

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. - 20060809AKV

Section I

Legal Name of the Licensee NBC TELEMUNDO LICENSE CO.		
Mailing Address 1299 PENNSYLVANIA AVENUE, NW 9TH FLOOR		
City WASHINGTON	State or Country (if foreign address) DC	Zip Code 20004 -
Telephone Number (include area code) 2026374535		E-Mail Address (if available) BILL.LEBEAU@NBCUNI.COM
Facility ID Number 47906		Call Sign KNBC
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report
 Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

KNBC	47906	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	LOS ANGELES, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
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Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWHY-TV	26231	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	LOS ANGELES, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KVEA	19783	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	CORONA, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name F. WILLIAM LEBEAU		Street Address 1299 PENNSYLVANIA AVENUE, NW 9TH FLOOR	
City WASHINGTON	State DC	Zip Code 20004-	Telephone Number 2026374535

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during Yes No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent F. WILLIAM LEBEAU
Title ASSISTANT SECRETARY	Telephone No. (include area code) 2026374535
Date 8/9/2006	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: KRISTY COX	Title: HR MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you

provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: EEO PUBLIC FILE REPORTS (2004-05 AND 2005-06)

THE ATTACHMENT TO THIS EXHIBIT WAS AMENDED TO CORRECT THE FORMATTING OF THE RECRUITMENT SOURCE DATA FORMS FOR THE 2004-05 EEO PUBLIC FILE REPORT.

Attachment 2

Description
EEO PUBLIC FILE REPORTS FOR KNBC, KWHY-TV AND KVEA

Exhibit 3

Description: NARRATIVE STATEMENT

Attachment 3

Description
NARRATIVE STATEMENT FOR KNBC, KWHY-TV AND KVEA

**FCC FORM 396
EXHIBIT 2
EEO ANNUAL PUBLIC FILE REPORTS FOR
JUNE 1, 2004 TO MAY 31, 2006**

EMPLOYMENT UNIT FOR

**STATION KNBC
LOS ANGELES, CALIFORNIA
FACILITY ID NO. 47906**

**STATION KVEA
CORONA, CALIFORNIA
FACILITY ID NO. 19783**

**STATION KWHY
LOS ANGELES, CALIFORNIA
FACILITY ID NO. 26231**

ANNUAL PUBLIC FILE EEO REPORT

July 2005

(Covers June 1, 2004 – May 31, 2005)¹

(To be completed by each station or each station group annually and placed in each station's public inspection file and on each station's web site)

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.

KNBC Hires 5/31/04 - 6/1/05

<u>Title</u>	<u>Date Filled</u>
Traffic Coordinator	6/1/2004
HR Manager	8/30/2004
Account Manager	9/20/2004
Creative Production Mgr	10/18/2004
Photographer	10/18/2004
Sales Assistant	11/8/2004
Account Manager PAX	11/9/2004
IT Technologist	11/29/2004
Account Manager 321	12/6/2004
Account Manager 321	12/6/2004
Account Manager 321	12/6/2004
IT Analyst	12/27/2004
Sales Assistant	3/7/2005
Finance Manager	5/23/2005

KVEA Hires 5/31/04 - 6/1/05

<u>Title</u>	<u>Date Filled</u>
News Producer	Jul-04
Traffic Assistant	Jul-04
Research Manager	Jul-04
Traffic Assistant	Jul-04
V.P. Of Community Relations	Aug-04
Account Manager	Sep-04
Account Manager	Nov-04
Maintenance Engineer	Nov-04
Weather Anchor	Nov-04

¹ This report was amended in early August 2006 to include several outreach initiatives that were utilized by the employment unit throughout the reporting period.

Technical Engineer	Jan-05
Account Manager	Feb-05
Executive Assistant	Feb-05
Director Of Human Resources	Apr-05
Traffic Assistant	May-05
Traffic Assistant	May-05

KWHY Hires 5/31/04 - 6/1/05

<u>Title</u>	<u>Date Filled</u>
Account Manager	Jun-05
Sales Assistant	Jul-04
Account Manager	Nov-04
Sales Assistant	Dec-04
Account Manager	Feb-05
Account Manager	Feb-05
Assistant News Director	Mar-05
Sales Assistant	Mar-05
Account Manager	Apr-05
Executive Assistant	Apr-05

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: 66 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.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	15
NBCJobs.com	51

KVEA: 61 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.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	18
NBCJobs.com	43

KWHY: 37 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.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	8
NBCJobs.com	29

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 NBCJobs.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 and Daily News (in English and Spanish) directing people interested in a career with NBC/Telemundo to our website.
- Local Agency Outreach: Each week Human Resources sends a listing of all current NBC/Telemundo open positions to the following agencies: LA NAACP, The State of California, The Department of Rehabilitation, LA Unified School District – Grow Program, California Chicano News Media Association and State of California Diversity Employment Source.
- Television: Contact information is broadcast to the daily (~10x/week) public 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:

- Unity Job Fair: August 2004. Multiple agency recruitment fair, including NAHJ, NABJ, and AAJA. NBC booth managed by Bob Long, KNBC News Director.
- CCNMA Job Fair: October 2004. Attended by Kristy Cox, HR Manager KNBC, and Margie Reid-Garcia, HR Coordinator KVEA/KWHY.
- NAHJ Job Fair: June 2005. Booth managed by Bob Long, KNBC News Director.
- RTNDA - Radio, Television News Directors' Association recruitment event attended by Jose Flores, KWHY Assistant News Director in June 2005.
- AAJA Job Fair: August 2005. Recruitment booth managed by Keith Esparros, KNBC Managing Editor.
- NABJ Job Fair: August 2005. Recruitment booth managed by Bob Long, KNBC News Director.
- NBC Diversity Outreach Expo: Held on February 5, 2005 to educate the community about the entertainment, news/media industry. Several seminars were held focusing on writing, directing, casting, news journalism, etc.
- Local School Outreach:
 - Attended the Pasadena City College Journalism Career Day in October 2004. Victor Franco, KVEA/KWHY Community VP, met with students and faculty of the Journalism Department to discuss careers in Television.
 - Hosted students from Arcadia High School TV News Production class in June 2005. Students toured the newsroom, observed live newscast and met with news management, including News Director and Executive Producers.
 - Participated in Cal State Northridge Career Day in June 2005. KVEA/KWHY Community VP attended this event for Journalism students.
- Local Event Participation:
 - The American Women in Radio & Television (AWRT) career development event attended by KNBC HR Director, Jose Andino, in January 2005.
 - The National Lesbian & Gay Journalists Association "2004 Excellence in Journalism Awards" attended by Bob Long, KNBC News Director, Ernie Mourelo, KVEA Assistant News Director, Mary Helen Campa, KVEA Assignment Desk Manager, Carmen Paz, KVEA/KWHY News Coordinator, and Kristy Cox, KNBC HR Manager.
- 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 GE/NBC sponsored programs. Station employees participated in the following development courses: Career Pathing, Building Essential Leadership Skills, TVSD Sales Seminar, TVSD Producer Seminar, Presentation Skills, Effective Coaching, Managers

- Development Course, Influencing Skills, 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 and Conflict Management.
- EEO/Human Resources Training Programs
 - 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, and Hiring the Right People.
 - Internship Programs
 - 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 careers in broadcast journalism and other related fields. The internships are focused on news, and students are provided the opportunity to work in general news, sports, investigative and special project units. 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 10-15 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
 - 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 an 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. Station KNBC has had two interns participating in the program in each year of the two-year reporting period covered by this

report, while Station KVEA has had one Emma Bowen intern during this time period.

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

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

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
KNBC	Traffic Coordinator	6/1/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	HR Manager	8/30/2004	COS: GE - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Account Manager	9/20/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Creative Production Mgr	10/18/2004	COS: KNBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Photographer	10/18/2004	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Sales Assistant	11/8/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Account Manager PAX	11/9/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	IT Technologist	11/29/2004	COS: KNBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Account Manager 321	12/6/2004	COS: KVEA - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Account Manager 321	12/6/2004	COS: KVEA - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Account Manager 321	12/6/2004	NBCJobs.com: Current IBS Contract Employee	n/a	n/a	n/a	n/a
KNBC	IT Analyst	12/27/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Sales Assistant	3/7/2005	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Finance Manager	5/23/2005	COS: GE - Internal Promotion	n/a	n/a	n/a	n/a

KVEA JOB VACANCY

Recruitment Source data form

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
KVEA	News Producer	Jul-04	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KVEA	Traffic Assistant	Jul-04	NBCJobs.com: YOH	n/a	n/a	n/a	n/a
KVEA	Research Manager	Jul-04	COS: Internal NBC NY	n/a	n/a	n/a	n/a
KVEA	Traffic Assistant	Jul-04	NBCJobs.com: YOH	n/a	n/a	n/a	n/a
KVEA	V.P. Of Community Relations	Aug-04	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Account Manager	Sep-04	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Account Manager	Nov-04	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Maintenance Engineer	Nov-04	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Weather Anchor	Nov-04	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Technical Engineer	Jan-05	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KVEA	Account Manager	Feb-05	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Executive Assistant	Feb-05	COS: Internal KWHY	n/a	n/a	n/a	n/a
KVEA	Director Of Human Resources	Apr-05	COS: Internal TLMD	n/a	n/a	n/a	n/a
KVEA	Traffic Assistant	May-05	NBCJobs.com: YOH	n/a	n/a	n/a	n/a
KVEA	Traffic Assistant	May-05	NBCJobs.com: YOH	n/a	n/a	n/a	n/a

KNBC, KVEA and KWHY send a weekly listing of all open positions (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
The State of California, The Department of Rehabilitation	2000 Evergreen Street Sacramento, CA 95815	Valerie Massey	(916) 263-7310	YES	wdsinfo@dor.ca.gov
State of California Diversity Employment Source	8929 South Sepulveda Blvd - Suite 300 Los Angeles - CA - 90045	Daryn Smith	(310) 348-0991	YES	dssmith@dor.ca.gov
LA Unified School District – Grow Program	333 S. Beaudry Ave., 23rd Floor Los Angeles, CA 90017	Rene Hernandez	213/744-4818	YES	renhernandez73@msn.com
LA NAACP	3910 Martin Luther King Jr. Blvd. Suite 202 Los Angeles, Calif. 90008	Vacie Thomas	(323)296-2630	YES	naacpla@sbcglobal.net

**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

ANNUAL PUBLIC FILE EEO REPORT

**July 2006
(Covers June 1, 2005 – May 31, 2006)**

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

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

KNBC Hires	
Title	Date Filled
Sales Account Manager	6/6/2005
Reporter	6/6/2005
Digital News Manager	6/20/2005
Administrative Assistant	6/23/2005
Field Producer	7/6/2005
Producer	8/15/2005
Producer	8/22/2005
Reporter	9/17/2005
Asst News Director	9/19/2005
Photographer	10/1/2005
Local Sales Manager	10/10/2005
HR Director	11/14/2005
Assignment Editor	1/17/2006
Sales Account Manager	1/18/2006
Sales Assistant	1/23/2006
Reporter	1/30/2006
Producer	1/30/2006
Photographer	2/6/2006
Asst Mgr, Sales Service and Traffic	2/6/2006
Sales Account Manager	2/8/2006
Traffic Coordinator	2/8/2006
Pricing Analyst	3/6/2006
Traffic Coordinator	3/20/2006
Technical Director	4/24/2006
Managing Editor	4/24/2006
Field Producer	5/30/2006

KVEA Hires	
Title	Date Filled
Technical Director	6/6/2005
Lead Engineer	6/14/2005
Marketing & Promotions Editor	8/5/2005
Assignment Desk Manager	9/19/2005
Maintenance Engineer	10/3/2005
Weather Anchor	10/3/2005
Research Director	10/18/2005

Sales Assistant	11/7/2005
Account Manager	11/7/2005
Creative Services Coordinator	12/12/2005
Account Manager	1/9/2006
Account Manager	1/23/2006
Assignment Editor	3/20/2006
Assignment Editor	3/21/2006
VP, Technology and Broadcast Engineering	3/30/2006
Traffic Supervisor	4/3/2006

KWHY Hires	
Title	Date Filled
Research Sales Manager	9/26/2005
Account Manager	11/21/2005
Account Manager	1/23/2006
V.P. of Programming	2/6/2006
EP for Special Projects	3/20/2006
Traffic Assistant	3/30/2006
Sales Assistant	4/17/2006
Sales Assistant	5/8/2006

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

See Attached Spreadsheet.

6. 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: 59 Interviewees

KVEA & KWHY: 92 Interviewees

7. 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	13
NBCJobs.com	46

KVEA and KWHY:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	7
NBCJobs.com	41
Referral	39
YOH	5

6. 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 NBCJobs.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:
 - California Chicano News Media Association
 - Los Angeles Urban League
 - American Career College
 - CA Department of Rehabilitation - Workforce Development
 - National Association of Broadcast Employees & Technicians
 - Harbor Work Source Center
 - University of Colorado at Boulder, School of Journalism and Mass Communication
 - The National Association of Hispanic Journalists
 - Native American Journalists Association
 - National Black MBA Association Inc
 - 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:
 - National Association of Hispanic Journalists (NAHJ) conference on June 15 – 18, 2005. Attended by Bob Long, KNBC News Director.
 - National Association of Black Journalists (NABJ) conference on August 3 – 7, 2005. Attended by Bob Long, KNBC News Director.

- Asian American Journalist Association (AAJA) conference on August 17 – 20, 2005. Attended by Keith Esparros, KNBC Assistant News Director.
- California Chicano News Media Association (CCNMA) Job Fair – October 20-22, 2005. Attended by Andres Astralaga, KVEA/KWHY HR Director, Kristy Cox, KNBC HR Manager, Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations, Joie Bonilla, KNBC Executive Producer, Bonnie Buck, NBC4.TV Managing Editor, Frank Snepp, KNBC Investigative Producer.
- Imagen Job Fair – February 11, 2006. Attended by Dan Owens, KNBC HR Director, Andres Astralaga, KVEA/KWHY HR Director and Kristy Cox, KNBC HR Manager.
- Local Event Participation/Outreach:
 - Ted Chen, KNBC Reporter, emceed the Alzheimer's Association Volunteer Luncheon on June 3, 2005.
 - The California Chicano News Media Association's 25th Annual Scholarship Banquet on June 3, 2005. Attended by Kim Baldonado, KNBC Reporter, Ted Chen, KNBC Reporter, Steve Garcia, KNBC Producer, Sergio Levelier, KNBC Editor, Bob Long, KNBC News Director, and Paula Madison, KNBC General Manager.
 - Korean Health, Education, Information and Research Center fundraising event on June 9, 2005. Emceed by Ted Chen, KNBC Reporter.
 - Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations, presented information about Telemundo at the National Council of La Raza (NCLR) conference on July 8 – 11, 2005. NCLR is the largest national Latino civil rights organization in the United States.
 - Chris Schauble, KNBC Anchor, emceed the National Association of People with AIDS conference on August 19, 2005.
 - The National Hispanic Media Coalition luncheon, on September 8, 2005. Attended by Rebecca Neito, KNBC Producer, Bob Long, KNBC News Director, David Cruz, KNBC Anchor, Erin Dittman, KNBC PR Director, and Al Corral, KVEA News Director.
 - The Aga Khan Foundation USA (AFK USA) event to raise awareness and funds in the fight against global poverty, on September 25, 2005, was attended by Beverly White, KNBC Reporter.
 - The Marian Wright Edelman and the Children's Defense Fund event on October 6, 2005. Attended by Keith Esparros, KNBC Assistant News Director, Dave Fernandez, KNBC Photographer, Kelly Mack, KNBC Anchor, Rebecca Neito, KNBC Producer and Yvonne Guevera, KNBC Producer.
 - The Asian Pacific American Legal Center Dinner on October 20, 2005. Attended by Ted Chen, KNBC Reporter, Jinah Kim, KNBC Reporter, Sindy Saito, KNBC News Planner, Kip Epps, KNBC Producer, and Ruthie Wyatt, KNBC Promotions Assistant.
 - David Cruz, KNBC Anchor, received an award from the League of United Latin American Citizens California Educational Foundation on October 21, 2005.

- Beverly White, KNBC Reporter, spoke at the National Chicano Media Association luncheon on October 21, 2005.
- International Women's Media Foundation Courage in Journalism Awards on November 2, 2005. Attended by Ginger Zumaeta, KNBC/KVEA/KWHY VP Creative Services, Ted Chen, KNBC Reporter, Angela Chee, KNBC Reporter, Natasha Ghoneim, KNBC Reporter, Beverly White, KNBC Reporter, Araceli De Leon, KWHY General Manager and Bob Long, KNBC News Director.
- The Central American Roundtable Awards Dinner on January 31, 2006. Attended by Antonio Romero, KVEA Weather Anchor, and Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations.
- Hispanic Americans for Fairness in Media, 6th Annual Awards Gala and Scholarship Presentation on February 3, 2006. Attended by Vikki Vargas, KNBC Reporter, Erin Dittman, KNBC PR Director, and Elizabeth Sondon, KVEA Account Manager.
- The USC Mexican-American Alumni Association Awards Banquet, held on March 3, 2006. Attended by Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations and Lucia Navarro, KVEA Anchor.
- Jose Ronstad, KWHY Anchor, was the keynote speaker at the Nogales High School Graduation Ceremony on March 9, 2006.
- On March 30, 2006, Erika Pino, KVEA Weather Anchor and Raymond Mesa, KWHY Anchor/Reporter, attended the Puente Learning Center Awards event.
- The Cesar E. Chavez Foundation's 5th Annual Educating the Heart Dinner on March 31, 2005. Attended by Bob Long, KNBC News Director, Rebecca Neito, KNBC Producer, Kim Baldonado, KNBC Reporter, and David Cruz, KNBC Reporter.
- Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations, spoke at Pasadena City College Journalism Career Fair on April 20, 2006.
- The Para Los Ninos Awards Dinner on April 28, 2006 was attended by Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations.
- On May 5, 2006, Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations participated in the Duarte High School Career Day.
- The East LA Community Youth Center 2nd Annual Angel Awards on May 16, 2006, attended by Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations.
- National Association of Latino Elected Officials (NALEO) conference on May 17, 2006. Attended by Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations.
- NAACP 2006 Annual Roy Wilkins Freedom Fund and Awards Gala, May 18, 2006. Attended by Chris Schauble, KNBC Anchor, Kip Epps, KNBC Producer, and Keith Esparros, KNBC Assistant News Director.
- The Greater Los Angeles Agency on Deafness 4th Annual Brunch, May 21, 2006. Attended by Roni Jeffery, KNBC News Finance Manager, Rebecca Neito, KNBC Producer, and Reva Hicks, KNBC Writer.
- 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 GE/NBC sponsored programs. Station employees participated in the following development courses: Career Pathing, Building Essential Leadership Skills, TVSD Sales Seminar, TVSD Producer 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 and Conflict Management.

- EEO/Human Resources Training Programs
 - 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, and Hiring the Right People.
- Internship Programs
 - 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 careers in broadcast journalism and other related fields. The internships are focused on news, and students are provided the opportunity to work in general news, sports, investigative and special project units. 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 10-15 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
 - 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 an 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.

Station KNBC has had two interns participating in the program in each year of the two-year reporting period covered by this report, while Station KVEA has had one Emma Bowen intern during this time period.

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

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

**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	Sales Account Manager	6/6/2005	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Reporter	6/6/2005	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Digital News Manager	6/20/2005	NBCJobs.com: Current Yoh Employee	n/a	n/a	n/a	n/a
KNBC	Administrative Assistant	6/23/2005	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Field Producer	7/6/2005	NBCJobs.com: Current Intern	n/a	n/a	n/a	n/a
KNBC	Producer	8/15/2005	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Producer	8/22/2005	COS: KNBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Reporter	9/17/2005	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Asst News Director	9/19/2005	COS: KNBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Photographer	10/1/2005	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Local Sales Manager	10/10/2005	COS: KVEA - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	HR Director	11/14/2005	COS: GE - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Assignment Editor	1/17/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Sales Account Manager	1/18/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Sales Assistant	1/23/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Reporter	1/30/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Producer	1/30/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Photographer	2/6/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Asst Mgr, Sales Service & Traffic	2/6/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Sales Account Manager	2/8/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Traffic Coordinator	2/8/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Pricing Analyst	3/6/2006	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Traffic Coordinator	3/20/2006	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Technical Director	4/24/2006	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Managing Editor	4/24/2006	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Field Producer	5/30/2006	NBCJobs.com: Current Daily Hire Employee	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	Technical Director	06/06/05	Referral	n/a	n/a	n/a	n/a
KVEA	Lead Engineer	06/14/05	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Marketing & Promotions Editor	08/05/05	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Assignment Desk Manager	09/19/05	COS: KVEA - Internal Promotion	n/a	n/a	n/a	n/a
KVEA	Maintenance Engineer	10/03/05	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Weather Anchor	10/03/05	NBCJobs.com - Daily Hire WNJU	n/a	n/a	n/a	n/a
KVEA	Research Director	10/18/05	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Sales Assistant	11/07/05	NBCJobs.com: Current Yoh Employee	n/a	n/a	n/a	n/a
KVEA	Account Manager	11/07/05	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Creative Services Coord	12/12/05	YOH	n/a	n/a	n/a	n/a
KVEA	Account Manager	01/09/06	Internal GE	n/a	n/a	n/a	n/a
KVEA	Account Manager	01/23/06	NBCJobs.com	n/a	n/a	n/a	n/a
KVEA	Assignment Editor	03/20/06	NBCJobs.com: Current Daily Hire	n/a	n/a	n/a	n/a
KVEA	Assignment Editor	03/21/06	Referral	n/a	n/a	n/a	n/a
KVEA	VP, Technology & Broadcast Engineering	03/30/06	NBC: Transfer	n/a	n/a	n/a	n/a
KVEA	Traffic Supervisor	04/03/06	COS: KWHY - Internal Promotion	n/a	n/a	n/a	n/a
KWHY	Research Sales Manager	09/26/05	NBCJobs.com	n/a	n/a	n/a	n/a
KWHY	Account Manager	11/21/05	NBCJobs.com	n/a	n/a	n/a	n/a
KWHY	Account Manager	01/23/06	Yoh	n/a	n/a	n/a	n/a
KWHY	V.P. of Programming	02/06/06	NBCJobs.com	n/a	n/a	n/a	n/a
KWHY	EP for Special Projects	03/20/06	NBCJobs.com	n/a	n/a	n/a	n/a
KWHY	Traffic Assistant	03/30/06	Referral - Azteca	n/a	n/a	n/a	n/a
KWHY	Sales Assistant	04/17/06	COS: KVEA - Internal Transfer	n/a	n/a	n/a	n/a
KWHY	Sales Assistant	05/08/06	NBCJobs.com: Current Yoh Employee	n/a	n/a	n/a	n/a

KNBC, KVEA and KWHY send a weekly listing of all open positions (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@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

**FCC FORM 396
EXHIBIT 3
NARRATIVE DESCRIPTION OF OUTREACH EFFORTS
AUGUST 1, 2004 TO JULY 31, 2006**

EMPLOYMENT UNIT FOR

**STATION KNBC
LOS ANGELES, CALIFORNIA
FACILITY ID NO. 47906**

**STATION KVEA
CORONA, CALIFORNIA
FACILITY ID NO. 19783**

**STATION KWHY
LOS ANGELES, CALIFORNIA
FACILITY ID NO. 26231**

EXHIBIT 3

NARRATIVE DESCRIPTION OF RECRUITING AND OUTREACH EFFORTS

As evidenced by their substantial and ongoing recruitment and outreach efforts during the reporting period,¹ Stations KNBC, KVEA and KWHY (the “Stations”) are committed to equal employment and diversity and have satisfied each of the three prongs of the FCC’s EEO program requirements during the reporting period.

PRONG 1 – Recruitment for Full-Time Vacancies

As reflected in the annual public file reports for 2004-2005 and 2005-2006 submitted as Exhibit 2 hereto, the Stations have engaged in recruitment for their full-time vacancies and have widely disseminated information concerning these vacancies, including to recruiting organizations reasonably calculated to reach the entire community. (See recruiting organizations listed below.) When the Stations have job openings, they also reach a very large potential applicant pool by running an on-air announcement approximately 10 times per week referring interested individuals to NBC’s Career Opportunities jobline (www.NBCUNICareers.com – formerly www.NBCJobs.com) for information on current job openings. In addition, the Stations regularly post job openings on the General Electric Careers website (www.GECareers.com), which also provides a link to an unaffiliated Internet job bank, America’s Job Bank (www.ajb.dni.us). The Stations also run monthly ads in the Los Angeles Times in English and in Spanish directing individuals to these various online sources of information concerning current job openings.

PRONG 2 – Notification to Community Groups and Recruiting Organizations

Each week, the Human Resources Department sends a listing of all current job openings to the following community groups and recruiting organizations:

- California Chicano News Media Association
- Los Angeles Urban League
- American Career College
- CA Department of Rehabilitation - Workforce Development
- National Association of Broadcast Employees & Technicians
- Harbor Work Source Center
- University of Colorado at Boulder, School of Journalism and Mass Communication
- The National Association of Hispanic Journalists
- Native American Journalists Association
- National Black MBA Association Inc
- Empowering Latinas - Online Resources for Women
- Los Angeles NAACP

¹ The reporting period addressed in this Narrative Statement covers the period August 1, 2004 to July 31, 2006.

PRONG 3 – RECRUITMENT/OUTREACH INITIATIVES

The Commission's EEO regulations require the Stations to undertake four recruitment/outreach initiatives during each two-year period. The Stations have undertaken the following longer-term recruitment/outreach initiatives during the reporting period, which satisfy Prong 3 of the FCC's EEO program requirements:

HOSTING OF JOB FAIR

On February 5, 2005, the Stations conducted a program entitled "NBC Diversity Outreach Expo," which was designed to educate the community about the media industry, including news and entertainment, and careers within the media industry. Several seminars were held focusing on writing, directing, casting, news journalism and other topics.

JOB FAIR PARTICIPATION

The Stations regularly participate in minority job fairs and events. During the reporting period, the Stations participated in the following job fairs:

2005-2006:

- National Association of Hispanic Journalists (NAHJ) conference on June 15 – 18, 2005. Attended by Bob Long, KNBC News Director.
- National Association of Black Journalists (NABJ) conference on August 3 – 7, 2005. Attended by Bob Long, KNBC News Director.
- Asian American Journalist Association (AAJA) conference on August 17 – 20, 2005. Attended by Keith Esparros, KNBC Assistant News Director.
- California Chicano News Media Association (CCNMA) Job Fair – October 20-22, 2005. Attended by Andres Astralaga, KVEA/KWHY HR Director, Kristy Cox, KNBC HR Manager, Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations, Joie Bonilla, KNBC Executive Producer, Bonnie Buck, NBC4.TV Managing Editor, Frank Snett, KNBC Investigative Producer.
- Imagen Job Fair – February 11, 2006. Attended by Dan Owens, KNBC HR Director, Andres Astralaga, KVEA/KWHY HR Director and Kristy Cox, KNBC HR Manager.

2004-2005:

- Unity Job Fair: August 2004. Multiple agency recruitment fair, including NAHJ, NABJ, and AAJA. NBC booth managed by Bob Long, KNBC News Director.
- CCNMA Job Fair: October 2004. Attended by Kristy Cox, HR Manager KNBC, and Margie Reid-Garcia, HR Coordinator KVEA/KWHY.
- The American Women in Radio & Television (AWRT) career development event attended by KNBC HR Director, Jose Andino, in January 2005.
- NAHJ Job Fair: June 2005. Booth managed by Bob Long, KNBC News Director.
- RTNDA - Radio, Television News Directors' Association recruitment event attended by Jose Flores, KWHY Assistant News Director in June 2005.
- AAJA Job Fair: August 2005. Recruitment booth managed by Keith Esparros, KNBC Managing Editor.

- NABJ Job Fair: August 2005. Recruitment booth managed by Bob Long, KNBC News Director.

PARTICIPATION IN EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREER OPPORTUNITIES IN BROADCASTING

- Attended the Pasadena City College Journalism Career Day in October 2004. Victor Franco, KVEA/KWHY Community VP, met with students and faculty of the Journalism Department to discuss careers in television.
- Hosted students from Arcadia High School TV News Production class in June 2005. Students toured the newsroom, observed live newscast and met with news management, including News Director and Executive Producers.
- Participated in Cal State Northridge Career Day in June 2005. KVEA/KWHY Community VP attended this event for Journalism students.
- Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations, spoke at Pasadena City College Journalism Career Fair on April 20, 2006.
- On May 5, 2006, Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations participated in the Duarte High School Career Day.
- Jose Ronstad, KWHY Anchor, was the keynote speaker at the Nogales High School Graduation Ceremony on March 9, 2006.

PARTICIPATION IN COMMUNITY EVENTS SPONSORED BY ORGANIZATIONS INTERESTED IN BROADCAST EMPLOYMENT ISSUES

- The California Chicano News Media Association's 25th Annual Scholarship Banquet on June 3, 2005. Attended by Kim Baldonado, KNBC Reporter, Ted Chen, KNBC Reporter, Steve Garcia, KNBC Producer, Sergio Levelier, KNBC Editor, Bob Long, KNBC News Director, and Paula Madison, KNBC General Manager.
- Victor Franco, KVEA/KWHY VP – Community Affairs and Media Relations, presented information about Telemundo at the National Council of La Raza (NCLR) conference on July 8 – 11, 2005. NCLR is the largest national Latino civil rights organization in the United States.
- The National Hispanic Media Coalition luncheon, on September 8, 2005. Attended by Rebecca Neito, KNBC Producer, Bob Long, KNBC News Director, David Cruz, KNBC Anchor, Erin Dittman, KNBC PR Director, and Al Corral, KVEA News Director.
- International Women's Media Foundation Courage in Journalism Awards on November 2, 2005. Attended by Ginger Zumaeta, KNBC/KVEA/KWHY VP Creative Services, Ted Chen, KNBC Reporter, Angela Chee, KNBC Reporter, Natasha Ghoneim, KNBC Reporter, Beverly White, KNBC Reporter, Araceli De Leon, KWHY General Manager and Bob Long, KNBC News Director.
- Hispanic Americans for Fairness in Media, 6th Annual Awards Gala and Scholarship Presentation on February 3, 2006. Attended by Vikki Vargas, KNBC Reporter, Erin Dittman, KNBC PR Director, and Elizabeth Sondon, KVEA Account Manager.

INTERNSHIP PROGRAMS

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

careers in broadcast journalism and other related fields. The internships are focused on news, and students are provided the opportunity to work in general news, sports, investigative and special project units. 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 10-15 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

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 an 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. Station KNBC has had two interns participating in the program in each year of the two-year reporting period covered by this report, while Station KVEA has had one Emma Bowen intern during these time periods.

INTERNET JOB BANK

As noted above, www.GECareers.com provides a link to an unaffiliated job bank website, America's Job Bank (www.ajb.dni.us), which provides a wealth of information about jobs and job-seeking.

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 GE/NBC sponsored programs. During the two-year reporting period, Station employees participated in the following development courses: Career Pathing, Building Essential Leadership Skills, TVSD Sales Seminar, TVSD Producer 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 and Conflict Management.

EEO/HUMAN RESOURCES TRAINING PROGRAMS

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.

dc-458740

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 277254

**Description: AMENDED EEO PROGRAM REPORT FOR KNBC, KWHY-TV AND
KVEA**

Application Reference Number: 20060809AKV
Successfully filed at Aug 10 2006 5:44PM

Based on the information supplied, no fee is required.

[Menu](#)