

ANNUAL PUBLIC FILE EEO REPORT 2010

Call Sign of Station(s): **KNBC and KVEA**

1. List all full-time job vacancies filled by any station covered by this report during the past year **June 1, 2010 – May 31, 2011**.

KNBC	
Date Joined Bus Group	Position Title
08/23/10	VP News
11/01/10	HR Generalist
11/01/10	Platform Manager
11/08/10	Sales Producer
11/15/10	Account Executive Business Development
02/14/11	Local Sales Marketing Planner
02/14/11	Manging Editor, Web
02/14/11	Account Executive Business Development
02/28/11	Customer Service Representative
03/14/11	Editorial Director, Web
04/18/11	Platform Manager, Morning
04/25/11	Platform Manager
05/09/11	Content Producer
05/09/11	Booker
KVEA	
Date Joined Bus Group	Position Title
07/05/10	Vice President - Content
12/06/10	Sales Planner
01/03/11	Vice President of Sales
01/03/11	Talent Coordinator
01/03/11	Legal Affairs Coordinator
01/03/11	Research Director
01/10/11	Entertainment & Creative Producer
02/14/11	Managing Editor News
02/28/11	Creative Services Coordinator
05/16/11	Entertainment Host
05/23/11	Entertainment & Creative Producer

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

See Attached Spreadsheet.

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM***

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KNBC	VP News	08/23/10	Internal Transfer	n/a	n/a	n/a	n/a
KNBC	HR Generalist	11/01/10	Internal Transfer	n/a	n/a	n/a	n/a
KNBC	Platform Manager	11/01/10	nbcjobs.com	n/a	n/a	n/a	n/a
KNBC	Sales Producer	11/08/10	COS	n/a	n/a	n/a	n/a
KNBC	Account Executive Business Development	11/15/10	NBC Employee	n/a	n/a	n/a	n/a
KNBC	Local Sales Marketing Planner	02/14/11	Promotion	n/a	n/a	n/a	n/a
KNBC	Managing Editor, Web	02/14/11	Promotion	n/a	n/a	n/a	n/a
KNBC	Account Executive Business Development	02/14/11	Andrew Del Guercio	n/a	n/a	n/a	n/a
KNBC	Customer Service Representative	02/28/11	NBC UNIVERSAL CAREERS	n/a	n/a	n/a	n/a
KNBC	Editorial Director, Web	03/14/11	Greg Gitrich	n/a	n/a	n/a	n/a
KNBC	Platform Manager, Morning	04/18/11	Wendy Harris, KNBC Daypart Manager	n/a	n/a	n/a	n/a
KNBC	Platform Manager	04/25/11	Promotion	n/a	n/a	n/a	n/a
KNBC	Content Producer	05/09/11	I work at NBC LA	n/a	n/a	n/a	n/a
KNBC	Booker	05/09/11	Burbank NBC LA email from HR	n/a	n/a	n/a	n/a

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM***

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KVEA	Vice President - Content	07/05/10	Promotion	n/a	n/a	n/a	n/a
KVEA	Sales Planner	12/06/10	Promotion	n/a	n/a	n/a	n/a
KVEA	Vice President of Sales	01/03/11	Cynopsis	n/a	n/a	n/a	n/a
KVEA	Talent Coordinator	01/03/11	Friend	n/a	n/a	n/a	n/a
KVEA	Legal Affairs Coordinator	01/03/11	nbcunicareers	n/a	n/a	n/a	n/a
KVEA	Research Director	01/03/11	Variety	n/a	n/a	n/a	n/a
KVEA	Entertainment & Creative Producer	01/10/11	Friend	n/a	n/a	n/a	n/a
KVEA	Managing Editor News	02/14/11	Internal Transfer	n/a	n/a	n/a	n/a
KVEA	Creative Services Coordinator	02/28/11	nbccareers.com	n/a	n/a	n/a	n/a
KVEA	Entertainment Host	05/16/11	Work	n/a	n/a	n/a	n/a
KVEA	Entertainment & Creative Producer	05/23/11	www.nbcunicareers.com	n/a	n/a	n/a	n/a

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: 61 Interviewees

KVEA: 95 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	6
nbcunicareers.com	47
Referral	3
Yoh/Daily Hire Temp Pool	4

KVEA:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	8
nbcunicareers.com	82
Referral	0
Yoh/Daily Hire Temp Pool	5

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, monster.com, hotjobs.com, careerbuilder.com and all positions below Executive level are posted with America's Job Bank.
- Newspaper Ads: KNBC and KVEA run yearly ads in the LA Times (in English and Spanish) directing people interested in a career with NBC/Telemundo to our website.
- Agency Outreach: When jobs become available Human Resources sends a listing of all current NBC/Telemundo open positions to the following agencies:
 - California Chicano News Media Association
 - Asian American Journalist Assoc.
 - Beloit College
 - DePauw University
 - Eastern Illinois University
 - Elgin Community College
 - Friday Morning Quarterback
 - Illinois Broadcasters Association

- INBA News Letter
 - Indiana State University
 - International Women's Media Foundation
 - John Wood Community College
 - Lewis University
 - Mujeres Latinos in Action
 - National Association of Broadcasters
 - National Association of Hispanic Journalists
 - Natl Lesbian & Gay Journalists Assoc.
 - North Central College
 - Parkland College
 - Roosevelt University
 - Saga Communications of Illinois
 - School of the Art Institute
 - Southern Illinois University
 - Specs Howard School of Broadcast Arts
 - Springfield Center for Independent Living
 - Triton College
 - Truman College
 - Univ. of Wisconsin / Madison
 - WBBM Newsradio 780
 - Wright College
- 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 and KVEA Human Resources and News Management participate in several job fairs throughout the year:
 - California Chicano News Media Association (CCNMA). Attended by Margie Reid-Garcia, KNBC/KVEA HR Coordinator, Mala Tejwani, Campus Relations Coordinator, on October 14-15, 2010.
 - Asian American Journalists Association (AAJA) career fair. Attended by Craig Robinson, Tim Howick, and Enrique Caballero on August 4-6, 2010.
 - Career Builder/Education Nation Fair. Attended by Lauren Goodfried, Sheila Brown, and Travis Jabara on May 17, 2011.
 - National Association of Hispanics Journalist (NAHJ). Attended by Keith Esparros on June 23-26, 2010.
 - Local Event Participation/Outreach:

Date	Organization/Event Name	Participation	Event Description
06/01/10	PLAZA COMMUNITY CENTER	Jose Ronstad and Victor franco	Support for annual fundraiser to provide summer school programs
06/03/10	Riviera Country Club Scholarship Group	Fritz Coleman	Fritz was a guest speaker and talked about his career as a news journalist
06/11/10	CCNMA Banquet	Mekahlo Medina, John Klemack, Yvonne Guevara, and Alycia Lane	Company Sponsored Event

06/19/10	Project Grad Los Angeles Graduation	Ana Garcia	Enable access to higher education for students from low-income families, Project GRAD Los Angeles awards college scholarships
06/22/10	Whittier college Eve	Victor Franco	Students from Whittier College welcome new incoming students and their parents to help make the college adjustment. Funds raised for scholarships
06/30/10	CCNMA Scholarship Banquet	Martin Plascencia and Ana Patricia Candiani	Annual awards banquet for Latino Journalism students
07/26/10	IMAGEN FOUNDATION	Victor Franco and Patricia Buchanan	Organization host an annual dinner to recognize Latinos in entertainment field
08/06/10	NATIONAL HISPANIC MEDIA COALITION	Victor Franco Patricia Buchanan, Jose valle and Rick Morales	Annual Luncheon to recognize top Latino journalists
08/22/10	Regalettes' White Linen Affair Scholarship Fundraiser	Chris Schauble	Fundraiser at the historical City of LA Exposition Park Rose Garden to support our scholarship assistance fund to support student scholarships and other community outreach programs.
09/09/10	National Hispanic Media Coalition Local Impact Awards Lunch	Vikki Vargas	Employee Vikki Vargas was honored
10/20/10	Asian Youth Center Dinner	Ted Chen	Programs enable Asian immigrants to adapt and contribute to a multi-cultural society. Ted represented NBC and spoke about broadcast
10/29/10	PROJECTO PASTORAL	Victor Franco	Support for Annual gala dinner to raise funds for tutorial programs to develop grassroots projects in education, leadership, and service.
11/14/10	Literacy, Arts, Culture, Education, Recreation (LACER) 15th Annual Fundraiser	Fritz Coleman	LACER's award-winning Arts Programs after school Fritz was a guest presenter and talked about his broadcast experience
01/12/11	USC, TV Management Class	Andy Adler	Andy Adler spoke to students about her career in journalism
02/04/11	RADIO TELEVISION NEWS ASSOCIATION	Rick Morale and Linda Salomon	Support/Attend the Emmy Awards
02/08/11	CESAR E CHAVEZ FOUNDATION	Victor Franco, Sandra Miyares, and Patricia Buchanan	Attend the annual awards dinner recognizing Latino Community activists
02/10/11	UNIVERSITY OF SOUTHERN CALIFORNIA	Victor Franco, Patricia Buchanan, and Martha tapias	Attend Largest/oldest latino Alumni Association dinner to raise funds for scholarships
02/18/11	US Dept. of Education, TEACH Roundtable	Vikki Vargas	ED's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access

02/24/11	Multicultural Motion Picture Assn, 18th Annual Oscar Week Filmmakers Scholarship Luncheon & Fashion Show	Station Sponsored	Non-profit organization comprised of individuals within the entertainment community who share a common commitment to recognizing the achievements of individuals of various backgrounds in the entertainment industry
03/05/11	Hispanic Bar Assn., Scholarship Awards Luncheon	Vikki Vargas	The Scholarship Fund provides financial assistance to County Latino students who are presently attending law school and who have demonstrated involvement in the Latino Community.
03/18/11	National Broadcasting Society Convention, Alpha Epsilon Rho Panel on Television News	Dave Seger	David was a panelist
03/18/11	National Broadcasting Society Convention, Alpha Epsilon Rho Panel on "Getting that First Job"	Beverly White	Beverly White was a panelist
03/19/11	CSUN: Entertainment Industry Career Marketplace Panel on Talent Development: Television/Film/Internet/Music	Mekahlo Medina	Mekahlo was a panelist
03/22/11	Education Summit	Beverly White, Erin Dittman, Jennie Born, Karen Tannehill, Russell Stacey, John Klemack, Victor Franco, and Chris Dolan	One of the most important functions of the Summit is to provide workshops for those in attendance. The workshops were designed to inform and educate participants who included teachers, administrators, parents, students, and school support personnel
03/23/11	Young African American Women's Conference, 9th Annual Career and Educational Conference for Young African American Women	Beverly White	Beverly White spoke about her career as a news journalist
04/01/11	CSUF, Vikki Vargas Endowment	Vikki Vargas	Company sponsored event. Vikki spoke about her career as a news journalist
04/09/11	NAPTE, 20th National Tour Workshop	Beverly White	Beverly was a panelist where NATPE presented 20th free national-tour Student Career Workshop
04/19/11	Asian Pacific Alumni of UCLA Student Career Networking Conference	Ted Chen	Ted spoke about his career as a news journalist
04/26/11	CSUF, Media - changes Today & Tomorrow Panel	Vikki Vargas	Vikki was a panelist for the Media Resources and changes of Today & Tomorrow event
04/26/11	CSUF, 33rd Annual Comm Week	Beverly White	Vikki was one of the speakers. There were other speakers and presenters from industry professionals which highlighted three departments of the college: Communications, Human Communication Studies, and Radio-TV-Film.
04/28/11	CSUF, Commencement Roundtable	Frank Snett	Frank participated in roundtable discussions about industry professionals in Communications and Radio TV-Film

04/29/11	CCNMA	Martin Plascencia and Ana Patricia Candiani	Annual gala dinner to raise funds for Latino Journalism students and recognize Lation Journalists
05/01/11	CSUF, 2011 Scholarship Dinner	Fritz Coleman	Fritz spoke about his career as a news journalist
05/05/11	Association of California School Administrators Region XVI Outstanding Media Coverage of Public Education Award	Toni Guinyard	Outstanding Media Coverage of Public Education Award
05/11/11	NBCUniversal Asian Pacific Americans, Inside the Asian Studio	Ted Chen	Ted Chen served as a moderator
05/13/11	NBCUniversal Asian Pacific American, Leadership Luncheon with Michael Chen	Ted Chen	Ted Chen served as a moderator
5/13-19/2011	NBC Education Nation Week	Lauren Goodfried, Sheila Brown, and Travis Jabara	Station Sponsored Event

KNBC and KVEA Internship Program

The KNBC and KVEA internship offers the student real world experience while becoming familiar with NBCU's organization and work style. Internships are the perfect way to gain real world experience while learning what a career at KNBC and KVEA in Los Angeles might hold in store for them. Interns have produced tangible results as they begin building their professional networks, and for many, it confirms their professional goals. We offer opportunities throughout News, Creative Services, Local Integrated Media, Human Resources and Sales departments. Positions relate to sales sales/research, creative services, news channel 4, news channel 52, digital media, and human resources, to name a few! We provide college students with the opportunity to showcase their many talents and allow KNBC and KVEA to identify high potential talent for future staff hiring as well as YOH associate employees and the NBC Page program. KNBC and KVEA look for students who are committed to a career in media/broadcasting through experiences in their major studies, college clubs/organizations, prior media based internships or prior media work experience. Grade point average, community service, and leadership experience are also an important part of the total assessment of student applicants. KNBC and KVEA work closely with local out of state colleges and universities to build an active internship training program. During the current Annual Reporting year, a total of 101 Interns have participated in the Internship program. Through our HR Campus Relations, KNBC and KVEA have also participated in 7 on-site campus recruiting, career fairs, co-sponsor, host, and has spoken on topics from resume writing to diversity in the newsroom. The program is offered during the Spring/Summer and Fall semesters and is designed to accommodate a student's school schedule. Students receive college credit. Each internship period usually lasts two to three months.

Emma Bowen Foundation for Minority Interests in Media

KNBC and KVEA is a proud sponsor of the **Emma Bowen Foundation**. The Emma L. Bowen Foundation 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 student's work for a 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 an opportunity to learn many aspects of corporate operations and develop company-specific skills. 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. During the summer semesters, "Emma" students rotate in various KNBC and KVEA departments while gaining experience in every aspect in media.

MAT Foundation for Minority Interests in Media

MAT Program at KNBC and KVEA opens doors and provides opportunities for multicultural talented college students that may not be available to them otherwise. During the six month internship period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Students in the program receive an hourly wage. We do this so that our interns may experience, develop within and, at the end of the day, diversify the advertising industry. Interns with the MAT Program give future leaders a unique education through relationship-building and industry-specific knowledge to help them build a career. The high standards held by the program ensures' a more direct correlation between a MAT intern and real agency innovation.

Internal Skills Enhancement Programs

Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBC Universal sponsored programs. Station employees participated in the following development/leadership skills courses: Leadership Essentials, Engaging Teams, Positive Workforce Leadership, Developing Business Leaders, Leading a Creative Enterprise, and NBCU Executive Business Symposium; TVSD Sales Seminar, TVSD Producer Seminar, Presentation skills, Effective coaching management development course; Influencing skills, DISC Behavior Styles at work, Finance for non-financial professionals, and Microsoft systems-related training. BPA@NBCUniversal, APA@NBCUniversal, Unidos@NBCUniversal, Out@NBCUniversal, Network@NBCUniversal and Veterans Network provide professional networking and 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 and Conflict Management, Hiring the right people, How to write an employee evaluation; Inclusive leaders workshop and Overview of OFCCP internet applicant regulations.

EEO/Human Resources Training Program

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the two-year reporting period, these programs have included Personnel Relations Leadership, Employment Law, Discrimination/Harassment Prevention Training, Integrity Training, and Hiring the Right People, and Overview of OFCCP internet applicant regulations.

***See attached for a listing of the agencies notified of job opportunities.**

KNBC and KVEA send a listing of all open positions when they become available (Including all those listed above) to the following agencies**:

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?	Email Address
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@lraul.org & hrdept@lraul.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	Joe Ayala	(818) 846-0490	YES	javad.ayala@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
National Black MBA Association Inc	180 N. Michigan Ave., Suite 1400 Chicago, IL 60601	Debby Tarber	(312) 236-2622	YES	HR@nbmbaa.org
Asian American Journalist Assoc.	Beloit	Albert Lee		YES	AlbertL@aaaja.org
Beloit College	Greencastle	Field & Career Services		YES	facs@beloit.edu
DePauw University	Charleston	Tom Cath		YES	tcath@depauw.edu
Eastern Illinois University	Elgin	Nancy E. Dole		YES	csned@eiu.edu
Elgin Community College	Cherry Hill	Jan Drennean		YES	jdrennan@elgin.edu
Friday Morning Quarterback		Dave Hoeffel		YES	dave.hoeffel@fmqb.com
Illinois Broadcasters Association		Debbie David		YES	ilbrdst@neondsl.com
INBA News Letter	Terre Haute			YES	borowmaq@aol.com
Indiana State University	Bloomington	Career Center		YES	career-center@indstate.edu

Indiana State University		Jan Nickless		YES	jnickles@indiana.edu
International Women's Media Foundation	Quincy			YES	info@iwmf.org
John Wood Community College	Romeoville	Susan Deege		YES	sdeege@jwcc.edu
Lewis University	Chicago	Eileen Tondini		YES	careerservices@lewisu.edu
Mujeres Latinos in Action	Washington	Job Coordinator		YES	mujeresLat@aol.com
National Association of Broadcasters	Washington	Job Coordinator		YES	careercenter@nab.org
Natl Lesbian & Gay Journalists Assoc.	Naperville	Angie Young, Executive Assistant		YES	info@nljja.org
Parkland College	Chicago	Sandy Spencer		YES	sspencer@parkland.edu
Roosevelt University		George Bagel		YES	careersdt@roosevelt.edu
Saga Communications of Illinois	Chicago	Michelle Novak		YES	mnovak@sagacom.com
School of the Art Institute	Carbondale	Kate Schutta		YES	careers@artic.edu
Specs Howard School of Broadcast Arts	Springfield	Kevin Seguin-Scollin		YES	kscollin@specshoward.edu
Springfield Center for Independent Living	River Grove	Ceceilia Haasis		YES	erpmanager@scil.org
Triton College	Chicago	Bob Resch		YES	jobopbul@triton.edu
Truman College	Madison	Student Employment Services		YES	trepps@cc.edu
Univ. of Wisconsin / Madison	Chicago	L & S / Human Ecology Career Services		YES	careers@lssaa.wisc.edu
WBBM Newsradio 780	Chicago	Debbie Jacquardt		YES	swooden@cbs.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 and KVEA run yearly 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: Sherlock,
Joseph

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

Phone: 213-237-3193

ANNUAL PUBLIC FILE EEO REPORT 2011 (Amended June 15, 2012)

Call Signs of Stations in Employment Unit: **KNBC, KVEA, and KWHY¹**

1. List all full-time job vacancies filled by any station covered by this report during the past year **June 1, 2010 – July 31, 2011.**

KNBC	
Date Filled	Position Title
08/16/10	Traffic Reporter
08/23/10	VP, News
11/01/10	HR Generalist
11/01/10	Platform Manager
11/08/10	Sales Producer
11/15/10	Account Executive Business Development
02/14/11	Local Sales Marketing Planner
02/14/11	Managing Editor, Web
02/14/11	Account Executive Business Development
02/28/11	Customer Service Representative
03/14/11	Editorial Director, Web
04/18/11	Platform Manager, Morning
04/25/11	Platform Manager
05/02/11	Weather Anchor
05/09/11	Booker
05/09/11	Content Producer
06/20/11	Executive Assistant
06/06/11	Media Manager
06/06/11	EHS Specialist
06/20/11	Investigative Content Producer
06/20/11	Content Producer
07/04/11	Assignment Desk Manager
07/04/11	Anchor/Reporter
07/11/11	Platform Manager
07/18/11	VP, Community Relations

KVEA	
Date Filled	Position Title
07/05/10	Vice President - Content
12/06/10	Sales Planner
01/03/11	Legal Affairs Coordinator
01/03/11	Talent Coordinator
01/03/11	Vice President of Sales
01/03/11	Research Director
01/10/11	Entertainment & Creative Producer

¹ KWHY was part of the employment unit until January 28, 2011.

01/17/11	Anchor
02/14/11	Managing Editor
02/28/11	Creative Services Coordinator
02/28/11	Entertainment Host
05/16/11	Entertainment Host
05/23/11	Entertainment & Creative Producer
06/02/11	Entertainment Host
06/06/11	Assignment Editor
07/04/11	National Sales Manager

KWHY	
Date Filled	Position Title
07/27/10	National Sales Manager

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

See Attached Recruitment Source Data Forms.

- In total, how many interviewees did the Stations interview for all the full-time job vacancies identified in response to Question 1?

KNBC: 112 Interviewees

KVEA & KWHY: 38 Interviewees

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

KNBC:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	19
nbcunicareers.com	80
Employee Referral	4
Yoh/Daily Hire Temp Pool	6

KVEA:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	9
nbcunicareers.com	17
Employee Referral	6
Yoh/Daily Hire Temp Pool	6

5. Recruiting Methods:

- **Online Recruitment:** Through January 27, 2011 (the day before the closing of the Comcast/GE/NBCU transaction), positions were posted on NBCUniCareers.com, GECareers.com and Verdugo Jobs Center. Depending on the job, and as indicated on the attached Recruitment Source Data Forms, vacancy notices for some positions were also sent to the following organizations and/or websites for online posting: JournalismJobs.com, National Association of Minorities in Communications (NAMIC), TV Jobs, National Association of Black Journalists (NABJ), TVSpy, LatPro, IRE.org, Asian-American Journalists Association (AAJA), National Association of Hispanic Journalists (NAHJ), MediaBistro, Broadcasting & Cable, monster.com, hotjobs.com, and careerbuilder.com. As of January 28, 2011, positions were posted at NBCUniCareers.com but not GECareers.com or Verdugo Jobs Center. Also, depending on the job, vacancy notices for some positions were sent to the following organizations and/or websites for online posting: JournalismJobs.com, NAMIC, TV Jobs, NABJ, TVSpy, LatPro, IRE.org, AAJA, NAHJ, MediaBistro, and Broadcasting & Cable. See attached Recruitment Source Data Forms.
- **Newspaper Ads:** KNBC and KVEA/KWHY run yearly ads in the Los Angeles Times directing people interested in a career with NBC/Telemundo to the employment unit's website. In addition, the following positions were also advertised in the print edition of the Los Angeles Times: Investigative Content Producer, Content Producer, Platform Manager Morning, Platform Manager, VP, Community Relations, and EHS Specialist. See attached Recruitment Source Data Forms.

LA Times Contact Information:

Contact Name:

Joseph Sherlock

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

Phone: 213-237-3193

- **Television:** Individuals interested in job opportunities with this employment unit are encouraged to contact the stations through frequent on-air announcements on KNBC and KVEA. These announcements include the phone number and website address where interested viewers can look for current open positions. These announcements aired a total of 391 times on KNBC and a total of 743 times on KVEA between the period June 2010 and July 2011.

- Telephone Job Line: As indicated above, the Stations maintain and publicize a phone number that individuals interested in job opportunities with the Stations can call to receive recorded information about current open positions.
6. Please summarize the Stations' broad outreach initiatives during the past year. Please identify each initiative in which the Stations 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 Stations' participation in each initiative.
- Diversity Job Fairs: KNBC and KVEA Human Resources and News Management personnel participated in several job fairs throughout the year:
 - California Chicano News Media Association (CCNMA). Attended by Margie Reid-Garcia, KNBC/KVEA HR Coordinator, Mala Tejwani, Campus Relations Coordinator, on October 14-15, 2010.
 - Asian American Journalists Association (AAJA) Career Fair. Attended by Craig Robinson, KNBC President and General Manager; Tim Howick, KNBC Local Brand Marketing Director, and Enrique Caballero, KNBC VP Human Resources, on August 4-6, 2010.
 - Career Builder/Education Nation Fair. Attended by Lauren Goodfried, KNBC HR Generalist, Sheila Brown, NBCU Recruitment Consultant and NBCU Travis Jabara, Sr. Recruiter, on May 17, 2011.
 - National Association of Hispanics Journalist (NAHJ). Attended by Keith Esparros, KNBC Director, Content, on June 23-26, 2010.
 - Hiring our Heroes - Los Angeles Job Fair. Attended by Shawn Park, KNBC Recruiter and Sheila Brown, NBCU Recruitment Consultant, on July 10, 2011.
 - 24th Annual NAMIC Conference and Job Fair. Attended by Adrienne Day, NBC Human Resources Director, on September 14 and Wednesday, September 15, 2010.

- Local Event Participation/Outreach:

Date	Organization/Event Name	Participation	Event Description
6/1/2010	Plaza Community Center	Jose Ronstad, Reporter and Victor Franco - VP, of Community Relations	Support for annual fundraiser to provide summer school programs
6/3/2010	Riviera Country Club Scholarship Group	Fritz Coleman - Weather Anchor	Fritz was a guest speaker and talked about his career as a news journalist
6/11/2010	CCNMA Banquet	Mekahlo Medina - Reporter, John Klemack - Reporter, Yvonne Guevara - Assignment Editor, and Alycia Lane - Anchor/Reporter	Company Sponsored Event
6/19/2010	Project Grad Los Angeles Graduation	Ana Garcia - Reporter	Enable access to higher education for students from low-income families, Project GRAD Los Angeles awards college scholarships

6/22/2010	Whittier College Eve	Victor Franco - VP, of Community Relations	Students from Whittier College welcome new incoming students and their parents to help make the college adjustment. Funds raised for scholarships
6/30/2010	CCNMA Scholarship Banquet	Martin Plascencia - Reporter and Ana Patricia Candiani- Anchor	Annual awards banquet for Latino Journalism students
7/26/2010	Imagen Foundation	Victor Franco - VP, of Community Relations and Patricia Buchanan - Director, Business Development	Organization host an annual dinner to recognize Latinos in entertainment field
8/6/2010	National Hispanic Media Coalition	Victor Franco - VP, of Community Relations, Patricia Buchanan - Director, Business Development, Jose Valle - President & GM, KVEA - Los Angeles, and Rick Morales- VP, Content	Annual Luncheon to recognize top Latino journalists
8/22/2010	Regalettes' White Linen Affair Scholarship Fundraiser	Chris Schauble - Anchor	Fundraiser at the historical City of LA Exposition Park Rose Garden to support our scholarship assistance fund to support student scholarships and other community outreach programs.
9/9/2010	National Hispanic Media Coalition Local Impact Awards Lunch	Vikki Vargas - Reporter	Employee Vikki Vargas was honored
10/20/2010	Asian Youth Center Dinner	Ted Chen - Reporter	Programs enable Asian immigrants to adapt and contribute to a multi-cultural society. Ted represented NBC and spoke about broadcast
10/29/2010	Projecto Pastoral	Victor Franco - VP, of Community Relations	Support for Annual gala dinner to raise funds for tutorial programs to develop grassroots projects in education, leadership, and service.
11/14/2010	Literacy, Arts, Culture, Education, Recreation (LACER) 15th Annual Fundraiser	Fritz Coleman - Weather Anchor	LACER's award-winning Arts Programs after school Fritz was a guest presenter and talked about his broadcast experience
1/12/2011	USC, TV Management Class	Andy Adler - Reporter/Anchor	Andy Adler spoke to students about her career in journalism
2/4/2011	Radio Television News Association	Rick Morales- VP, Content and Linda Salomon - Planning Supervisor	Support/Attend the Emmy Awards
2/8/2011	Cesar E. Chavez Foundation	Victor Franco - VP, of Community Relations, Sandra Miyares - National Sales Manager, and Patricia Buchanan - Director, Business Development	Attend the annual awards dinner recognizing Latino Community activists
2/10/2011	University of Southern California	Victor Franco - VP, of Community Relations, Patricia Buchanan - Director, Business Development, and Martha Tapias - Director, Strategic Mktg Partnerships	Attend Largest/Oldest Latino Alumni Association dinner to raise funds for scholarships
2/18/2011	US Dept. of Education, TEACH Roundtable	Vikki Vargas - Reporter	ED's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access

2/24/2011	Multicultural Motion Picture Ass'n, 18th Annual Oscar Week Filmmakers Scholarship Luncheon & Fashion Show	Station Sponsored	Non-profit organization comprised of individuals within the entertainment community who share a common commitment to recognizing the achievements of individuals of various backgrounds in the entertainment industry
3/5/2011	Hispanic Bar Assn., Scholarship Awards Luncheon	Vikki Vargas - Reporter	The Scholarship Fund provides financial assistance to County Latino students who are presently attending law school and who have demonstrated involvement in the Latino Community.
3/18/2011	National Broadcasting Society Convention, Alpha Epsilon Rho Panel on Television News	Dave Seger - Engineer Grp 7	David was a panelist
3/18/2011	National Broadcasting Society Convention, Alpha Epsilon Rho Panel on "Getting that First Job"	Beverly White - Reporter	Beverly White was a panelist
3/19/2011	CSUN: Entertainment Industry Career Marketplace Panel on Talent Development: Television/Film/Internet/Music	Mekahlo Medina - Reporter	Mekahlo was a panelist
3/22/2011	Education Summit	Beverly White - Reporter, Erin Dittman - Director Communications, Jennie Born - Director, Integrated Sales Marketing, Karen Tannehill - Account Manager, Russell Stacey - Mgr Transmission Skypath & Cap Plng, John Klemack - Reporter, Victor Franco - VP, of Community Relations, and Chris Dolan - Local Business Development Sales Manager	One of the most important functions of the Summit is to provide workshops for those in attendance. The workshops were designed to inform and educate participants who included teachers, administrators, parents, students, and school support personnel
3/23/2011	Young African American Women's Conference, 9th Annual Career and Educational Conference for Young African American Women	Beverly White - Reporter	Beverly White spoke about her career as a news journalist
4/1/2011	CSUF, Vikki Vargas Endowment	Vikki Vargas - Reporter	Company sponsored event. Vikki spoke about her career as a news journalist
4/9/2011	NAPTE, 20th National Tour Workshop	Beverly White - Reporter	Beverly was a panelist where NATPE presented 20th free national-tour Student Career Workshop
4/19/2011	Asian Pacific Alumni of UCLA Student Career Networking Conference	Ted Chen - Reporter	Ted spoke about his career as a news journalist
4/26/2011	CSUF, Media - changes Today & Tomorrow Panel	Vikki Vargas - Reporter	Vikki was a panelist for the Media Resources and changes of Today & Tomorrow event
4/26/2011	CSUF, 33rd Annual Comm Week	Beverly White - Reporter	Vikki was one of the speakers. There were other speakers and presenter from industry professionals which highlighted three departments of the college: Communications, Human Communication Studies, and Radio-TV-Film.

4/28/2011	CSUF, Commencement Roundtable	Frank Snepp - Content Producer	Frank participated in roundtable discussions about industry professionals in Communications and Radio TV-Film
4/29/2011	CCNMA	Martin Plascencia - Reporter and Ana Patricia Candiani - Anchor	Annual gala dinner to raise funds for Latino Journalism students and recognize Latino Journalists
5/1/2011	CSUF, 2011 Scholarship Dinner	Fritz Coleman - Weather Anchor	Fritz spoke about his career as a news journalist
5/5/2011	Association of California School Administrators Region XVI Outstanding Media Coverage of Public Education Award	Toni Guinyard - Reporter	Outstanding Media Coverage of Public Education Award
5/11/2011	NBCUniversal Asian Pacific Americans, Inside the Asian Studio	Ted Chen - Reporter	Ted Chen served as a moderator
5/13/2011	NBCUniversal Asian Pacific American, Leadership Luncheon with Michael Chen	Ted Chen - Reporter	Ted Chen served as a moderator
5/13-19/2011	NBC Education Nation Week	Lauren Goodfried -HR Generalist, Sheila Brown - Recruitment Consultant and Travis Jabara - Sr. Recruiter	Station Sponsored Event
5/9/2011	National Latina Business Women	Victor Franco - VP, of Community Relations, Mario Gonzalez - Account Manager, and Alfred Serpas - Acoyunta Manager	Awards ceremony for Latina Business Owners
5/16/2011	Altamed Health Services Corp	Victor Franco - VP, of Community Relations and Patricia Buchanan - Director, Business Development and Marisol Acosta - Acoyunta Manager	Awards Ceremony for Community health Providers
6/10/2011	Accion Education in Action	Victor Franco - VP, of Community Relations, Mario Gonzalez - Account Manager, and Alfred Serpas - Account Manager, and Patricia Buchanan - Director, Business Development	Scholarship awards dinner
6/21/2011	LACTC youth summer conservatory	Victor Franco - VP, of Community Relations	LATC Concert for youth
6/21/2011	ALPFA	Mario Gonzalez - Account Manager, Alfred Serpas - Account Manager, and Patricia Buchanan - Director, Business Development	Awards Dinner for Latino Accounting/Financial College students
6/23/2011	LA PLAZA Cultural Center	Patricia Buchanan - Director, Business Development, Alfred Serpas - Account Manager, and Victor Franco - VP, of Community Relations	LA Cultural center Inaugural gala
7/21/2011	Museum Latin Am. Art	Victor Franco - VP, of Community Relations, Patricia Buchanan - Director, Business Development	Awards gala for museum
5/19/2011	L.A. County Asian American Employees Assn., Pacific American Heritage Day Celebration	Ted Chen - Reporter	Talent emceed this external employee event in celebration of Asian Pacific Heritage Day.

5/21/2011	Compton Junior Possee, 4th Annual Compton Jr. Possee Fund Raiser	Kathy Vara - Anchor	Station sponsored event. Talent honored and employees attended. This organization provides inner-city youth with year round after school alternatives.
5/22/2011	Westview School, Fundraiser	Fritz Coleman - Weather Anchor	Talent emceed fundraiser for school serving students with learning disabilities.
5/25/2011	US Pan Asian American Chamber of Commerce, Excellence Awards Gala Dinner	Ted Chen - Reporter	Talent emceed awards gala for this Chamber. The 2011 list of Fast 50 Asian American Businesses was officially unveiled at the Excellence Awards Gala by this organization
6/10/2011	California Chicano News Media Association 31st Scholarship Banquet	Kim Baldonado - Reporter, John Klemack - Reporter, Mekahlo Medina - Reporter and other employees (Station Sponsored)	Station sponsored event attended by talent and employees. This organization awards scholarships each year to Latino students interested in pursuing careers in journalism.
6/11/2011	LA Gay & Lesbian Center, 6th Annual Life Out Loud	Station Sponsored	Station sponsored event attended by talent and employees. This event benefits LifeWorks, the center's youth development and mentoring program.
6/15/2011	United Way of Greater Los Angeles, 2011 Corporate Philanthropy Summit	Station Sponsored	Station co-sponsored event with NBCUniversal. The organization honored NBCUniversal employee in this event for their philanthropic work. Employee participation.
6/18/2011	Project GRAD, Los Angeles Scholarship Celebration	Ana Garcia - Reporter	Talent to emcee event that honors college-bound scholars and their families. Scholarship medallions were given to students at this event.
6/24/2011	NBCUniversal, Veterans Network Operation Gratitude	Beverly White - Reporter	Talent did news story on this event and prepared care packages for soldiers along with other employees.
6/25/2011	Braille Institute, 11th Annual National Braille Challenge	Patrick Healy - Reporter	Talent presented the NBC4 sponsored award entitled "Braille Superstar Awards for Excellence in Reading" at this event which promotes braille literacy and proficiency.
6/26/2011	Los Angeles Press Club Awards, 53rd SoCal Journalism Awards	Station sponsored.	Station sponsored event that awards best journalists in all media platforms—radio and television news, newspapers and magazines, news bureaus, foreign with journalists and online reporting, bloggers and student media at this event. Talent and employees attended event.

KNBC and KVEA Internship Program

The KNBC and KVEA internship program offers our interns real world experience while becoming familiar with NBCU's organization and work style. Internships are the perfect way to gain real world experience while learning what a career at KNBC and KVEA in Los Angeles might hold in store for

them. Interns have produced tangible results as they begin building their professional networks, and for many, the internship experience confirms their professional goals. We offer opportunities throughout the News, Creative Services, Local Integrated Media, Human Resources and Sales departments. Positions relate to sales sales/research, creative services, news channel 4, news channel 52, digital media, and human resources, to name a few! We provide college students with the opportunity to showcase their many talents and allow KNBC and KVEA to identify high potential talent for future staff hiring as well as YOH associate employees and the NBC Page program. KNBC and KVEA look for students who are committed to a career in media/broadcasting through experiences in their major studies, college clubs/organizations, prior media based internships or prior media work experience. Grade point average, community service, and leadership experience are also an important part of the total assessment of student applicants. KNBC and KVEA work closely with local out of state colleges and universities to build an active internship training program. During the current Annual Reporting year, a total of 113 Interns have participated in the Internship program. The program is offered during the Spring/Summer and Fall semesters and is designed to accommodate a student's school schedule. Students receive college credit. Each internship period usually lasts two to three months.

Emma Bowen Foundation for Minority Interests in Media

KNBC and KVEA is a proud sponsor of the **Emma Bowen Foundation**. The Emma L. Bowen Foundation 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 student's work for a 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 an opportunity to learn many aspects of corporate operations and develop company-specific skills. 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. During the summer semesters, "Emma" students rotate in various KNBC and KVEA departments while gaining experience in every aspect in media. Number of interns during the reporting year: 3

MAT ("Multicultural Advertising Training") Foundation for Minority Interests in Media

The MAT Program at KNBC and KVEA opens doors and provides opportunities for talented, multicultural college students that may not be available to them otherwise. During the six-month internship period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Students in the program receive an hourly wage. We do this so that our interns may experience, develop within and, at the end of the day, diversify the advertising industry. Interns with the MAT Program give future leaders a unique education through relationship-building and industry-specific knowledge to help them build a career. The high standards held by the program ensures' a more direct correlation between a MAT intern and real agency innovation. Number of interns during the reporting year: 1

Internal Skills Enhancement Programs

Employees of the stations are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCUniversal-sponsored programs. Station employees participated in the following development/leadership skills courses: Leadership Essentials, Engaging Teams, Positive Workforce Leadership, Developing Business Leaders, Leading a Creative Enterprise, NBCU Executive Business Symposium, TVSD Sales Seminar, TVSD Producer Seminar, Presentation Skills, Effective Coaching Management Development Course; Influencing Skills, DISC Behavior Styles at Work, Finance for Non-Financial Professionals, and Microsoft systems-related training. Established affinity groups at NBCUniversal, BPA@NBCUniversal, APA@NBCUniversal, Unidos@NBCUniversal, Out@NBCUniversal, Network@NBCUniversal, Veterans Network and others, provide professional networking and 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 and Conflict Management, Hiring the Right People, How to Write an Employee Evaluation; Inclusive Leaders Workshop and Overview of OFCCP Internet Applicant regulations.

EEO/Human Resources Training Program

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the two-year reporting period, these programs have included Personnel Relations Leadership, Employment Law, Discrimination/Harassment Prevention Training, Integrity Training, Hiring the Right People, and Overview of OFCCP Internet Applicant regulations.

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Traffic Reporter (N/A)

Date Job Filled: 08-16-10

Recruitment Source
That Referred
Ultimate Hire: _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Position not posted – exigent circumstances				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Vice-President of News (#1213043)

Date Job Filled: 8-23-10

Recruitment Source

That Referred

Ultimate Hire: COS-Internal Transfer

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
Verdugo Jobs Center	Glendale, CA 91204	Ophelia Gevorkian	Ophelia.Gevorkian@edd.ca.gov	No
GE Careers	www.gecareers.com	Neoma Alaniz	817-777-6333	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: HR Generalist (#1258733)

Date Job Filled: 11-01-10

Recruitment Source

That Referred

Ultimate Hire: COS-Internal Promotion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
GE Careers	www.gecareers.com	Neoma Alaniz	817-777-6333	No
Verdugo Jobs Center	Glendale, CA 91204	Ophelia Gevorkian	Ophelia.Gevorkian@edd.ca.gov	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Platform Manager (#1272656)

Date Job Filled: 11-01-10

Recruitment Source
That Referred

Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
GE Careers	www.gecareers.com	Neoma Alaniz	817-777-6333	No
Verdugo Jobs Center	Glendale, CA 91204	Ophelia Gevorkian	Ophelia.Gevorkian@edd.ca.gov	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Sales Producer (#1270916)

Date Job Filled: 11-08-10

Recruitment Source
That Referred

Ultimate Hire: YOH converted to staff

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
GE Careers	www.gecareers.com	Neoma Alaniz	817-777-6333	No
Verdugo Jobs Center	Glendale, CA 91204	Ophelia Gevorkian	Ophelia.Gevorkian@edd.ca.gov	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Account Executive Business Development (#1246115)

Date Job Filled: 11-15-10

Recruitment Source
That Referred

Ultimate Hire: nbcunicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
GE Careers	www.gecareers.com	Neoma Alaniz	817-777-6333	No
Verdugo Jobs Center	Glendale, CA	Ophelia Gevorkian	Ophelia.gevorkian@edd.ca.gov	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Local Sales Marketing Planner (#1048BR)

Date Job Filled: 02-14-11

Recruitment Source
That Referred

Ultimate Hire: Internal Promotion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Managing Editor, Web (#1049BR)

Date Job Filled: 02-14-11

Recruitment Source

That Referred

Ultimate Hire: Internal Promotion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Account Executive Business Development (#480BR)

Date Job Filled: 02-14-11

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Customer Service Representative (#1002BR)

Date Job Filled: 02-28-11

Recruitment Source
That Referred

Ultimate Hire: YOH converted to staff

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Editorial Director Web (#1281177)

Date Job Filled: 03-14-11

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
GE Careers	www.gecareers.com	Neoma Alaniz	817-777-6333	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Platform Manager-Morning (#1209281)

Date Job Filled: 04-18-11

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
GE Careers	www.gecareers.com	Neoma Alaniz	817-777-6333	No
NABJ	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Veronique Dodson	(301) 405-0248	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Platform Manager (#1129BR)

Date Job Filled: 04-25-11

Recruitment Source
That Referred
Ultimate Hire: Internal Promotion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
NABJ	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Veronique Dodson	(301) 405-0248	No
Journalism Jobs	Berkeley, California.	Customer Service	(510) 653-1521 info@journalismjobs.com	No
NAMIC	320 W. 37th Street 8th Floor New York, NY 10018	Daniel J. McGlone	(212) 594-5985	No
TV Jobs	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	Customer Service	(760) 754-8177 info@tvjobs.com	No
TV Spy	475 Park Avenue South, 4th Floor New York, New York 10016	Customer Service	(212) 389-2000	No

LA Times Print Ad	202 W. 1st St. Los Angeles, CA 90012	Customer Service	(213) 237-5000	No
CCNMA	300 S. Grand Ave., Suite, Los Angeles, CA 90071-3175	Julio Moran	(213) 437-4408	Yes

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Weather Anchor (N/A)

Date Job Filled: 05-02-11

Recruitment Source
That Referred
Ultimate Hire: _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Position not posted – exigent circumstances				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Content Producer (#1128BR)

Date Job Filled: 05-09-11

Recruitment Source
That Referred

Ultimate Hire: YOH converted to staff

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
NABJ	1100 Knight Hall College Park, MD 20742	Veronique Dodson	(301) 405-0248	No
NAMIC	320 W. 37th Street 8th Floor New York, NY 10018	Daniel J. McGlone	(212) 594-5985	No
TV Jobs	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	Customer Service	(760) 754-8177 info@tvjobs.com	No
TV Spy	475 Park Avenue South, 4th Floor New York, New York 10016 No	Customer Service	(212) 389-2000	No
LA Times Print Ad	202 W. 1st St. Los Angeles, CA 90012	Customer Service	(213) 237-5000	No

CCNMA	300 S. Grand Ave., Suite, Los Angeles, CA 90071-3175	Julio Moran	(213) 437-4408	Yes
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Booker (#1402BR)

Date Job Filled: 05-09-11

Recruitment Source
That Referred

Ultimate Hire: YOH converted to staff

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
CareerBuilder	200 N. LaSalle, Suite 1100 Chicago, IL 60601	Customer Service	(773) 527-3600	No
Monster	622 Third Avenue, 39th Floor New York, NY 10017	Customer Service	(212) 351-7000	No
TV Spy	475 Park Avenue South, 4th Floor New York, New York 10016	Customer Service	(212) 389-2000	No
First Advantage Board Network	100 Carillon Parkway St. Petersburg, FL 33716	Customer Service	(800) 321-4473	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Media Manager (#1355BR)

Date Job Filled: 06-06-11

Recruitment Source

That Referred

Ultimate Hire: YOH converted to staff

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
Mandy.com	Oasis Business Centre, 85-87 Bayham Street, London NW1 0AG, England	Customer Service	office@mandy.com	No
NABJ	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Veronique Dodson	(301) 405-0248	No
NAMIC	320 W. 37th Street 8th Floor New York, NY 10018	Daniel J. McGlone	(212) 594-5985	No
National Society for Hispanic MBA's	450 East John Carpenter Freeway, Suite 200 Irving, TX 75062	Customer Service	(214) 596-9338	No
LatPro	3980 North Broadway, ste 103-147 Boulder, CO 80304	Customer Service	(954) 727-3844	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: EHS Specialist (#2674BR)

Date Job Filled: 06-06-11

Recruitment Source
That Referred

Ultimate Hire: YOH converted to staff

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Investigative Content Producer (#1113BR)

Date Job Filled: 06-20-11

Recruitment Source

That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
IRE.org	141 Neff Annex Missouri School of Journalism Columbia, MO 65211	John Green	(573) 882-2042 info@ire.org	No
NABJ	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Veronique Dodson	(301) 405-0248	No
LA Times Print Ad	202 W. 1st St. Los Angeles, CA 90012	Customer Service	(213) 237-5000	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Content Producer (#1128BR)

Date Job Filled: 06-20-11

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
IRE.org	141 Neff Annex Missouri School of Journalism Columbia, MO 65211	John Green	(573) 882-2042 info@ire.org	No
NABJ	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Veronique Dodson	(301) 405-0248	No
LA Times Print Ad	202 W. 1st St. Los Angeles, CA 90012	Customer Service	(213) 237-5000	No
NAMIC	320 W. 37th Street 8th Floor New York, NY 10018	Daniel J. McGlone	(212) 594-5985	No
CCNMA	300 S. Grand Ave., Suite, Los Angeles, CA 90071	Julio Moran	(213) 437-4408	Yes

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Executive Assistant (#1810BR)

Date Job Filled: 06-20-11

Recruitment Source

That Referred

Ultimate Hire: Internal Transfer

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Assignment Desk Manager (#2747BR)

Date Job Filled: 07-04-11

Recruitment Source
That Referred

Ultimate Hire: Internal Promotion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
AAJA	5 Third St., Suite 1108 San Francisco, Calif. 94103	Customer Service	(415) 346-2051 national@aja.org	No
NABJ	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Veronique Dodson	(301) 405-0248	No
NAHJ	NAHJ National Headquarters 1050 Connecticut Avenue NW 10th Floor Washington, DC 20036	Customer Service	(202) 662-7145	Yes
NAMIC	320 W. 37th Street 8th Floor New York, NY 10018	Daniel J. McGlone	(212) 594-5985	No
TV Jobs	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	Customer Service	(760) 754-8177 info@tvjobs.com	No

JOB VACANCY

RECRUITMENT SOURCE DATA FORM

Station: KNBC

Job Title: Anchor/Reporter (N/A)

Date Job Filled: 07-04-11

Recruitment Source
That Referred
Ultimate Hire: _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Position not posted – exigent circumstances				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: Platform Manager (#1129BR)

Date Job Filled: 07-11-11

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
Journalism Jobs	Berkeley, California.	Customer Service	(510) 653-1521 info@journalismjobs.com	No
NABJ	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Veronique Dodson	(301) 405-0248	No
TV Spy	475 Park Avenue South, 4th Floor New York, New York 10016	Customer Service	(212) 389-2000	No
NAMIC	320 W. 37th Street 8th Floor New York, NY 10018	Daniel J. McGlone	(212) 594-5985	No
TV Jobs	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	Customer Service	(760) 754-8177 info@tvjobs.com	No

LA Times Print Ad	202 W. 1st St. Los Angeles, CA 90012	Customer Service	(213) 237- 5000	No
CCNMA	300 S. Grand Ave., Suite, Los Angeles, CA 90071-3175	Julio Moran	(213) 437- 4408	Yes

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KNBC

Job Title: VP, Community Relations (#1272BR)

Date Job Filled: 07-18-11

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job line	818-520-6288	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com	Neoma Alaniz	817-777-6333	No
On Air Ads	Regular Updates, number given in on-air spots	Margie Reid-Garcia	Margie.Reid-Garcia@nbcuni.com	No
LA Times Print Ad	202 W. 1st St. Los Angeles, CA 90012	Customer Service	(213) 237-5000	No
Media Bistro	475 Park Avenue South, 4th Floor New York, New York 10016	Customer Service	(212) 389-2000	No
Broadcasting & Cable	Broadcasting & Cable 28 E. 28th St. 12th Floor New York, NY 10016	Zahra Majma	(917) 331-9498 BCBcustserv@cdfsfulfillment.com	No

RIF Gateway	NBC Universal Internal Careers Site 100 Universal City Plaza, Bldg 1220 1st Floor Universal City, CA 91608	Elly Levine	(818) 777-2566	No
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