

# ANNUAL PUBLIC FILE EEO REPORT

**August 2007**  
**(Covers August 1, 2006 – July 31, 2007)**

Call Sign of Station(s): KNBC, KVEA and KWHY

1. List all full-time job vacancies filled by any station covered by this report during the past year.

<b>KNBC Hires</b>	
<b><u>Title</u></b>	<b><u>Date Filled</u></b>
Account Executive	8/28/2006
Finance Manager	10/9/2006
HR Manager	11/6/2006
Sales Manager, Multi-Platform BD	2/26/2007
General Manager	6/1/2007
Creative Service Director	6/25/2007
Manager, Pricing & Planning	7/2/2007
Account Executive	7/16/2007
Account Executive	7/16/2007
Promotions Producer	7/23/2007

<b>KVEA Hires</b>	
<b><u>Title</u></b>	<b><u>Date Filled</u></b>
Transmitter Maintenance Engineer	11/20/06
Account Manager	12/18/06
Assignment Editor	04/02/07
Assignment Editor	04/09/07
Associate Producer	04/09/07
Associate Producer	04/09/07
Associate Producer	04/09/07
News Producer	04/09/07
News Producer	04/16/07
News Producer	04/16/07
News Producer	04/19/07
Traffic Assistant	04/30/07
News Producer	05/14/07
Associate Producer	05/14/07

<b>KWHY Hires</b>	
<b><u>Title</u></b>	<b><u>Date Filled</u></b>
Anchor - Show Host	08/21/06
National Sales Mgr	09/05/06
Anchor	11/27/06
Account Manager	12/11/06
Account Manager	12/18/06
Executive Producer	12/18/06
Manager Programming	01/29/07
Local Sales Manager	03/05/07
Programming & Development Executive Producer	03/26/07

Marketing Integration Sales Manager	04/16/07
Programming Schedule Manager	04/16/07
Account Manager	7/2/2007

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

See Attached Spreadsheet.

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

KNBC: 63 Interviewees

KVEA & KWHY: 71 Interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

KNBC:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	14
NBCUNICAREERS.com	49

KVEA and KWHY:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	16
NBCUNICAREERS.com	8
Referral	8
Yoh/Daily Hire Temp Pool	39

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

- ? **Online Recruitment:** All positions are posted on nbcunicareers.com, GE Careers and all positions below Executive level are posted with America's Job Bank.
- ? **Newspaper Ads:** KNBC, KVEA and KWHY run monthly ads in the LA Times (in English and Spanish) directing people interested in a career with NBC/Telemundo to our website.
- ? **Agency Outreach:** Each week Human Resources sends a listing of all current NBC/Telemundo open positions to the following agencies:
  - o California Chicano News Media Association
  - o Los Angeles Urban League
  - o American Career College
  - o CA Department of Rehabilitation - Workforce Development
  - o National Association of Broadcast Employees & Technicians
  - o Harbor Work Source Center
  - o University of Colorado at Boulder, School of Journalism and Mass Communication
  - o The National Association of Hispanic Journalists
  - o Native American Journalists Association
  - o National Black MBA Association Inc
  - o Empowering Latinas - Online Resources for Women
- ? **Television:** Contact information is broadcast to the public daily (~10x/week) with the phone number and website for current open positions.
- ? **Diversity Job Fairs:** KNBC, KVEA and KWHY Human Resources and News Management participate in several job fairs throughout the year:
  - o National Association of Black Journalists (NABJ) conference on August 16 – 20, 2006. Attended by Bob Long, KNBC News Director & Paula Madison, KNBC General Manager.
  - o California Chicano News Media Association (CCNMA) Job Fair – October 26-28, 2006. Attended by Margie Reid Garcia, KNBC, KVEA & KWHY HR Coordinator, Andres Astralaga, Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations, Joie Bonilla, KNBC Executive Producer.
  - o Imagen Job Fair - Saturday, January 27, 2007. Attended by Margie Reid Garcia, Andres Astralaga, and Dan Owens.
  - o
- ? **Local School Outreach:**
  - o Pasadena City College, March 7, 2007 Communications Seminar- Speakers: Victor Franco, Andres Astralaga.
  - o UCLA Communications Speakers Series, May 1, 2007, attended by Victor Franco.

## ? **Local Event Participation/Outreach: KNBC**

- o David Cruz was the emcee at for Senior Concerns annual fundraiser on August 6, 2006
- o African Marketplace & Cultural Faire at Exposition Park, 3-weekend long event, August 18 – September 4, 2006. Attended by Furnell Chatman, KNBC Reporter, as emcee for gala.
- o Chris Schauble, KNBC Anchor, was a guest reader of the Jump Start read-a-thon.
- o Hispanic Heritage month, September 15, 2006 – October 15, 2006 month-long salute. Attended by Kim Baldonado and Cary Berglund as KNBC reporters.
- o National Hispanic Media Coalition (NHMC) 4TH Annual Local Impact Awards on September 14, 2006.
- o Salvation Army, Fritz Coleman Fair Weather Golf Classic on September 18, 2006. Attended by KNBC's Fritz Coleman as emcee.
- o Organization of Chinese Americans, Inc's 15th Annual Image Awards Banquet on September 29, 2006. Attended by KNBC's Ted Chen as emcee, Na Dang, Elizabeth Garcia, Erin Dittman, Victor Franco, Sindy Saito, Terry Shurak, Lina Sue Ortiz, Simon Gee and Katia Gee
- o Vikki Vargas was the emcee at the National Latino Police Officers Luncheon on September 20, 2006
- o Ted Chen was emcee for the Korean Health Education Information & Research Dinner on Thursday, Sept. 14, 2006
- o David Cruz was the emcee for the Hispanic Public Relations Association Scholarship Dinner on Thurs, Sept 21.
- o David Cruz was the guest speaker for the Department of Justice National Hispanic Heritage Month event on Sept. 26, 2006
- o Colleen Williams was the emcee for the Domestic Violence Awareness Month Event honor LAPD Officers on Sept. 29, 2006
- o David Cruz was the emcee for the Hispanic/Latino Luncheon held by the LA County office of Education on Sept. 15, 2006
- o David Cruz was the emcee at the Chancellor's Ball for Rancho Santiago Community College Foundation on Oct.13, 2006
- o Beverly White, KNBC Reporter, was the emcee for the woman At Work Luncheon on Oct. 20, 2006
- o AIDS Walk Los Angeles - West Hollywood. Attended by Bruce Hensel, KNBC Reporter.
- o AAJA - Asian American Journalist Association Trivia Bowl XII on October 20, 2006. Attended by NBC4 News Team.
- o California African American Museum honoring John Mack & others on October 21, 2006.
- o MALDEF Fundraising Dinner on October 30, 2006. Attended by KNBC's Makahlo Medina, David Cruz, Kimberly Lipone, and Stephanie Orrick.
- o Native American Heritage Month, November month-long salute. Attended by Cary Berglund.
- o Conan Nolan, KNBC Reporter, was the moderator for the California Science Center panel on Religion on the Brain on November 4, 2006
- o David Cruz was the emcee at the Hispanic Dental Association Dinner on November 4
- o Ted Chen was the emcee for the non-profit awards dinner on November 4, 2006.
- o Beverly White was the emcee of the McDonald's Gospelfest for the Ronald McDonald House on November 5, 2006

- o Fritz Coleman was the emcee for the Exceptional Children's Foundation on November 19, 2006
- o Brotherhood Crusade at the Beverly Hilton Hotel on November 3, 2006. Attended by KNBC's Furnell Chatman as emcee and reporter, Paula Madison, Bob Long, Manuel Abud, Rebecca Nieto, Araceli De Leon, Beverly White, Chris Schauble, and Mike McCarthy.
- o Furnell Chatman emceed the Annual Public Safety Luncheon on Wednesday, November 29, 2006
- o Ted Chen emceed the Asian Business League Dinner on November 16, 2006
- o Fritz Coleman emceed the Exception Children's Foundation Gala on Nov, 19, 2006..
- o 23rd Anniversary Dinner benefiting Asian Pacific American Legal Center on November 14, 2006. Attended by KNBC's Terry Shurack, Ted Chen, Sindy Saito, Nga Dang, and Gordon Tokumatsu.
- o U.S. Marine Corps Toys for Tots on Dec. 2/3, December 9/10, and December 16/17, 2006. Attended by Fritz Coleman and Colleen Williams, as well as additional support.
- o Coalition of Asian Pacifics in Entertainment's (CAPE) Dinner on December 4, 2007. Attended by NBC Universal's Timothy Huang, Jamie Hilao, Jennifer Cabalquinto, Manish Khadiya, Jimmy Gin, Monica Hou, and Jeff Ariz.
- o Los Angeles "Kingdom Day Parade" on January 15, 2007 honoring Martin Luther King. Attended by KNBC's Furnell Chatman, Colleen Williams, Toni Guinyard, Chris Schauble, and Cary Berglund.
- o 2007 Discovery Ball to benefit CA Science Center Foundation on February 10, 2007. Attended by Fritz Coleman as emcee and auctioneer.
- o Unite LA School 2 Career via LA Area Chamber of Commerce and LAUSD Campaign Kick-off Luncheon for Principal for a Day on February 23, 2007. Kim Baldonado emceed luncheon. Attended by Paula Madison and Manuel Abud.
- o Furnell Chatman participated in the Compton Black History Parade on Feb. 25, 2007
- o MultiCultural Motion Picture Association's 14th Annual Student Pre-Oscar Scholarship Luncheon on February 23, 2007. Attended by Chris Schauble as emcee, Paula Madison, Erin Dittman, KNBC Director of Communication, Jennifer Bjorklund and Roni Jeffery, Finance Manager.
- o National Hispanic Media Coalition Dinner on March 3, 2007.
- o Legacy Ladies, Inc. 3rd annual fundraiser gala "Torch Awards." Attended by Chris Schauble as emcee and a number of other employees from the station.
- o 4th Annual LA Celebrity Golf Challenge benefiting Autism Speaks on March 26, 2007. Attended by KNBC Sales.
- o Hispanic Americans for Fairness in Media's 8th Annual Awards Gala & Scholarship Presentation and Celebration of Esther Renteria's Life on March 29, 2007.
- o Los Angeles Urban League's 34th Annual Whitney M. Young Jr Award Dinner on April 12, 2007.
- o 18th Annual Shelter Partnership Dinner on April 12, 2007. Attended by Fritz Coleman as emcee.
- o Multiple Sclerosis Walk on April 14/22, 2007. Attended by Vikki Vargas as emcee.
- o Conan Nolan was the moderator for a panel on Global Warming for the California Science Center on April 21, 2007.
- o March of Dimes - Walk America on April 29/30, 2007. Attended by KNBC's Jennifer Bjorklund.
- o Asian Pacific American Heritage Month, May 2007 month-long salute. Attended by various reporters.

- o OC AIDS WALK 2007 on May 12, 2007. Attended by Robert Kovacik as emcee and reporter.
- o Go Red for Women Luncheon - benefiting the American Heart Association on May 15, 2007.
- o Los Angeles NAACP 2007 Roy Wilkins Freedom Fund & Awards Gala on May 17, 2007. Attended by KNBC's Kip Epps, David Bacaar, Jennifer Bjorklund, Keith Esparros, and Len Ricks.
- o 5th Annual Greater Los Angeles Agency on Deafness (GLAD) Brunch @ House of Blues on May 20, 2007.
- o Hispanic Heritage Foundation Youth Awards Ceremony on May 23, 2007. Attended by Kim Baldonado as emcee and Rebecca Nieto, KNBC Producer, as award presenter.
- o CCNMA 27th Annual Scholarship Banquet on June 1, 2007.
- o National Medical Fellowship Dinner, June 5, 2007.
- o Colleen Williams' 12th Annual Charity Golf Tournament benefiting Casa de Las Amigas on June 11, 2007. Attended by Colleen Williams as emcee.
- o Braille Challenge with Greater Los Angeles Braille Institute on June 22-23, 2007. Attended by Patrick Healy presenting check.
- o Caribbean Heritage Association's 1st Ever Caribbean Heritage Salute to Hollywood & the Arts Honoring Suzanne de Passe on June 23, 2007. Attended by Paula Madison.
- o 2nd annual Team Parkinson Golf Tournament on July 16, 2007. Attended by Donna Tetreault as emcee.

**? Local Event Participation/Outreach: KVEA/KWHY**

- o August 18, 2006, NBC/KVEA IMAGEN Awards, attended by Victor Franco.
- o August 19-20, 2006, KVEA HEALTH & FITNESS EXPO @ LA CONVENTION CENTER, attended by various KVEA talent.
- o August 25, 2006, KVEA/KWHY California Chicano News Media Association Golf Tournament, attended by KVEA Sales.
- o August 31, 2006, KVEA/KWHY 16th Annual Dearden's Golf Tournament benefiting PARA LOS NINOS.
- o September 10, 2006, KVEA/KWHY East Los Angeles Parade, attended by Victor Franco.
- o September 15, 2006, KVEA/KWHY Strike Out AIDS at Dodger Stadium (presented by The Wall/Las Memorias Project), attended by Victor Franco.
- o September 15, 2006, KVEA/KWHY 17th Annual Universal Studios Charity Golf Classic.
- o September 19, 2006, KVEA/KWHY The Mayor's Golf Tournament saluting PUENTE Learning Center, attended by Victor Franco.
- o September 28, 2006, KWHY East Los Angeles Chamber of Commerce "Celebrating Women in Business" Dinner featuring keynote speaker Araceli De Leon and MC Victor Franco.
- o November 2, 2006, KVEA/KWHY INTERNATIONAL WOMEN'S FOUNDATION: Courage in Journalism Awards, attended by Victor Franco.
- o November 2, 2006, KVEA/KWHY STREETLIGHTS: Promoting Ethnic Diversity in the Entertainment Industry dinner, attended by Victor Franco.
- o November 5, 2006, KWHY Goal For Kids: Benefiting Para Los Niños @ Home Depot Center, attended by Victor Franco.

- o November 14, 2006, KVEA South Bay Latino Chamber of Commerce: 5th Annual Women's Business Seminar featuring: MC Toni Romero.
- o November 17, 2006, KVEA/KWHY BUENANUEVA Foundation: 19th Annual Gala Fundraiser; New Beginnings.
- o Jan. 11, 2007, Boyle Heights Technology Youth Center, attended by Victor Franco.
- o Jan. 17, 2007, PIRATES PSA Dev. Seminar for Non-profit organizations, attended by Victor Franco.
- o Feb. 23, 2007, National Hispanic Media Coalition Dinner, attended by Victor Franco.
- o March 1, 2007, Hispanic Outreach Taskforce Awards dinner, attended by Victor Franco.
- o March 22, 2007, Diabetes Association Concert, attended by Victor Franco.
- o April 28 & 29<sup>th</sup>, KWHY Fiesta Broadway Golf Classic & Fiesta Broadway Street Festival, Downtown Los Angeles, attended by KWHY Sales.
- o May 1, 2007, KVEA/KWHY UCLA Civic Engagement Seminar, Victor Franco Guest Speaker.
- o May 4, 2007, KWHY/KVEA PARA LOS NINOS - Cinco de Mayo Dinner, attended by Victor Franco.
- o May 12, 2007, KVEA/NBC4, Aids Walk Orange County Anaheim Stadium, attended by various KVEA employees.
- o May 17, 2007, KVEA City Lights Awards/Benefiting So. Ca. Counseling Center, T52 receiving the "City Lights Award for Community Service, attended by Victor Franco.
- o June 1, 2007, KVEA/KWHY/NBC4 Chicano Mews Media Association Scholarship Awards Dinner.
- o June 2, 2007, KVEA Feria De Libros/ Book Festival/Street Fair attended by Victor Franco.
- o June 9, 2007, KVEA ALIANZA Aids Conference attended by Victor Franco.
- o Angel of Hope Awards benefiting City of Hope Hospital on July 14, 2007. Attended by Manuel Abud (T-52).

? **Internal Skills Enhancement Programs**

- o Employees of the Station are provided with training & development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal GE/NBC sponsored programs. Station employees participated in the following development courses: Career Pathing, Building Essential Leadership skills, TVSD Sales Seminar, TVSD Producing Seminar, Presentation Skills, Effective Coaching, Managers Development Course, Influencing Skills, DiSC behavioral styles at Work, Finance for non-finance Professionals, and Microsoft Systems related training. The GE African American Forum, GE Women's Network, and GE Hispanic Forum also provide professional skill development courses to employees. In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills & Conflict Management.

? **EEO/Human Resources Training Programs**

- o The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. These programs have included Personnel Relations Leadership, Employment Law, Discrimination/Harassment Prevention Training, Integrity Training & Hiring the Right People.

? **Internship Programs**

- o The Stations' have a robust and well-established College Internship Program, which is designed to provide practical, on the job experience to students interested in pursuing their careers in broadcast journalism and other related fields. The internships are focused primarily on news (although we offer internships in Sales, Communications & Human Resources, etc.), and students are provided the opportunity to work in general news, sports, investigative, special projects unit and our digital news channel. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals, including producers, reporters, writers, photographers, editors and other news staff, who are willing to share their knowledge. The program is offered year-round and is designed to accommodate a student's school schedule. Students receive college credit for participating in this program. The Stations typically have between 10-20 interns at any given time. Each internship usually lasts two to three months.

? **Emma Bowen Foundation for Minority Interests in Media/Work-Study Scholarship Program**

- o The Emma Bowen Foundation Intern Program was established by the media industry to help increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for their partner company during summers and school breaks from the end of their junior year in high school until they graduate from college. During that five-year period, students have the opportunity to learn many aspects of corporate operations and develop company specific skills. The Stations have the opportunity to guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation, to help pay for college tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. Both Station KNBC & KVEA have one intern participating in the program during this reporting period.

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM, Cont.**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KNBC	Traffic Manager	7/3/2006	COS-internal promotion	n/a	n/a	n/a	n/a
KNBC	Account Executive	8/28/2006	Nbcunicareers.com	n/a	n/a	n/a	n/a
KNBC	Finance Manager	10/9/2006	COS-internal promotion	n/a	n/a	n/a	n/a
KNBC	HR Manager	11/6/2006	COS-internal promotion	n/a	n/a	n/a	n/a
KNBC	Sales Manager, Multi-Platform BD	2/26/2007	COS-internal promotion	n/a	n/a	n/a	n/a
KNBC	General Manager	6/1/2007	COS-internal promotion	n/a	n/a	n/a	n/a
KNBC	Creative Service Director	6/25/2007	COS-internal promotion	n/a	n/a	n/a	n/a
KNBC	Manager, Pricing & Planning	7/2/2007	COS-internal promotion	n/a	n/a	n/a	n/a
KNBC	Account Executive	7/16/2007	Nbcunicareers.com	n/a	n/a	n/a	n/a
KNBC	Account Executive	7/16/2007	Nbcunicareers.com	n/a	n/a	n/a	n/a
KNBC	Promotions Producer	7/23/2007	COS-internal promotion	n/a	n/a	n/a	n/a

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM, Cont.**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KVEA	Transmitter Maintenance Engineer	11/20/06	Referral	n/a	n/a	n/a	n/a
KVEA	Account Manager	12/18/06	COS	n/a	n/a	n/a	n/a
KVEA	Assignment Editor	04/02/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	Assignment Editor	04/09/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	News Producer	04/09/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	Associate Producer	04/09/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	Associate Producer	04/09/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	Associate Producer	04/09/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	News Producer	04/16/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	News Producer	04/16/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	News Producer	04/19/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	Traffic Assistant	04/30/07	Referral	n/a	n/a	n/a	n/a
KVEA	News Producer	05/14/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KVEA	Associate Producer	05/14/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KWHY	Anchor - Show Host	08/21/06	Nbcunicareers.com	n/a	n/a	n/a	n/a
KWHY	National Sales Mgr	09/05/06	COS	n/a	n/a	n/a	n/a
KWHY	Anchor	11/27/06	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KWHY	Account Manager	12/11/06	Nbcunicareers.com	n/a	n/a	n/a	n/a
KWHY	Account Manager	12/18/06	Nbcunicareers.com	n/a	n/a	n/a	n/a
KWHY	Executive Producer	12/18/06	COS	n/a	n/a	n/a	n/a
KWHY	Manager Programming	01/29/07	Yoh/DH Temp Pool	n/a	n/a	n/a	n/a
KWHY	Local Sales Manager	03/05/07	COS	n/a	n/a	n/a	n/a
KWHY	Programming & Development Executive Producer	03/26/07	COS	n/a	n/a	n/a	n/a
KWHY	Programming Schedule Manager	04/16/07	Referral	n/a	n/a	n/a	n/a
KWHY	Marketing Integration Sales Manager	04/16/07	Referral	n/a	n/a	n/a	n/a
KWHY	Account Manager	7/02/07	COS	n/a	n/a	n/a	n/a

## NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

KNBC, KVEA and KWHY send a weekly listing of all open positions (Including all those listed above) to the following agencies\*\*:

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>	<b>Email Address</b>
California Chicano News Media Association	300 S. Grand Ave., Suite, Los Angeles, CA 90071-3175	Julio Moran	(213) 437-4408	YES	ccnmainfo@ccnma.org
Los Angeles Urban League	3450 Mount Vernon Dr, Los Angeles, 90008	Ruth Davis	(323) 299-9660	YES	Lbelt@laul.org & hrdept@laul.org
American Career College	4021 Rosewood Ave., Los Angeles, CA 90004	Alice Hines	(323) 668-7555	YES	alice@americancareer.com
CA Department of Rehabilitation - Workforce Development	2000 Evergreen St, Sacramento, CA 95815	Valerie Massey	(916) 263-7310	YES	wdsinfo@dor.ca.gov
National Association of Broadcast Employees & Technicians	1918 W. Burbank Blvd. Burbank, CA 91506	John Alarid	(818) 846-0490	YES	jalarid@nabet53.org
Harbor Work Source Center	8929 S. Sepulveda Blvd. S#300, Los Angeles, CA, 90045-3659	Daryn Smith	(310) 348-0991	YES	dssmith@dor.ca.gov
University of Colorado at Boulder, School of Journalism and Mass Communication	584 UCB Boulder, CO 80309-0584	Elizabeth Gaeddert	(303) 492-0460	YES	elizabeth.gaeddert@colorado.edu
The National Association of Hispanic Journalist	529 14th St., NW, Suite 1000 Washington, DC 20045-2001	Marissa Silvera	(202) 662-7145	YES	jobbank@nahj.org
Native American Journalists Association	555 Dakota Street, Al Neuharth Media Center, Vermillion, SD 57069	Karen Rimsa	(605) 677.5282	YES	info@naja.com
National Black MBA Association Inc	180 N. Michigan Ave., Suite 1400 Chicago, IL 60601	Debby Tarber	(312) 236-2622	YES	HR@nbmbaa.org
Empowering Latinas - Online Resources for Women	PO Box 60865. Pasadena CA 91116	Yasmin Davidds	(866) 857-9879	YES	empoweringlatinas@yasmindavidds.com

\*\*In Addition, All positions are posted on NBCJobs.com, GE Careers and all positions below Executive level are posted with America's Job Bank. KNBC, KVEA and KWHY run monthly ads in the LA Times (in English and Spanish) directing people interested in a career with NBC/Telemundo to our website.

LA Times Contact Information:

Contact Name: Reuben Towns

Address: 202 West First Street, 8th fl, Los Angeles, CA 90048

Phone: 213-237-5213