

| | |
|--|---|
| 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. - 20060810AGP |

Section I

| | | |
|---|---|--|
| Legal Name of the Licensee STATION VENTURE OPERATIONS, LP | | |
| Mailing Address C/O NBC TELEMUNDO LICENSE CO. 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 35277 | Call Sign KNSD | |
| 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) |
|-----------|--------------------|--------------------------------|--------------------------|--|
| | | | | |

| | | | | |
|-----------|--------------------|---|--------------------------|---|
| KNSD | 35277 | <input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV | SAN DIEGO, 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) |
| KNSD-LP | 35278 | <input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV | LA JOLLA, 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 8/10/2006 | |

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: TRISHA STILES | Title: HR DIRECTOR |
|---------------------|--------------------|

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 1

Description: COMPLAINTS DURING LICENSE TERM

1. NYANNE CASTLE, A LOG EDITOR IN KNSD'S TRAFFIC DEPARTMENT, ALLEGED THAT HER SUPERVISOR WARREN ERMISH MADE UNWANTED SEXUAL ADVANCES AND INAPPROPRIATE SEXUAL COMMENTS TO HER AND THAT KNSD RETALIATED AGAINST HER FOR FILING A COMPLAINT. CASTLE FILED A COMPLAINT OF DISCRIMINATION WITH THE CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING ('DFEH') ON DECEMBER 3, 2004. CASE NO. E200405D0958 00-RSC. (SHE ALSO FILED A SEPARATE COMPLAINT AGAINST ERMISH, NO. E200405D0958 01-RSC.) THE DFEH ISSUED A 'NOTICE OF CASE CLOSURE/'RIGHT-TO-SUE NOTICE' ON DECEMBER 9, 2004. CASTLE DID NOT FILE A COMPLAINT IN COURT. THE PARTIES MEDIATED THE MATTER AND ENTERED INTO A SETTLEMENT AGREEMENT RESOLVING ALL ISSUES ON MARCH 2, 2006.

2. GLORIA TRAN WAS AN EXECUTIVE PRODUCER WITH NBC 7/39. SHE FILED EEOC CHARGE # 345A00817 IN AUGUST 2000, CLAIMING THAT SHE HAD BEEN TREATED DIFFERENTLY WHEN SHE RETURNED TO WORK AFTER TAKING A MATERNITY LEAVE AND THEREFORE HAD BEEN DISCRIMINATED AGAINST BECAUSE OF HER PREGNANCY/GENDER. HER CHARGE WAS DISMISSED BY THE EEOC IN AUGUST 2001.

Attachment 1

Exhibit 2

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

Attachment 2

| Description |
|--|
| EEO PUBLIC FILE REPORTS FOR KNSD AND KNSD-LP |

Exhibit 3

Description: NARRATIVE STATEMENT

Attachment 3

| Description |
|--|
| NARRATIVE STATEMENT FOR KNSD AND KNSD-LP |

**FCC FORM 396
EXHIBIT 2
EEO ANNUAL REPORTS FOR
AUGUST 1, 2004 TO JULY 31, 2006**

EMPLOYMENT UNIT FOR

**STATION KNSD
SAN DIEGO, CALIFORNIA
FACILITY ID NO. 35277**

**STATION KNSD-LP
LA JOLLA, CALIFORNIA
FACILITY ID NO. 35278**

ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station (s): KNSD & KNSD LP

- 1. List all full-time job vacancies filled by any station covered by this report during the past year (For the period August 1, 2004 – July 31, 2005)**
- 2. For each vacancy listed, attached to this report the relevant and completed Recruitment Source Data Form.**

| | | |
|--------------------------------|----------------------------|-------------------------------|
| Executive Producer | Photographer | Reporter |
| Associate Producer | Producer | Associate Producer |
| Prog./Promo Coordinator | PT Technician | Reporter |
| Sports Producer | Account Manager | Promo Writer/Producer |
| Photojournalist | Customer Svcs. | Associate Producer (3) |
| Photographer/Editor | Photojournalist (2) | Reporter/Weathercaster |
| Reporter (2) | Editor (2.5) | Traffic Assistant |
| Account Manager | HR Manager | Marketing Asst. |
| Customer Svcs. | Prog./Promo Coord. | |

- 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?**

70

- 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 |
|-----------------------------------|-------------------------------------|
| NBCsandiego.com | 17 |
| Other Web Site | 5 |
| Employee Referral | 33 |
| Internal employee/intern | 2 |
| Other | 13 |

- 5. Please summarize the station's (or station group's) broad outreach initiatives during 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' participation in each initiative.**

Annual Public Report-Broad Outreach:

1.) Job Career Fairs:

Grossmont Community Job Fair :September 2004.

Participant: Paula Stephens, Human Resources Director

National Association of Hispanic Journalist Conference: June 2005

Participant: Greg Dawson, News Director

National Association of Black Journalist Conference: August 2005

Participant: Janye McClinton, Executive Producer

2.) College Internship Program: Fall 2004-Summer 2005

Total Students: 29

News: 13

Sports: 4

Sales: 4

Programming & CS: 8

Description: NBC 7/39's College Internship Program offers a wide range of internship opportunities for students interested in careers in broadcasting. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. Students have the opportunity to work in news, operations, sales, programming/creative services, finance, and human resources. Students receive college credit for participating in this program.

Participating Staff:

Joy Malaise, News Coordinator

Deborah Lawrence, Creative Services Director

Elizabeth Polachok, BD & Marketing Manager

3.) School To Career Program & Internships: Jan- Aug 2005

Date of Job Shadow: Winter 2005

Date of Internships: Summer 2005

Description: For more than 6 years, the company's School To Career Program has provided local high school students and teachers with the opportunity to shadow employees during a one-day period to learn about television broadcasting. Each year, the company also provides paid summer internships for high school students interested in pursuing a career in television broadcasting. Frequently, station

employees are guest speakers at local high school career days and special events in support of this program.

Participating Staff:

Randy Mickler, VP of Operations and Engineering

Joy Malaise, News Coordinator

Deborah Lawrence, Creative Services Director

4.) EMMA Bowen Foundation Internship:

Total Students: 1

Description: 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 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. NBC has 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. NBC currently has had one intern participating in the program since 2001.

Participating Staff: Bob Vaillancourt, Manager of Engineering

5.) Multi-Cultural Journalism Workshop Sponsor: June 2005

Total Students: 7

Description:

Each year, NBC 7/39 joins forces with the California Chicano News Media Association to host San Diego high school students aspiring to become broadcast journalists through this special workshop. Several outstanding young students are selected to participate in the portion of the workshop held at the NBC 7/39 studios. For two weeks, the students work as anchors, reporters and producers. At the end of the workshop, the students produce, write, edit and present their own newscast, which airs on NBC 7/39.

Participating Staff:

Janye McClinton, Executive Producer

Sage Waetjen, Producer

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

Station: **KNSD**

Job Title: **ASSOCIATE PRODUCER**

Date Job Filled: **1/5/05**

Recruitment Source
That Referred
Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **PROGRAM/PROMOTIONS COORDINATOR**

Date Job Filled: **12/13/04**

Recruitment Source
That Referred
Ultimate Hire: **OTHER**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **PT TECHNICIAN**

Date Job Filled: **11/15/04**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **REPORTER**

Date Job Filled: **12/6/04**

Recruitment Source
That Referred
Ultimate Hire: **OTHER**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **SPORTS PRODUCER**

Date Job Filled: **4/11/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **ACCOUNT MANAGER**

Date Job Filled: **3/28/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **PROMOTIONS WRITER/PRODUCER**

Date Job Filled: **3/7/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **PHOTOJOURNALIST**

Date Job Filled: **4/18/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **CUSTOMER SERVICE REP**

Date Job Filled: **3/21/05**

Recruitment Source
That Referred
Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **ASSOCIATE PRODUCER**

Date Job Filled: **4/11/05**

Recruitment Source
That Referred

Ultimate Hire: **YOH CONVERSION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **ASSOCIATE PRODUCER**

Date Job Filled: **4/29/05**

Recruitment Source
That Referred

Ultimate Hire: **YOH CONVERSION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **PHOTOJOURNALIST**

Date Job Filled: **4/6/05**

Recruitment Source
That Referred

Ultimate Hire: **YOH CONVERSION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **PHOTOJOURNALIST**

Date Job Filled: **5/2/05**

Recruitment Source
That Referred

Ultimate Hire: **YOH CONVERSION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **REPORTER/WEATHERCASTER**

Date Job Filled: **6/6/05**

Recruitment Source
That Referred

Ultimate Hire: **YOH CONVERSION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **REPORTER**

Date Job Filled: **6/6/05**

Recruitment Source
That Referred
Ultimate Hire: **YOH CONVERSAION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **REPORTER**

Date Job Filled: **4/4/05**

Recruitment Source
That Referred

Ultimate Hire: **YOH CONVERSION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **REPORTER**

Date Job Filled: **5/29/05**

Recruitment Source
That Referred
Ultimate Hire: **YOH CONVERSIION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **EDITOR**

Date Job Filled: **3/21/05**

Recruitment Source
That Referred

Ultimate Hire: **YOH CONVERSION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **EDITOR**

Date Job Filled: **4/25/05**

Recruitment Source
That Referred

Ultimate Hire: **YOH CONVERSION**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **PT EDITOR**

Date Job Filled: **4/25/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **TRAFFIC ASSISTANT**

Date Job Filled: **3/21/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **DIR. OF HUMAN RESOURCES**

Date Job Filled: **8/22/05**

Recruitment Source
That Referred
Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **ACCOUNT MANAGER**

Date Job Filled: **7/11/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **CUSTOMER SERVICE REP**

Date Job Filled: **6/13/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **MARKETING ASST.**

Date Job Filled: **8/29/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **PROGRAM/PROMOTION COORDINATOR**

Date Job Filled: **8/25/05**

Recruitment Source
That Referred
Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **PHOTOGRAPHER**

Date Job Filled: **10/4/04**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **PRODUCER**

Date Job Filled: **11/22/04**

Recruitment Source
That Referred
Ultimate Hire: **NBCSANDIEGO.COM**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **EXECUTIVE PRODUCER**

Date Job Filled: **11/15/04**

Recruitment Source
That Referred

Ultimate Hire: **OTHER WEB SITE**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **ACCOUNT MANAGER**

Date Job Filled: **7/11/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **CUSTOMER SERVICE REP.**

Date Job Filled: **6/13/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **MARKETING ASSISTANT**

Date Job Filled: **8/29/05**

Recruitment Source
That Referred

Ultimate Hire: **EMPLOYEE REFERRAL**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Paula Stephens | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |
| See attached Document for Contact Info of Other Organizations | | | | |

RECRUITING ORGANIZATIONS

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|--|--|--|------------------------------------|
| CCNMA/Job Bank | 3800 S. Figeroa St. LA, CA 90037 | Sylvia Wells | (213) 743-4960 | Y |
| TVJobs.com | Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054 | Mark C. Holloway | 760-754-8177 | Y |
| Career Planning (Career and Assessment Center) | National University 9393 Lightwave Ave., #233A San Diego, CA 92123 | Dominick Giovanniello Assistant Regional Dean | 866-NU-ACCESS ext.7950 toll free 858 541.7950 direct | Y |
| Extended Opportunity Program and Services (EOPS) | Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010 | Nelson Riley Student Employment Supervisor | (619) 482-6356 | Y |
| Point Loma Nazarene College (Point Loma College) | 3900 Lomaland Dr. San Diego, CA 92106 | Charlie Howard | (619) 849-2384 | Y |

| | | | | |
|---|--|--|----------------|---|
| Greater Golden Hill CDC | 2469 Broadway San Diego, CA 92102 | Rosalie Markovich | (619) 696-9992 | Y |
| Television & Film Dept & Career Services | San Diego State University 5500 Campanile Dr. San Diego, CA 92182 | Dr. James Tarbox Director of Career Services. | (619) 594-6851 | Y |
| Central Valley Opp. Center | 912 11 TH Street Modesto, CA 95354 | Jorge De Nava Jr. | 209.577.3210 | Y |
| Action Rehab. Council | 7290 Navajo Rd., #204 San Diego, CA 92119 | Carol Crisp | 619-698-0208 | Y |
| Regional ROP | 6145 Imperial Avenue San Diego, CA 92114 | Paul Phaneuf | (619) 234-8888 | Y |
| Indian Human Resource Center | 4040 30 th Street, Ste.A San Diego, CA 92104 | Lillian Arguilez | (619) 281-5964 | Y |
| MAAC Project | 22 West 35 th St., Ste.100 National City, CA 91950 | Antonio P. Pizano | (619)426-3595 | Y |

| | | | | |
|---|--|--|------------------------------------|---|
| USC | 3502 Watt Way, ASC G12 Los Angeles, CA 90089 | Eileen Kohan Asst. Dir., Career Development | (213) 740-9117 | Y |
| SDYCS NFL Youth Education | 2220 Broadway San Diego, CA 92102 | Erik Rodriguez | 619-221-8600 ext. 230 | Y |
| National Association for Hispanic Journalists (NAHJ) | 1000 National Press Blvd. Washington, DC 20045 | Marissa Silvera Professional Development Director | (202) 622-7145 | Y |
| National Hispanic Media Coalition | 2514 S. Grand Avenue Los Angeles, CA 90007 | Alex Nogales President & CEO | (213) 534-3026 | Y |
| Asian American Journalists Association (AAJA) | 1182 Market Street Suite 320 San Francisco, CA 94102 | Rene Astudillo Executive Director | 415 346-2051 ext106 | Y |
| California Employment Development Department | 800 Capital Mall, MIC 83 Sacramento, CA 95814 | Patrick Henning Director of Employment Development | Local Office (619) 266-4290 | Y |
| Medialine | PO Box 51909 Pacific Grove, CA 93950 | medialine@medialine.com | (800) 237-8073 | Y |

ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station (s): KNSD & KNSD LP

5. List all full-time job vacancies filled by any station covered by this report during the past year (For the period August 1, 2005 – July 31, 2006)

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

**Director of Finance
HR Director
Program/Promotions Coordinator
Technician (2)
PT Technician
Finance Manager
Traffic Assistant (3)
Assignment Editor (4)
Editor (2)
Producer (2)
Account Manager (2)
Photojournalist (4)
Anchor (2)
Director
Topical Producer
Finance Analyst
Reporter
Customer Service Rep (2)
Associate Producer (2)
Community Relations Coordinator (part-time)
Traffic Manager
Pre-Production Producer**

7. 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?

FT=296

PT=2

8. 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 |
|----------------------------|------------------------------|
| NBCsandiego.com | 11 |
| Employee Referral | 8 |
| Internal | 3 |
| Intern | 3 |
| Media Organization | 1 |
| Newspaper Ads | 0 |
| Jobline | 1 |
| Other-YOH Contractor | 5 |
| Other-Agent | 2 |
| Other | 3 |
| Unknown | 0 |

5. Please summarize the station's (or station group's) broad outreach initiatives during 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.

Annual Public Report-Broad Outreach:

Job & Career Fairs:

1.) Imagen Foundation Career Fair: February 9, 2006 LA, CA

Participants: Dan Owens, HR Director KNBC , Kristy Cox, HR Manager KNBS

Description: An entertainment industry job fair to promote diverse hiring.

2.) TAB Career Fair: February 17, 2006 Corpus Christi, TX

Participants: Enrique Caballero, HR Director KTMD/ KVDA

Description: An entertainment industry job fair to promote diverse hiring

3.) San Diego City High School Career Fair : March 2006 San Diego, CA
Participant: Trisha Stiles, Human Resources Director
Description: Job Fair for Junior & Seniors to look for Summer and Fulltime Employment

4.) National Association of Hispanic Journalist Association: June 2006 Ft Lauderdale, FL
Participant: Irene Marin, Executive Producer
Description: Management Education and Recruiting

5.) Asian American Journalist Association -June 2006 Honolulu, HI
Participant: Greg Dawson, News Director
Description: Recruitment for NBC TVSD

6.) National Association of Black Journalist Association: Aug. 2006 Indianapolis, IN
Participant: Janye McClinton, Executive Producer
Description: Management Education and Recruiting

Internships and Education

1.) College Internship Program: Fall 2005-Summer 2006

Total Students: 44

| |
|--------------------------------|
| News: 22 |
| Sports:11 |
| Sales: 2 |
| Programming & CS: 7 |
| Operations: 2 |

Description: NBC 7/39's College Internship Program offers a wide range of internship opportunities for students interested in careers in broadcasting. Out internship program provides students practical skills through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. Students have the opportunity to work in news, operations, sales, programming/creative services, finance, and human resources. Students receive college credit for participating in this program.

Participating Staff:

Joy Malaise, News Coordinator
Deborah Lawrence, Creative Services Director
Elizabeth Polachok, BD & Marketing Manager
Randy Mickler, VP Engineering & Operations
Dave Smith, Producer/Photographer Sports

2.) EMMA Bowen Foundation Internship:

Total Students: 1 : Tania Ortega

Description: 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 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. NBC has 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. NBC currently has had one intern participating in the program since 2001.

Participating Staff:

Bob Vaillancourt, Manager of Engineering

Pat Casillas, Traffic Manager

Ljupco Fidanovski, Director of Finance

Trisha Stiles, HR Director

6.) Multi-Cultural Journalism Workshop Sponsor: June 19-30 2006

Total Students: 7

Description:

Each year, NBC 7/39 joins forces with the California Chicano News Media Association to host San Diego high school students aspiring to become broadcast journalists through this special workshop. Several outstanding young students are selected to participate in the portion of the workshop held at the NBC 7/39 studios. For two weeks, the students work as anchors, reporters and producers. At the end of the workshop, the students produce, write, edit and present their own newscast, which airs on NBC 7/39.

Participating Staff:

Janye McClinton, Executive Producer

Sage Waetjen, Producer

7.) The Constitutional Rights Foundation of Orange County: Business Issues Conference on March 10th, 2006 at Concordia University.

Description:

This event offers over 1000 students an opportunity to learn about the world of business from a variety of Business and Industry Leaders. Dr. Jim Doti, President of Chapman University is the keynote speaker. In addition, this conference is sponsored by the Department of Education, Experian, Flour and Disney Resorts. Your previous presentation entitled *Broadcast News* was a hit with many students who along with their teachers have requested a repeat as well as additional information on the Broadcast industry. We ask each panel to present to two groups of students of approximately 40 students each. As you are aware OC does not have a large media outlet so we have invited Public Broadcasting to join the panel in the past. This year we were hoping that the NBC coverage of the Olympics may prove to be an exciting stand-alone topic that you and a colleague may wish to highlight.

Participating Staff:

Sage Waetjen, Producer

Networking Conferences & Training:

1.) PRL-Personnel Relations Leadership Training: Oct 2005 Raleigh, NC

Participants: Greg Dawson, News Director, Trisha Stiles, HR Director

Description: Leadership and Manager Training.

2.) GE Hispanic Leadership Conference: Oct 12-14 2005 Miami, FL

Participants: Mickey Torres

Description: Networking and Leadership Workshop

3.) ELDS-Executive Leadership Development Seminar: Nov 2005 Crotonville, NY

Participant: Phyllis Schwartz, President & GM

Description: Networking and Training on Leadership for NBC Executives

4.) National Press Photographer's Assoc. Conference: March 2006 Norman, OK

Participant: Jay Yoo, Photojournalist and Emily Chang, Reporter

Description: Education/Training in Storytelling and Photojournalism

5.) TVSD Producer Seminar March 2006 -- NYC, NY

Participant: Mickel Bohi, Producer

Description :Producer Training for NBC TVSD

6.) Human Resources Conference: Los Angeles, CA.: June 19-23 2006

Participant: Trisha Stiles, HR Director

Description: HR Training, Networking and Speakers for all of NBCU Human Resources

7.) GE African American Forum: Washington DC : July 20-23 2006

Participant: Donna Stewart, Supervising Editor

Description: Networking, Speakers and Workshops for African Americans in GE & NBCU

8.) BELS- Basic Essential Leadership Seminar: Sessions quarterly 2005-2006 in LA, CA at Universal Training Center

Participants: Becky Smith, EP Web, Ljupco Fidanovoski, Director of Finance, Jeff Espiritu, LSM, Sammie-Jo Swift, Sr. Director, Deb Lawrence, Creative Services Director, Trisha Stiles, HR Director.

Description: Training for Managers on Leadership, Performance Management and Hiring & Staffing.

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

Station: KNSD

Job Title: Director of Finance

Date Job Filled: 8/1/2005

**Recruitment Source
That Referred**

Ultimate Hire: Internal Hire

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|----------------|---------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Darcey Gulen | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |
| See attached Document for Contact Info of Other Organizations | | | | |

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

Station: **KNSD**

Job Title: **HR Director**

Date Job Filled: **8/22/05**

Recruitment Source

That Referred

Ultimate Hire: **Internal**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Darcey Gulen | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Program/Promotions Coordinator**

Date Job Filled: **8/25/05**

Recruitment Source
That Referred
Ultimate Hire: **Jobline**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-------------------------------|---|----------------|----------------|---------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Technician**

Date Job Filled: **11/19/05**

Recruitment Source
That Referred

Ultimate Hire: **Other-YOH**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Technician**

Date Job Filled: **9/21/05**

Recruitment Source
That Referred

Ultimate Hire: **Employee Referral**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-------------------------------|---|----------------|----------------|---------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Finance Manager**

Date Job Filled: **9/22/05**

Recruitment Source
That Referred

Ultimate Hire: **Website /nbcсандiego.com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD/ Mi San Diego**

Job Title: **Traffic Assistant**

Date Job Filled: **10/11/05**

Recruitment Source
That Referred

Ultimate Hire: **Employee Referral/ Website**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Traffic Assistant**

Date Job Filled: **10/17/05**

Recruitment Source
That Referred
Ultimate Hire: **Intern**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Assignment Editor**

Date Job Filled: **11/06/05**

Recruitment Source

That Referred

Ultimate Hire: **Website/ nbcсандiego.com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Editor**

Date Job Filled: **10/24/05**

Recruitment Source
That Referred

Ultimate Hire: **Other-YOH**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Producer**

Date Job Filled: **10/31/05**

Recruitment Source

That Referred

Ultimate Hire: **Employee Referral (WB Candidate)**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Account Manager**

Date Job Filled: **10/21/05**

Recruitment Source
That Referred
Ultimate Hire: **Internal**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Editor**

Date Job Filled: **11/7/05**

Recruitment Source
That Referred

Ultimate Hire: **Website/nbcсандiego.com (WB Candidate)**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Photojournalist**

Date Job Filled: **11/9/05**

Recruitment Source
That Referred

Ultimate Hire: **Other-WB Candidate**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Assignment Editor**

Date Job Filled: **11/9/05**

Recruitment Source

That Referred

Ultimate Hire: **website/ nbcсандiego.com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Producer**

Date Job Filled: **11/14/05**

Recruitment Source
That Referred
Ultimate Hire: **Other**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Anchor**

Date Job Filled: **11/14/05**

Recruitment Source
That Referred

Ultimate Hire: **Other-WB Candidate**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Director**

Date Job Filled: **11/28/05**

Recruitment Source
That Referred

Ultimate Hire: **Website/ nbcсандiego.com (WB Candidate)**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Topical Producer**

Date Job Filled: **11/30/05**

Recruitment Source
That Referred

Ultimate Hire: **Website/ nbcсандiego.com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Traffic Assistant**

Date Job Filled: **12/5/05**

Recruitment Source
That Referred

Ultimate Hire: **Employee Referral**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Anchor**

Date Job Filled: **12/12/05**

Recruitment Source
That Referred

Ultimate Hire: **Other-Agent**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Finance Analyst**

Date Job Filled: **12/19/05**

Recruitment Source
That Referred

Ultimate Hire: **Website/nbcсандiego.com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Reporter**

Date Job Filled: **1/2/06**

Recruitment Source
That Referred
Ultimate Hire: **Other-Agent**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for
Contact Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Technician**

Date Job Filled: **1/10/06**

Recruitment Source
That Referred
Ultimate Hire: **Website/nbcsandiego.com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcsandiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Photojournalist**

Date Job Filled: **1/30/06**

Recruitment Source
That Referred

Ultimate Hire: **Employee Referral**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **Customer Service Rep**

Date Job Filled: **2/6/06**

Recruitment Source
That Referred

Ultimate Hire: **Employee Referral**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **Associate Producer**

Date Job Filled: **2/6/06**

Recruitment Source
That Referred

Ultimate Hire: **Other-YOH**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **.5 Community Relations Coordinator**

Date Job Filled: **3/6/06**

Recruitment Source

That Referred

Ultimate Hire: **Intern & (YOH)**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **Assignment Desk**

Date Job Filled: **3/13/06**

Recruitment Source
That Referred

Ultimate Hire: **Media Organization**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **Traffic Manager**

Date Job Filled: **3/20/06**

Recruitment Source

That Referred

Ultimate Hire: **Employee Referral**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **Photojournalist**

Date Job Filled: **4/3/06**

Recruitment Source
That Referred

Ultimate Hire: **Website/ nbcсандiego .com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Assignment Desk**

Date Job Filled: **4/24/06**

Recruitment Source
That Referred
Ultimate Hire: **Other-YOH**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Pre-Production Promotion Producer**

Date Job Filled: **4/24/06**

Recruitment Source
That Referred
Ultimate Hire: **Intern**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Customer Service Rep**

Date Job Filled: **5/1/06**

Recruitment Source
That Referred

Ultimate Hire: **Employee Referral**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|--------------------|---|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

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

Station: **KNSD**

Job Title: **Photojournalist**

Date Job Filled: **6/26/06**

Recruitment Source
That Referred

Ultimate Hire: **Website/ nbcсандеigo.com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандеigo.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **Account Manager**

Date Job Filled: **7/17/06**

Recruitment Source
That Referred

Ultimate Hire: **Website/ nbcсандiego.com**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|----------------|----------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578-0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293-1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740-5464 | N |

See attached Document for Contact Info of Other Organizations

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

Station: **KNSD**

Job Title: **Associate Producer**

Date Job Filled: **7/20/06**

Recruitment Source
That Referred
Ultimate Hire: **Other-YOH**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|--------------------|------------------------------------|
| nbcсандiego.com | 225 Broadway San Diego, CA 92101 | Trisha Stiles | (619) 578- 0470 | N |
| San Diego Union Tribune | 350 Camino de La Reina San Diego, CA 92108 | Analisa Pablo | (619) 293- 1915 | N |
| North County Times | 207 E. Pennsylvania Ave. Escondido, CA 92025 | Lynda Khoury | (760) 740- 5464 | N |

See attached
Document for Contact
Info of Other
Organizations

RECRUITMENT ORGANIZATIONS

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|--|---|--|------------------------------------|
| CCNMA/Job Bank | 3800 S. Figueroa St. LA, CA 90037 | Sylvia Wells | (213) 743-4960 | Y |
| TVJobs.com | Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92054 | Mark C. Holloway | 760-754-8177 | Y |
| Career Planning (Career and Assessment Center) | National University 9393 Lightwave Ave., #233A San Diego, CA 92123 | Dominick Giovannello Assistant Regional Dean | 866-NU-ACCESS ext.7950 toll free 858 541.7950 direct | Y |
| Extended Opportunity Program and Services (EOPS) | Southwestern College 900 Otay Lakes Road Chula Vista, CA 92010 | Nelson Riley Student Employment Supervisor | (619) 482-6356 | Y |
| Point Loma Nazarene College (Point Loma College) | 3900 Lomaland Dr. San Diego, CA 92106 | Charlie Howard | (619) 849-2384 | Y |
| Greater Golden Hill CDC | 2469 Broadway San Diego, CA | Rosalie Markovich | (619) 696-9992 | Y |

| 92102 | | | | |
|---|---|--|-----------------------|---|
| Television & Film Dept & Career Services | San Diego State University 5500 Campanile Dr. San Diego, CA 92182 | Dr. James Tarbox Director of Career Services. | (619) 594-6851 | Y |
| Central Valley Opp. Center | 912 11 TH Street Modesto, CA 95354 | Jorge De Nava Jr. | 209.577.3210 | Y |
| Action Rehab. Council | 7290 Navajo Rd., #204 San Diego, CA 92119 | Carol Crisp | 619-698-0208 | Y |
| Regional ROP | 6145 Imperial Avenue San Diego, CA 92114 | Paul Phaneuf | (619) 234-8888 | Y |
| Indian Human Resource Center | 4040 30 th Street, Ste.A San Diego, CA 92104 | Lillian Arguilez | (619) 281-5964 | Y |
| MAAC Project | 22 West 35 th St., Ste.100 National City, CA 91950 | Antonio P. Pizano | (619)426-3595 | Y |
| USC | 3502 Watt Way, ASC G12 Los Angeles, CA 90089 | Eileen Kohan Asst. Dir., Career Development | (213) 740-9117 | Y |
| SDYCS NFL Youth Education | 2220 Broadway San Diego, CA | Erik Rodriguez | 619-221-8600 ext. 230 | Y |

92102

| | | | | |
|---|---|--|--------------------------------|---|
| National Association for Hispanic Journalists (NAHJ) | 1000 National Press Blvd. Washington, DC 20045 | Marissa Silvera Professional Development Director | (202) 622-7145 | Y |
| National Hispanic Media Coalition | 2514 S. Grand Avenue Los Angeles, CA 90007 | Alex Nogales President & CEO | (213) 534-3026 | Y |
| Asian American Journalists Association (AAJA) | 1182 Market Street Suite 320 San Francisco, CA 94102 | Rene Astudillo Executive Director | 415 346-2051 ext106 | Y |
| California Employment Development Department | 800 Capital Mall, MIC 83 Sacramento, CA 95814 | Patrick Henning Director of Employment Development | Local Office (619) 266-4290 | Y |
| Medialine | PO Box 51909 Pacific Grove, CA 93950 | medialine@medialine.com | (800) 237-8073 | Y |

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

EMPLOYMENT UNIT FOR

**STATION KNSD
SAN DIEGO, CALIFORNIA
FACILITY ID NO. 35277**

**STATION KNSD-LP
LA JOLLA, CALIFORNIA
FACILITY ID NO. 35278**

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 KNSD and KNSD-LP (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.) The Stations' website, www.nbcsandiego.com, lists detailed information about job vacancies and directs interested applicants to apply for open positions at www.GECareers.com, which also provides a link to an unaffiliated Internet job bank, America's Job Bank (www.ajb.dni.us). In addition, open positions are advertised in two major newspapers in the Stations' market, the San Diego Union Tribune and the North County Times.

PRONG 2 – Notification to Community Groups and Recruiting Organizations

The Stations regularly provide notices of job vacancies to the community and recruiting organizations listed below:

CCNMA/Job Bank
TVJobs.com
National University Career Planning
Southwestern College Extended Opportunity Program and Services
Point Loma College
Greater Golden Hill CDC
San Diego State University Television & Film Department
Central Valley Opportunity Center
Action Rehabilitation Council
Regional ROP
Indian Human Resource Center
MAAC Project
University of Southern California
SDYCS NFL Youth Foundation
National Association of Hispanic Journalists
National Hispanic Media Coalition
Asian American Journalists Association
California Employment Development Department

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

Medialine

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:

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:

Imagen Foundation Career Fair: February 9, 2006 LA, CA

Participants: Dan Owens, HR Director KNBC , Kristy Cox, HR Manager KNBS (representing KNSD and KNSD-LP)

Description: An entertainment industry job fair to promote diverse hiring.

TAB Career Fair: February 17, 2006 Corpus Christi, TX

Participants: Enrique Caballero, HR Director KTMD/ KVDA (representing KNSD and KNSD-LP)

Description: An entertainment industry job fair to promote diverse hiring

San Diego City High School Career Fair : March 2006 San Diego, CA

Participant: Trisha Stiles, Human Resources Director, KNSD and KNSD-LP

Description: Job Fair for Junior & Seniors to look for Summer and Fulltime Employment

National Association of Hispanic Journalist Association: June 2006 Ft Lauderdale, FL

Participant: Irene Marin, Executive Producer

Description: Management Education and Recruiting

Asian American Journalist Association: June 2006 Honolulu, HI

Participant: Greg Dawson, News Director

Description: Recruitment for NBC TVSD

National Association of Black Journalist Association: August 2006 Indianapolis, IN

Participant: Janye McClinton, Executive Producer

Description: Management Education and Recruiting

2004-2005:

Grossmont Community Job Fair: September 2004.

Participant: Paula Stephens, Human Resources Director

National Association of Hispanic Journalist Conference: June 2005

Participant: Greg Dawson, News Director

National Association of Black Journalist Conference: August 2005
Participant: Janye McClinton, Executive Producer

INTERNSHIP PROGRAM

The Stations' College Internship Program offers a wide range of internship opportunities for students interested in careers in broadcasting. The internship program provides students practical skills through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. Students have the opportunity to work in news, operations, sales, programming/creative services, finance, and human resources. Students receive college credit for participating in this program.

Fall 2005-Summer 2006

| | |
|--------------------|---------------------|
| Total Students: 44 | News: 22 |
| | Sports: 11 |
| | Sales: 2 |
| | Programming & CS: 7 |
| | Operations: 2 |

Fall 2004-Summer 2005

| | |
|--------------------|---------------------|
| Total Students: 29 | News: 13 |
| | Sports: 4 |
| | Sales: 4 |
| | Programming & CS: 8 |

SPONSORSHIP OF COMMUNITY EVENTS DESIGNED TO INFORM AND EDUCATE THE PUBLIC ABOUT EMPLOYMENT OPPORTUNITIES IN BROADCASTING

Multi-Cultural Journalism Workshops: June 2005 and June 2006

Total Students in 2006: 7

Total Students in 2005: 7

Description:

Each year, the Stations join forces with the California Chicano News Media Association to host San Diego high school students aspiring to become broadcast journalists through this special workshop. Several outstanding young students are selected to participate in the portion of the workshop held at the Stations' studios. For two weeks, the students work as anchors, reporters and producers. At the end of the workshop, the students produce, write, edit and present their own newscast, which airs on the Stations.

School To Career Program & Internships: January-August 2005

Date of Job Shadow: Winter 2005

Date of Internships: Summer 2005

Description: For more than six years, the Stations' School To Career Program has provided local high school students and teachers with the opportunity to shadow employees during a one-day period to learn about television broadcasting. Each year, the Stations also provided paid summer internships for three to five high school students interested in pursuing a career in television broadcasting. Frequently, station employees are guest speakers at local high school career days and special events in support of this program. The Stations did not participate in the program in 2006, but plan to resume their participation in 2007.

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. The Stations have had one intern participating in the program each year since 2001.

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 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 GE/NBC sponsored programs. During the two-year reporting period, Station employees participated in the following development courses: GE Hispanic Leadership Conference, Executive Leadership Development Seminar, National Press Photographers Association Conference, TVSD Producer Seminar, GE African American Forum and Basic Essential Leadership Seminar.

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 and Human Resources Conference.

dc-458746

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 126360

Description: KNSD & KNSD-LP BROADCAST EEO PROGRAM REPORT
Application Reference Number: 20060810AGP
Successfully filed at Aug 10 2006 3:44PM

Based on the information supplied, no fee is required.

[Menu](#)