Network Report Card Grading Explanation
Fall 2005 – Fall 2006
Primetime

Actors: On-air Primetime Scripted Shows (Regular & Recurring)

The highest grade in this category will be based on the network's ability to have increased significantly the employment of qualified minority actors from Fall of 2005 to Fall of 2006 primetime and scripted television programs. Actors who will be considered to have received employment by the network are "regulars"—actors who have a season contract with a series. Also considered will be "recurring" actors. Additionally, the network must show it explicitly and perceptibly conveyed the obligation of its casting directors to make diversity a priority in every casting call, every meeting with talent agents or agencies, production companies and in casting every show.

Networks will be given credit in the grading process for non-traditional casting decisions made during the 2005-06 Season (e.g., employing a minority actor to play the role of a character which was based on or specifically designated as a non-minority individual). The network must provide data, broken down by ethnic community, as to the number of minority actors employed or to be employed, including a breakdown of "regular" and "recurring" actors, as well as the total number of actors employed or to be employed by the network during the 2005-06 Season.

Actors: On-air Primetime Reality Programming (Regular & Recurring)

The highest grade in this category will be based on the network's ability to have increased significantly the employment of qualified minority actors hosts and contestants/participants from Fall of 2005 to Fall of 2006 in primetime reality programming. Actors hosts who will be considered to have received employment by the network are "regulars"—actors who have a season contract with a series. Also considered will be contestants/participants. Additionally, the network must show it explicitly and perceptibly conveyed the obligation of its casting directors to make diversity a priority in every casting call, every meeting with talent agents or agencies, production companies and in casting every show.

The network must provide data, broken down by ethnic community, as to the number of minority actors employed or to be employed, including a breakdown of "regular" and "recurring" actors or contestants, as well as the total number of actors employed or to be employed by the network during the 2005-06 Season.

Writers & Producers

The highest grade in this category will be based on the network's ability to have increased significantly the employment of qualified minority writers and/or producers in the production of network television series during the 2005-06 Season. At the time of the network's year-end submission, there must be in place a program and/or initiative to increase the employment of ethnic

minorities in each subcategory, (i.e., writers and/or producers for seasons to come). The network must provide data, broken down by ethnic community, as to the number of minority writers and/or producers employed or to be employed by the network during the 2005-06 Season.

Directors

The highest grade in this category will be based on the network's ability to have increased significantly the employment of qualified minority directors in the production of network television series during the 2005-06 Season. At the time of the network's year-end submission, there must be in place a program and/or initiative to increase the employment of ethnic minorities in directing positions for seasons to come. The network must provide data, broken down by ethnic community, as to the number of minority directors employed or to be employed by the network during the 2005-06 Season.

Program Development

The highest grade in this category will be given to the network that has shown significant improvement in increasing the number of development deals that include actors, writers and/or producers of diverse backgrounds in a variety of roles during the 2005-06 Season. The network must provide data, broken down by ethnic community, as to the number of development deals negotiated during the 2005-06 Season.

Procurement

The highest grade in this category will be given to the network that has contracted with a substantial number of qualified minority companies for procurement services and/or goods, and has contracted a substantial sum of its procurement dollars with said companies. The network must provide data, broken down by ethnic community, as to the number of contracts and the sum of the procurement agreements entered into by the network during the 2005-06 Season.

Entertainment Executives

The highest grade in this category will be given to the network that has instituted a minority recruitment and training program to significantly increase the employment of ethnic minorities in entertainment management and executive positions. The network also will have implemented programs which factor in progress toward improving the hiring and promotion process in the annual evaluation of management. The network must provide data, broken down by ethnic community, regarding the number of minority hires in entertainment management and executive positions during the 2005-06 Season.

Network Commitment to Diversity

An "A" grade in this category will be given to the network that has demonstrated a commitment to diversity in every aspect of its broadcast television business. Said commitment may be demonstrated by the following: (1) the placement of an infrastructure designed to accomplish the goals of greater inclusion and opportunities for qualified minorities that reaches every network division; (2) regular communication with the Coalition about the network's progress; (3) the active

participation of key creative executives in the application and achievement of those initiatives; (4) the sharing of all records regarding the categories above; and (5) the voluntary extension of the Memorandum of Understanding to include other network operating entities within the corporation.

Letter Grades

A = Exceptional Results

B = Very good effort **and/or** results

C = Good effort **and/or** results

D = Inadequate effort **and/or** results

F/I = Fail/Incomplete information