTSF has offered and conducted tours and information sessions about the station and careers in broadcasting to school groups and any educational organization requesting this service. In February of 2010 a local high school sponsored a Career Day. General Manager, Mike Sherman brought these students to tour the facilities as part of their career day and gave them an overview of the Television industry, the different careers available in TV and a "behind the scenes" look at the daily operations of a TV station.
2. On April 16th, 2010 General Manager, Mike Sherman participated in a local middle school's career day and brought those kids to the station for a tour. The kids were given an idea of what the Television industry is about. They were informed about the different career opportunities available in broadcasting.
3. This year we were asked to participate in the Art Institute of California's year-end portfolio show in March of 2010. Edwin Wong our Graphics Supervisor attended a portfolio show meeting graduating seniors and talking with them about what people in the broadcasting industry might be looking for in potential candidates.
4. KTSF participated in the National Association of Broadcasters Leadership Training Program by sending a manager to a yearlong intensive involving five on site sessions in Washington, D.C. The program is for senior level broadcast radio and television managers looking to improve as leaders in their workplace. The program encourages diversity and offers fellowships opportunities to women and people of color. The recipient of this fellowship will pass the content of this training on to other managers.

EXHIBIT "A"**Lincoln Broadcasting Community Resources List for July 31, 2009 through August 1, 2010**

First Name	Last Name	Organization Name	Address	City	State	Zip Code	Work Phone/email
Janice	Lee	Asian American Journalists Association	1182 Market Street, Suite 320	San Francisco	CA	94102	(415) 346-2051
Caren	Meghreblian	Art Institute of San Francisco	1170 Market Street	San Francisco	CA	94102	(415) 865-0198
Victor	Shin	Asian Business League	564 Market Street, Suite 404	San Francisco	CA	94104	(415) 350-9023 info@ablesf.org
Gloria	Tan	Asian Women's Resource Center	940 Washington Street	San Francisco	CA	94108	(415) 421-8827 gummoon@gummoon.org
Steven	Karet	Asian, Incorporated	1670 Pine Street	San Francisco	CA	94607	(415) 928-5910
Samson	Wong	AsianWeek	809 Sacramento Street	San Francisco	CA	94108	(415) 397-0220 swong@asianweek.com
Dov	Goldner	Bay Area Video Coalition	2727 Mariposa St., 2nd Floor	San Francisco	CA	94110	(415) 861-3282 dov@bavc.org
Bob	Haick	Canada College	4200 Farm Hill Blvd.	Redwood City	CA	94061	(650) 306-3178
Lillie	Player	California Broadcasters Association Job Bank	915 L Street, Suite 1150	Sacramento	CA	95814	(415) 444-2237
Nani	Ratnawati	Center for Asian American Media	145 9th Street, #350	San Francisco	CA	94103	(415) 863-0814 info@asianamericanmedia.org
Gerald	Shimada	Chabot College	25555 Hesperian Blvd.	Hayward	CA	94545	(510) 723-6600
Veronica	Ng	Chinese for Affirmative Action	17 Walter U. Lum Place	San Francisco	CA	94108	(415) 274-6750 fax: (415) 397-8770
Anthony	Ng	Chinese Newcomer Services Center	777 Stockton Street, #104	San Francisco	CA	94108	(415) 421-2111 cnsc@chinesenewcomers.org
Gary	Tom	City College of San Francisco - Alemany Campus	750 Eddy Street	San Francisco	CA	94109	(415) 561-1875
Phillip	Brown	City College of San Francisco/Broadcasting Department A-6	50 Phelan Avenue	San Francisco	CA	94112	(415) 239-3527
Alexis Marivic	Montevirgen Lizardo	College of Alameda	555 Atlantic Avenue	Alameda	CA	94501	(510) 522-7221 amontevirgen@peralta.edu mlizardo@peralta.edu
Miriam	Zimmerman	College of Notre Dame	1500 Ralston	Belmont	CA	94002	(650) 508-3699

EXHIBIT "A"

Lincoln Broadcasting Community Resources List for July 31, 2009 through August 1, 2010

			Avenue					
		College of San Mateo - KCSM TV 60	1700 W. Hillsdale Blvd.	San Mateo	CA	94402	(650) 574-6571 tv@kcsm.net	
Darin	Ow-wing	Community Educational Services, San Francisco	80 Fresno Street	San Francisco	CA	94133	(415) 983-9510 darin@ccssf.org	
Cindy	Lister	DeAnza College	21250 Stevens Creek Blvd.	Cupertino	CA	95014	(408) 864-5711 careercenter@deanza.edu	
Peter	Ney	California Employment Development Department	550 Quarry Road	San Carlos	CA	94070	(650) 802-5000 peter.ney@edd.ca.gov	
Wennette	Flash	Heald Institute of Technology	350 Mission Street	San Francisco	CA	94105	(415) 808-3018	
Nora Rios	Reddick	Horizons Unlimited of San Francisco	440 Potrero Street	San Francisco	CA	94110	(415) 487-6700 nrreddick@aol.com	
Julie	Matsueda	Japanese Community Youth Council	2012 Pine Street	San Francisco	CA	94115	(415) 563-8052 info@jycyc.org	
Nobiru	Kai	Japanese Newcomer Services	1840 Sutter Street, Suite 207	San Francisco	CA	94115	(415) 922-2033 nobirukai@gmail.com	
Emylene	Aspilla	Jewish Vocational Services	225 Bush St. #400 SF, CA 94104	San Francisco	CA	94104	(415) 391-3600 hire@jvs.org	
		Job Development Group - City College of San Francisco	50 Phelan Ave., Box A6	San Francisco	CA	94112	(415) 452-5888 career@ccsf.edu	
Martha	Schoonover	Job Placement Services- Diablo Valley College	321 Gold Club Road	Pleasant Hill	CA	94523	(925) 685-1320	
		Journalism/Community Development, San Jose State University	One Washington Square	San Jose	CA	95192	(408) 924-3240 careerhelp@sjsu.edu	
Lisa	Aaron	Laney College	900 Fallon Street	Oakland	CA	94607	(510) 834-5740 laaron@peralta.edu	
Vilai	Phongbopha	Lao Family Community Development Incorporated	1551 23rd Avenue	Oakland	CA	94606	(510) 533-8850	
Lydia	Fedulow	Mass Media Studies - University of San Francisco/Ignatio Heights	2130 Fulton Street	San Francisco	CA	94117- 1080	415) 422-6373 media.studies@usfca.edu	
Mary	Robins	Menlo College	1000 El Camino Real	Atherton	CA	94027	(650) 543-3735 careers@menlo.edu	
Katherine	Dey	Mills College	5000 MacArthur Blvd.	Oakland	CA	94613	(510) 430-2130 kdey@mills.edu	

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Olga	Perez	Mission Language & Vocational School	2929 19th Street	San Francisco	CA	94110	(415) 648-5220
Alex	Pitcher	National Association for the Advancement of Colored People, San Francisco Chapter	P.O. Box 15609	San Francisco	CA	94115	(415) 495-1703
Imelda	Gonzalez	National Hispanic University	14271 Story Road	San Jose	CA	95127	(408) 254-6900
Bob Cifbup/	Tom Gomez	Ohlone College/KOHL-FM	43600 Mission Blvd.	Fremont	CA	94539	(510) 659-6000
Edie	Melo	PenninsulaWorks - Daly City	271 92nd Street	Daly City	CA	94015	(650) 301-8447
Theresa	Brown	Peralta Community College	333 East 8th Street	Oakland	CA	94606	(510) 466-7200
Jaelyn	Chinn	Project HIRED	1401 Parmoor Ave, Suite 125	San Jose	CA	95126	(408) 557-0880
Melissa	Camacho	San Francisco State University	1600 Holloway Avenue	San Francisco	CA	94103-3502	(415) 338-1787 mcamacho@sfsu.edu
Kathy	Potter	Santa Clara University	500 El Camino Real	Santa Clara	CA	95053	(408) 554-4589 kpotter@scu.edu
Ivy	Velasquez	Skyline College	3300 College Drive	San Bruno	CA	94066	(650) 738-4337 velasquez@smccd.net
Zafer	Sun	Solano Community College	4000 Suisun Valley Road	Suisun City	CA	94585-3197	(707) 864-7124 zafer.sun@solano.edu
Philip	Nguyen	Southeast Asian Community Center	875 O'Farrell Street	San Francisco	CA	94109	(415) 885-2743 seaccphilip@juno.com
Thomas	Goldstein	University of California, Berkeley	Campbell Hall	Berkeley	CA	94720	(510) 642-3383