

2006 ANNUAL EEO PUBLIC FILE REPORT¹

Call Sign of Station(s): WMAQ-TV and WSNS-TV

List all full-time job vacancies filled by any station covered by this report in the past year (August 1, 2005 – July 31, 2006):

WMAQ:

Newswriter NABET (1)
Engineer Grp 7 (1)
Executive Secretary (1)
Sales Account Executive (1)
Engineer Grp 6 (1)
Sales Account Executive (1)
Producer, Advertising & Promotions (1)
Sales Account Executive (2)
Newswriter NABET (1)
Assignment Editor (1)
Manager, Web Development (1)
Director, Station Relations (1)

WSNS:

Manager,Sales (1)
Sales Account Executive (2)
Manager, Research (1)
Client Service Rep (1)

1.) For each vacancy listed, attached to this report are the relevant Recruitment Source Data Form.*

2.) In total, how many interviewees did the station (or station group) interview for all of the full time job vacancies identified in Question 1? There were a total of 85 interviewees interviewed for all the full-time job vacancies identified above.

¹ In the course of reviewing the contents of the public inspection files for Stations WMAQ-TV and WSNS-TV, an EEO Annual Public File Report for 2006 could not be located. This report was created in 2013 based on available records from the 2005-2006 reporting period and posted to the stations' public inspection files on August 1, 2013.

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

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Asian American Journalist Association	1
American Women in Radio & TV	1
www.gecareers.com	0
Hispanic Alliance for Career Enhancement	1
Business/Industry referrals	16
Internal Employees/Employee Referrals	24
Veterans Outreach Program of IL	0
Latino Committee on the Media (Spanish Coalition for Jobs)	2
Chicago Association of Hispanic Journalist	0
Native American Journalist Association	0
National Association of Black Journalists	2
National Assoc of Hispanic Journalists	1
The National Lesbian & Gay Journalist Association	0
www.nbcjobs.com	37
Society of Broadcast Engineers, Inc	0
National Academy of TV Arts & Sciences – Chicago Chapter	0

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

WMAQ-TV and WSNS-TV are committed to diversity and equal employment and as such have conducted broad outreach over the last year. The Stations’ outreach efforts included the following.

Job Fair Participation. WMAQ-TV and WSNS-TV participated in the following fairs:

National Association of Black Journalist Convention & Career Fair - August 3-7, 2005 – Frank Whittaker, VP News, WMAQ-TV

Asian American Journalist Association Annual Convention - August 17-20, 2005 - Milana Walter, Director, Station Relations, WMAQ-TV

USHLI Career Conference & Job Fair – March 8-12, 2006, Carmen Vega, Director, Creative Services, WSNS; Diana Lopez, Sales Special Events Leader, WSNS; Janet Garcia, WMAQ/WSNS HR Coordinator

Rainbow/PUSH Coalition Annual Conference & Career Fair - March 20, 2006 - Art Norman, Anchor, WMAQ-TV; Sandra Hasan, HR Director, WSNS-TV

HACE Career Fair & Conference – June 23, 2006 – Sandra Hasan, HR Director, WMAQ-TV & WSNS-TV, Janet Garcia, HR Coordinator, WMAQ-TV & WSNS-TV

Job Postings. In addition to the recruitment sources identified on Exhibit A, both WMAQ-TV and WSNS-TV stations post all open positions on www.nbcjobs.com and www.gecareers.com, which capture internal company employees as well as external candidates.

Internship Program. WMAQ-TV and WSNS-TV both maintain an established internship program designed to give exposure to College Students about careers in the broadcast industry. During this FCC reporting period 78 students participated in the program during the fall, winter, spring and summer sessions. Interns program also exposes interns to senior WMAQ and WSNS personnel who address the students and share key career information. Interns have participated in the following “Lunch and Learn” sessions during the 2006 Summer session covering departmental information for: Creative Services, News Management, Sales Leadership, Programming and Human Resources.

Emma Bowen Foundation for Minority Interests in Media. WMAQ-TV and WSNS-TV both participate in the Emma Bowen Foundation internship program, a broadcasting industry scholarship program, designed to provide part-time jobs and learning experiences to high school and college students. In this program students are paid for the work they complete plus receive matching dollars from the stations designed to assist them with their academic costs. Presently there are 3 students enrolled in the program at WMAQ & WSNS. Program Manager is Sandra Hasan, HR Director, WMAQ/WSNS.

Employee Training.

GE Values

Growth Traits Awareness & Dialogue – part of performance management process

Integrity Training – GE Spirit & Letter

Preventing Workplace Violence

Community Group Sponsored Activity Participation.

Creative Services leaders participated in Promax Conference to grow and enhance their leadership skills, February 28, 2006 – Diane Hannes, VP Creative Services and Carmen Vega, Director, Creative Services WSNS

36th Annual Dr. Martin Luther King Jr. dinner and Celebration - January 14, 2006

25th Annual Chicago Music Awards - November 17, 2005

2006 Chicago Auto Show Charity Gala - February 9, 2006

2006 South Side Chicago Irish Parade - March 13, 2006

2006 Puerto Rican Day Parade - June 19, 2006

2005 Bud Billiken Parade - August 13, 2005

Joseph Jefferson Awards for Community Service – September 12, 2005

Cinco de Mayo Parade - May 5, 2006

Chicago Gay Pride Parade - June 26, 2006

**JOB VACANCY
RECRUITMENT SOURCE DATA SUMMARY FORM**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruiting Source	Contact Person	Phone	Has this source requested notices?
WMAQ	Newswriter NABET	9/11/05	Internal source – current daily hire employee in job	n/a	n/a	n/a	n/a
WMAQ	Engineer Grp 7	10/29/05	Internal source – current daily hire employee in job	n/a	n/a	n/a	n/a
WMAQ	Executive Secretary	11/14/05	Internal source – current temp employee	n/a	n/a	n/a	n/a
WMAQ	Sales Account Exec	12/12/05	Business Contact Referral	n/a	n/a	n/a	n/a
WMAQ	Engineer Grp 6	1/9/06	Internal source – current daily hire employee in job	n/a	n/a	n/a	n/a
WMAQ	Sales Account Exec	2/6/06	NBCjobs.com	n/a	n/a	n/a	n/a
WMAQ	Producer, Adv&Promo	3/6/06	Business Referral	n/a	n/a	n/a	n/a
WMAQ	Sales Account Exec	3/27/06	Business Referral	n/a	n/a	n/a	n/a
WMAQ	Sales Account Exec	4/3/06	Employee Referral	n/a	n/a	n/a	n/a
WMAQ	Newswriter NABET	4/10/06	Internal source – current daily hire employee in job	n/a	n/a	n/a	n/a
WMAQ	Assignment Editor	5/1/06	NBCjobs.com	n/a	n/a	n/a	n/a
WMAQ	Mgr WebDevelopment	7/5/06	Internal – converted from IBS contractor doing the job	n/a	n/a	n/a	n/a
WMAQ	Dir, Station Relations	7/31/06	Business Referral – WGN	n/a	n/a	n/a	n/a
WSNS	Manager, Sales	8/29/05	Internal transfer from WNBC	n/a	n/a	n/a	n/a
WSNS	Sales Account Exec	11/28/05	Internal transfer from KXAS	n/a	n/a	n/a	n/a
		12/7/05	Business referral	n/a	n/a	n/a	n/a
WSNS	Manager, Research	5/15/06	NBCjobs.com	n/a	n/a	n/a	n/a
WSNS	Client Service Rep	3/30/06	Latino Committee on Media	n/a	Mary Koenig	n/a	No

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

Station: WMAQ

Job Title: Newsreader, NABET

Date Job Filled: 9/11/2005

Recruitment Source
That Referred
Ultimate Hire: Internal – current daily hire employee

Total Number of
Interviewees: 9

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Business/Industry referral	N/A	N/A	N/A	N/A
NBCjobs.com	N/A	N/A	N/A	N/A
NAHJ	N/A	N/A	N/A	No
Internal employeereferrals	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Engineer Grp 7

Date Job Filled: 10/29/05

Recruitment Source
That Referred
Ultimate Hire: internal – current daily hire

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal employee referral	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Executive Secretary

Date Job Filled: 11/14/2005

Recruitment Source
That Referred
Ultimate Hire: internal – current temporary employee

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal temp employee	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Sales Account Executive

Date Job Filled: 12/12/2005

Recruitment Source
That Referred
Ultimate Hire: Business contact referral

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Business contact referral	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Engineer Grp 6 – Minicam Photographer

Date Job Filled: 1/9/2006

Recruitment Source
That Referred
Ultimate Hire: Internal – current daily hire

Total Number of
Interviewees: 12

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current daily hire employees	N/A	N/A	N/A	N/A
Internal staff employees	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Sales Account Executive

Date Job Filled: 2/6/06

Recruitment Source
That Referred
Ultimate Hire: NBCjobs.com

Total Number of
Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCjobs.com	N/A	N/A	N/A	N/A
American Women in Radio & TV	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Producer, Advertising & Promotions

Date Job Filled: 3/6/06

Recruitment Source
That Referred
Ultimate Hire: Business contact referral

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Business contact referral	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Sales Account Executive

Date Job Filled: 3/27/06

Recruitment Source
That Referred
Ultimate Hire: Business contact referral

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Business contact referral (from WGN-TV)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Sales Account Executive

Date Job Filled: 4/3/06

Recruitment Source
That Referred
Ultimate Hire: Employee referral

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee referral	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: News writer, NABET

Date Job Filled: 4/10/06

Recruitment Source
That Referred
Ultimate Hire: Internal – current daily hire

Total Number of
Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCjobs.com	N/A	N/A	N/A	N/A
Internal daily hire employees	n/a	n/a	n/a	n/a

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Assignment Editor

Date Job Filled: 5/1/06

Recruitment Source
That Referred
Ultimate Hire: NBCjobs.com

Total Number of
Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCjobs.com	N/A	N/A	N/A	N/A
Employee referrals	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Manager, Web Development

Date Job Filled: 7/5/06

Recruitment Source
That Referred
Ultimate Hire:

Internal - conversion from IBS contractor to NBC staff

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Current employee as IBS contractor – converted to staff	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Director, Station Relations

Date Job Filled: 7/31/06

Recruitment Source
That Referred
Ultimate Hire: Business referral

Total Number of
Interviewees: 26

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Industry/Business referrals	N/A	N/A	N/A	N/A
NBCjobs.com	N/A	N/A	N/A	N/A
Asian American Journalist Assoc	N/A	N/A	N/A	No
National Assoc of Black Journalists	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Manager, Sales

Date Job Filled: 8/29/2005

Recruitment Source
That Referred
Ultimate Hire: Internal Company transfer

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal staff employee transfer	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Sales Account Executive 2 Positions

Date Job Filled: 11/28/2005 & 12/7/2005

Recruitment Source
That Referred
Ultimate Hire: Internal employee transfer & Business referral

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCjobs.com	N/A	N/A	N/A	N/A
Internal employee transfer	N/A	N/A	N/A	N/A
Business referral	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Manager, Research

Date Job Filled: 5/15/2006

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Total Number of
Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	N/A	N/A	N/A	No
Internal staff employee	N/A	N/A	N/A	N/A
NBCjobs.com	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Client Service Rep

Date Job Filled: 6/12/2006

Recruitment Source
That Referred
Ultimate Hire: LCOM - Spanish Coalition for Jobs

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
LCOM – Spanish Coalition for Jobs	N/A	N/A	N/A	No
HACE	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)