

2012 Annual Public File Report

WMAQ & WSNS – TV

**FACILITY ID NOs.: WMAQ, 47905
WSNS, 70119**

August 1, 2011 to July 31, 2012

2012 ANNUAL EEO PUBLIC FILE REPORT

Call Sign of Stations: WMAQ-TV and WSNS-TV

List all full-time job vacancies filled by both stations covered by this report in the past year (August 2011 – July 2012)

WMAQ: FULL-TIME JOB VACANCIES FILLED

Local TV Reporter – Sports Anchor (1)
Content Producer (4)
Platform Manager (2)
Local TV Reporter – Weather Anchors (2)
Sales Account Executive (4)
Local TV Reporter - News (2)
Desk Assistant (1)
News Director (1)
Commercial Analyst (1)
Client Svcs Rep (2)
News Topicals – Writer/Producer/Editor (1)
Art Director (1)
Manager, Sales (1)
Content Producer – Investigative Unite (2)
Web Editor (1)
Local TV Reporter – Morning News Anchor (1)
Writer/Producer/Editor – Creative Services (3)
Local TV Reporter – Traffic (1)

WSNS: FULL-TIME JOB VACANCIES FILLED

Sales Account Executive (4)
Manager, Business Ops (1)
News Coordinator (1)
National Sales Manager (1)
Entertainment Reporter (1)
News Reporter (1)
Sales Coordinator (1)
News Producer (1)

- 1) Include in this report the Recruitment Source Data Summary Form relevant for the jobs listed above. Included below.
- 2) In total, how many applicants did the station(s) interview for all of the full time job vacancies identified in Question 1? There were a total of 154 applicants interviewed for all the full-time job vacancies identified above.
- 3) In total, how many persons interviewed for the above listed job vacancies were referred to the station from each of the recruitment sources used by the station?

Name of Recruitment Source	Total Number of Interviewees Referred During Year
myNBCUniversal - internal Company site for employees for promotions, transfers & job moves	14
NBCUnicareers.com - Company's external recruiting web site	71
Yoh Staffing, Freelance & Daily Hires - Company's current temporary employee pool	12
Station's Internship Program - intern pool	2
Foundation for Minority Interest in Media, Inc	0
NBCU African American Forum	0
NBCU Hispanic Forum	0
NBCU National Asian Pacific American Forum	0
NBCU Womens Network	0
NBCU Veterans Network	0
Out@NBCU - National GLBT Pride	0
On-Air Talent Agents	13
Industry and Business Referrals	35
Former employees - applying through NBCUnicareers.com	4
Employee referrals	3

TOTAL 154

- 4) **Please summarize the stations' 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 short summary of the nature of each initiative.**

Recruitment for Full-Time Vacancies

As reflected in the annual public file reports for August 2011 to July 2012 submitted heretofore, 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. When WMAQ and WSNS have job openings, they also reach a very large potential applicant pool by running on-air announcements about our recruiting web sites at least ten times per week during the day on both stations. Openings are always posted on www.nbcunicareers.com, and the Company's Staffing Center advertises job openings with targeted/specialized web sites in the broadcast industry when necessary. Both stations' web sites also provide links directly to www.nbcunicareers.com. The Company's internal employee web site prominently displays a link to NBCUniversal's Employee Referral Program information. The program is designed to further the promotion of diverse recruiting by our own employees.

Notification to Community Groups and Recruiting Organizations

Since the FCC's new EEO rules went into effect, the stations have developed a list of recruiting organizations, which they believe are suitable for reaching qualified candidates both within and beyond Chicago area. The current list has no specific organizations at this time:

- In the past 12 months included in this reporting period, and prior to that, no organizations have contacted the stations directly to request written notice of open job opportunities.

The stations will email or fax all job openings to any recruiting source or community organization that requests the information and responds with an email address or fax number for such job information. All on-air announcements refer individuals interested in employment with the stations to apply on-line at www.nbcunicareers.com.

Newspaper Advertisement

An annual ad regarding the stations' recruiting process runs in a local newspaper at least once in the past 12 months covering this reporting period. The ad also invites employment sources and recruiting organizations to submit written request to be included in the job vacancy distribution list. The recruitment print ad for this reporting period was placed in the Chicago Sun-Times and runs on Wednesday, July 18, 2012 and again on Sunday, July 22, 2012.

Recruitment/Outreach Initiatives

According to Commission regulations, WMAQ & WSNS were required to undertake four recruitment/outreach initiatives since Aug 1, 2011. The Stations have undertaken the following longer-term recruitment/outreach initiatives during the reporting period:

JOB FAIR PARTICIPATION

Representatives of WMAQ, WSNS & NBCUniversal participated in the following job fairs:

- Community Forum on Employment of People with Disabilities – October 26, 2011 – Sponsored by NBC Chicago and Access Living – Deborah O. Brown, Director, Station Relations, WMAQ-TV, NBC Chicago; Janet Maldonado, HR Generalist, WMAQ & WSNS, NBCU Chicago.
- Hiring Our Heroes Job Fair for Veterans – April 5, 2012 - Macy's on State Street, Chicago, IL – Frank Whittaker, Station Manager & VP News; Larry Wert, President & GM; Deborah Brown, Director Station Relations; Carol Cooling, Director Special Projects – WMAQ-TV, NBC Chicago. Diana Maldonado, News Director, WSNS-TV, Telemundo Chicago.
- National Association of Black Journalist (NABJ) Annual Conference & Career Fair – June 20 to June 24, 2012 – New Orleans, LA - Debra Juarez, News Director, WMAQ-TV NBC Chicago; Craig Robinson, Executive VP & Chief Diversity Officer, NBCUniversal.
- National Association for Multi-Ethnicity in Communications (NAMIC) Leadership Seminars – March 28-30, 2012 – Universal City Lot, CA - Craig Robinson, EVP, Chief Diversity Officer, NBCU; Flavio Morales, SVP, Programming & Production, mun2, NBCU; James E. Wright, Talent Acquisition Pipeline Development, NBCU.
- Illinois Broadcasters Association (IBA)/ Career Fair & Seminar – September 9, 2011 – Loyola University Water Tower Campus, Chicago, IL – Peggy Kusinski, Sports Anchor; Frank Whittaker, Station Manager & VP, News, WMAQ-TV, NBC Chicago; Aida Areizaga, HR Coordinator, WMAQ & WSNS, NBC Chicago
- Loyola University Chicago's Spring Communication Career & Internship Fair – February 7, 2012 – Loyola University Water Tower Campus, Chicago – Aida Areizaga, HR Coordinator, WMAQ & WSNS, NBCU Chicago.
- California Chicano News Media Association (CCNMA) – October 20 & 21, 2011 – Los Angeles, CA – Lauren Goodfried, Manager, HR, KNBC-TV, NBCUniversal

- US Hispanic Leadership Institute National Conference – February 16 – 19, 2012 – Sheraton Chicago Hotel & Towers – Frank Whittaker, WMAQ-TV, Station Manager & VP, News WMAQ-TV, NBC Chicago.
- Asian American Journalist Convention – 2011 – Detroit, MI - Jessica Kurdali, Director, Talent Recruitment & Development, NBCUniversal.

EMPLOYEE TRAINING

Employees of the Stations are provided with training & development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided by external vendors and internal GE or NBCU sponsored programs. Station employees participated in the following development courses: T.E.A.M. NBCUniversal; Developing Business Leaders; Leadership Essentials; Technical and Production skills training to include: Chyron, Panasonic broadcast equipment, Dalet News System, Edius Editing System, Sales inventory and commercial traffic application systems; WSI training; PX on-line training.

Sandra Hasan, former VP, Human Resources conducted employee workshops on writing effective performance assessment reviews and managing career growth. Janet Maldonado, HR Generalist has attended training on new NBCUniversal systems for Organizational Management and transaction processing.

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. These offerings include Discrimination/Harassment Prevention Training, Integrity Training and Code of Conduct training. Internal employee web site provides specific information regarding the Company's Tuition Reimbursement Program for continuing education, an on-line eLearning catalog of available training courses for employees' personal development.

There is also continual on-line training offered to all employees on the Company's EHS (Environmental Health & Safety) Programs. An in-class training session on First Aid/CPR/AED training was held on October 19, 2011. On May 16, 2012, all News Field Photographers and News production employees and all managers were invited to attend a Civil Disturbance & Riot training course providing awareness on key safety concerns and behaviors relative to working and covering a civil disturbance for News.

Telemundo Network established partnerships with the University of Phoenix and with Nova Southeastern University this past year to offer a discount on tuition for continuing education. The information was distributed to all Chicago employees via email.

INTERNSHIP PROGRAM

NBCUniversal Chicago, WMAQ-TV & WSNS-TV, maintain an established internship program designed to give exposure to college students about careers in the broadcast industry. During the FCC reporting period covered in this report, 87 college students participated in the program during the last Fall, Winter, Spring and Summer sessions. The NBC/Telemundo Internship Program in Chicago also exposes interns to senior WMAQ and WSNS personnel who address the students and share key career information. Interns participate in the following "Lunch and Learn" sessions during the 2012 summer session: News Management, Creative Services, Sales Leadership, Broadcast Operations & Engineering, Research and Digital/Web Content. The Program Coordinator is Aida Areizaga, Human Resources Coordinator, WMAQ-TV & WSNS-TV, NBCU Chicago.

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. The program is unlike other intern programs in that the student's work for their partner company during the summers and school breaks from the end of their junior year in high school until they graduate from college. During the five-year-period, students have the opportunity to learn many aspects of corporate operations and develop company specific skills. Students are paid for the work they complete and additionally receive matching dollars from the stations designed to assist them with their academic costs. The Stations have the opportunity to guide and develop minority students to prepare them for opportunities of permanent placement or Associates Program placement upon completion of their college degree. Mentoring from the selected staff in the sponsoring company is also a key element of the program. The stations have had 2 minority students during the period covered by this report.

COMMUNITY GROUP Sponsored Activity Participation.

Participated in:

- WMAQ/WSNS's Homework Hotline – The stations sponsor a Homework Hotline for students of all ages during the school year. The program is a partnership with the University of Illinois.

2011/2012 - WMAQ's limited sampling of community sponsored events:

• **Thursday, August 4, 2011**

- Illinois Hispanic Chamber of Commerce
- Hispanic Business Expo
- Navy Pier

• **Tuesday, August 9, 2011**

- United States-South African
- Women's Business Forum
- 200 S. Michigan Ave., 6th Floor

• **Friday, August 12, 2011**

- AIDS Foundation of Chicago
- 3521 S. Martin Luther King Dr.

• **Monday, August 15, 2011**

- Chinese American Service League
- Reception for Maestro Mei-Ann Chen
- 2141 South Tan Court
- Chicago Chinatown, Illinois 60616

• **Thursday, September 1, 2011**

- Black Harvest International Festival of Film and Video
- Gene Siskel Film Center of the School and Art Institute of Chicago
- 164 N. State St.
- Chicago, IL, 60601

• **Saturday, September 10, 2011**

- UNCF 2011 Walk
- 39th and South Lake Shore Drive
- Chicago, Illinois

• **Sunday, September 11, 2011**

- Sociedad Civica Mexicana
- 2011 Mexican Independence Day Parade
- On 26th St. from Albany to Kostner
- 3100 W. 26th St.

• **Wednesday, September 14, 2011**

- Women's Business Development Center Conference
- 25th Anniversary Celebration
- McCormick Place West
- 2301 S. Indiana

- **Thursday, September 22, 2011**
- Hispanic Heritage Month Celebration
- James R. Thompson Center
- 100 W. Randolph Street in the Concourse

- **Wednesday, October 12, 2011**
- Legends of Black Radio Luncheon
- 233 N. Michigan Ave. Suite 2800

- **Friday, October 14, 2011**
- The Black Ensemble Theater's
- A Legendary Celebration of 35 Years
- Intercontinental Chicago: Magnificent Mile
- 505 North Michigan Ave

- **Friday, October 14, 2011**
- 7th Annual Vive La Hispanidad
- The Signature Hispanic Heritage Month Celebration
- Germania Place
- 108 West Germania Place

- **Wednesday, November 2, 2011**
- Columbia College Chicago
- Jobless Teens Town Hall Meeting
- 618 South Michigan Avenue

- **Thursday, November 3, 2011**
- Asian American 20th Anniversary Fall Reception
- Bridgeview Bank Building Atrium
- 4753 North Broadway Street

- **Saturday, November 5, 2011**
- A Salute to Our Veterans Annual Pancake Breakfast
- St. Paul Lutheran Church
- 515 South Wheaton Avenue

- **Saturday, November 5, 2011**
- Fight Homelessness One Sleeping Bag at a Time
- "Sleep Out Saturday"
- 505 Crescent Blvd
- Glen Ellyn, IL

- **Tuesday, November 15, 2011**
- American Jewish Committee

- Terror in Mumbai – HBO Documentary screening and
- Dinner at the Indian Consulate
- NBC Tower

- **Wednesday, December 7, 2011**
- Athletes Against Drugs
- Fairmont Chicago Millennium Park
- International Ballroom
- 200 North Columbus Drive

- **Wednesday, December 21, 2011**
- NBCU Chicago Coat Drive
- Wood Family Foundation & The Salvation Army
- Studio 5
- 401 N. Michigan Ave.

- **Friday, January 13, 2012**
- 26th Annual Interfaith Breakfast
- Celebrating the life of Reverend Martin Luther King Jr.
- Hilton Chicago
- Grand Ballroom
- 720 S. Michigan Ave.

- **Tuesday, January 31, 2012**
- Celebrate Women's Philanthropic Leadership in Chicago
- Women's Leadership Council
- HUB 51
- 51 W. Hubbard

- **Friday, February 3, 2012**
- **It Takes a Village- The Great Give Back**
- Giving Back in Social Services- Glennita Williams

- **Thursday, February 9, 2012**
- First Look for Charity Benevolent Event
- 2012 Chicago Auto Show
- McCormick Place
- 2301 S. Lake Shore Dr.

- **Sunday, February 12, 2012**
- National Girls & Women in Sports Day
- Northwestern University
- Ryan Field Arena (N Club Room)
- 1501 Central St.

- Evanston, IL

- **Saturday, February 18, 2012**
- Free Family Workshop
- Puerto Rican Arts Alliance
- PRAA Cultural Center
- 3000 N. Elbridge
- Chicago, IL

- **Thursday, March 8, 2012**
- Special Cocktail Reception
- Chicago Latino Network
- Moe's Cantina
- 155 W. Kinzie

- **Saturday, March 10 – Sunday, March 18, 2012**
- Chicago Flower & Garden Show
- Navy Pier
- 600 E. Grand Ave

- **Tuesday, March 13, 2012**
- Annual Awards Dinner 2012
- Neighborhood Housing Services of Chicago
- Chicago Marriott Downtown Magnificent Mile
- 540 N. Michigan Ave.

- **Thursday, March 15, 2012**
- National Diversity Council Luncheon
- National Diversity Council
- Holiday Inn Chicago Mart Plaza
- 350 W. Mart Center Drive

- **Thursday, March 29, 2012**
- 5th Annual African American & Latino Social Work Symposium
- Dominican University
- Priory Campus
- 7200 W. Division
- River Forest, IL

- **Wednesday, April 11 – Friday, April 13, 2012**
- Chicago Business Opportunity Fair
- Chicago Minority Supplier Development Council
- Navy Pier: Festival Halls A and B
- 600 E. Grand Ave

- **Friday and Saturday April 14 – 15, 2012**
- The Gluten & Allergen Free Expo Vendor Fair
- Westin Lombard Yorktown Center
- 70 Yorktown Center
- Lombard, IL 60148

- **Tuesday, April 17, 2012**
- 20 Anniversary Milestone Awards Benefit
- The Asian American Institute
- Harold Washington Library Center
- 400 S. State St.

- **Thursday, April 19, 2012**
- SBAC Advocacy Dinner and Awards Ceremony
- Small Business Advocacy Council
- Chicago Cultural Center
- 78 E. Washington St.

- **Saturday, April 21, 2012**
- **Comcast Cares Day 2012**
- NBC Universal/Comcast
- Gads Hill Center
- 1919 W. Cullerton Ave.
- Chicago, IL

- **Wednesday, May 2, 2012**
- 23rd Annual Dinner Gala
- Chinese American Service League
- Hilton Chicago
- 720 S. Michigan Ave.

- **Thursday, May 3, 2012**
- Viva Scholarship Fundraiser
- Millennium Park Harris Rooftop Terrace
- 201 E. Randolph
- Chicago, IL

- **Tuesday, May 8, 2012**
- Latino Committee on the Media - Meet and Greet
- UIC Rafael Cintron Ortiz Latino Cultural Center
- 803 Morgan Street

- **Friday, May 11, 2012**

- 8th Annual Women's Initiative Luncheon
- Child Link Foster Care and Adoption Services
- Petterino's Restaurant
- 150 N. Dearborn St.

- **Saturday, June 2, 2012**
- 14th Annual Child Care Business Expo
- Women's Business Development Center
- UIC Forum
- 725 W. Roosevelt

- **Tuesday, June 5, 2012**
- Duck Derby Volunteer Kick-Off
- Special Olympics Illinois
- Maggiano's Banquets
- 516 N. Clark Street

- **Tuesday, June 12, 2012**
- Burbank School Graduation Ceremony Speaker
- Talent: Daniella Guzman
- Luther Burbank School
- 2035 N. Mobile Ave.

- **Thursday, June 14, 2012**
- Illinois Fatherhood Initiative's 15th Anniversary Dinner
- Illinois Father Initiative
- Union League Club of Chicago
- 65 W. Jackson Blvd.

- **Monday, June 18 - Wednesday, June 2, 2012**
- National Conference on Volunteering and Service
- Points of Light
- McCormick Place West
- 2301 S. Indiana Avenue

- **Wednesday, July 11, 2012**
- "The Future of TV News in Chicago" Luncheon
- Publicity Club of Chicago
- Maggiano's Little Italy
- 101 W. Grand Ave

- **Monday, July 16, 2012**
- 24th Annual Marianjoy Foundation

- Golf Invitational and Benefit Dinner
- Cantigny Golf Club
- 27w270 Mack Road
- Wheaton, IL

- **Wednesday, July 25, 2012**
- Catholic Charities Golf Invitational
- Cog Hill Golf & Country Club
- 12294 Archer Ave.
- Lemont, IL 60439

2011/2012 - WSNS' limited sampling of community sponsored events:

- **Thursday, August 4, 2011**
- Hispanic Business Expo
- John Alfonzo, Panelist
- **Wednesday, August 10, 2011**
- WICT – Greater Chicago Chapter
- Embracing Muliculturalism
- Diana Maldonado, Panelist
- **Thursday, September 15, 2011**
- Mexican Consulate – Independence Network
- **Saturday, September 17, 2011**
- Aurora Hispanic Fiestas Patria
- **Saturday, October 1, 2011**
- Latin American Police Association fundraiser
- Tsi-tsi-ki Felix, MC
- **Friday, October 7, 2012**
- Hispanic Pro Hispanic Heritage Network
- Tsi-Tsi-ki Feliz, participant
- **Thursday, October 28, 2011**
- Fair Trade Commission fundraiser
- Tsi-tsi-ki Felix, MC
- **Friday, October 7, 2012**
- Hispanic Pro Hispanic Heritage Network

- Tsi-Tsi-ki Feliz, participant
- **Thursday, November 10, 2011**
- Latism – Social Media and the News
- Tsi-Tsi-ki Feliz & Juan Orta, panelist
- **Saturday, November 12, 2012**
- Puerto Rican Arts Alliance – Cuatro Festival
- Carmen Vega, Diana Maldonado, participants
- **Saturday, November 26, 2011**
- Latinos Progresando
- Juan Orta, participant
- **Thursday, January 19, 2012**
- National Society of Hispanic MBAs
- Juan Orta, participant
- **Saturday, February 11, 2012**
- Erie House Technology fundraiser
- Juan Orta, participant
- **Friday, February 24, 2012**
- Loyola University Social Media Presentation
- Juan Orta, participant
- **Saturday, March 17, 2012**
- Cristo Rey High School, Career Day
- Alba Mendiola, participant
- **Friday, March 23, 2012**
- Mujeres Latinas en Accion Benefit Dinner
- Carmen Vega, Diana Maldonado, Juan Orta, Celia Chavez, participants
- **Monday, April 2, 2012**
- Latino Book Fair
- Alba Mendiola, Maricela Vazquez, moderators
- **Tuesday, April 10, 2012**
- Radio Arte Awards Ceremony
- Alba Mendiola, key note speaker
- **Sunday, May 21, 2012**
- Women's Business Development Center

- Diana Maldonado, presenter

- **Saturday, June 2, 2012**
- Illinois Coalition for Immigrant & Refugee Rights
- Tsi-tsi-ki Felix, MC

- **Saturday, June 16, 2012**
- Puerto Rican Heritage Parade

- **Sunday, June 24, 2012**
- Pride Parade GLTB

- **Friday, July 13, 2012**
- St. Jude Children's fundraiser auction luncheon
- Oscar Guzman, Participant

- **Friday, July 13, 2012**
- Pilsen Neighbors Community Council
- Tsi-tsi-ki Felix, participant

**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	Local TV Reporter – Sports Anchor	8/29/11	Current freelance employee doing the job	n/a	n/a	n/a	No
WMAQ	Content Producer	8/22/11	Current Daily Hire employee doing the job	n/a	n/a	n/a	No
WMAQ	Platform Manager	8/15/11	NBCUnicareers.com site	n/a	n/a	n/a	No
WMAQ	Local TV Reporter – Weather Anchor (2 jobs)	9/19 & 9/27/12	On-Air Talent agents	n/a	n/a	n/a	No
WMAQ	Sales Account Executives (2 jobs)	8/15 & 8/22/11	Industry & business referrals	n/a	n/a	n/a	No
WMAQ	Local TV Reporter – News	9/6/11	On-Air Talent agent	n/a	n/a	n/a	No
WMAQ	Desk Assistant	10/17/11	Current Yoh Staff temp doing the job	n/a	n/a	n/a	No
WMAQ	News Director	10/10/11	Internal Comcast employee promotion/transfer	n/a	n/a	n/a	No
WMAQ	Commercial Analyst	10/17/11	Former WMAQ Intern	n/a	n/a	n/a	No
WMAQ	Client Svcs Rep (2 jobs)	9/12/11 & 10/3/11	Internal employee transfer and current Yoh Staff temp doing the job	n/a	n/a	n/a	No
WMAQ	News Topicals Writer/Producer/Editor	11/14/11	NBCUnicareers.com	n/a	n/a	n/a	No
WMAQ	Art Director	11/21/11	Current temp & former WMAQ employee doing the job	n/a	n/a	n/a	No
WMAQ	Manager, Sales	12/5/11	Internal WMAQ Promotion	n/a	n/a	n/a	No
WMAQ	Local TV Reporter – News	1/30/12	Internal/inter-company transfer	n/a	n/a	n/a	No
WMAQ	Content Producers – Investigative Unit (2 jobs)	11/28/11 & 1/23/12	Former WMAQ employee & industry/business referral	n/a	n/a	n/a	No
WMAQ	Wed Editor	1/2/12	Internal WMAQ promotion	n/a	n/a	n/a	No
WMAQ	Sales Account Executive	1/9/12	Business referral	n/a	n/a	n/a	No
WMAQ	Local TV Reporter – Morning News Anchor	3/5/12	On-Air Talent agent	n/a	n/a	n/a	No
WMAQ	Platform Manager	3/26/12	Internal WMAQ promotion	n/a	n/a	n/a	No
WMAQ	Content Producer	4/23/12 & 4/30/12	NBCUnicareers.com	n/a	n/a	n/a	No
WMAQ	Sales Account Executive	4/16/12	NBCUnicareers.com	n/a	n/a	n/a	No
WMAQ	Writer/Producer/Writer	9/19/11; 5/29/12 & 5/29/12	Current YOH Staff temps doing the job & business referral from WGN	n/a	n/a	n/a	No
WMAQ	Content Producer	7/2/12	Current Yoh Staff temp doing the job	n/a	n/a	n/a	No
WMAQ	Local TV Reporter – Traffic Anchor	7/16/12	On-Air Talent agent	n/a	n/a	n/a	No
WSNS	Sales Account Executive	11/14/11	Former staff employee	n/a	n/a	n/a	No
WSNS	Manager, Business Ops	1/2/12	Internal WSNS promotion	n/a	n/a	n/a	No
WSNS	News Coordinator	2/27/12	NBCUnicareers.com	n/a	n/a	n/a	No
WSNS	National Sales Manager	2/13/12	Internal transfer/promotion	n/a	n/a	n/a	No
WSNS	Entertainment Reporter	2/13/12	Current Yoh Staff temp doing the job	n/a	n/a	n/a	No
WSNS	News Reporter	3/5/12	Current freelance temp & internal transfer from WNJU	n/a	n/a	n/a	No
WSNS	Sales Account Executive	4/9/12, 5/21/12 & 5/21/12	Employee referral/affiliate station & NBCUnicareers.com	n/a	n/a	n/a	No
WSNS	Sales Coordinator	5/14/12	Employee referral of former intern	n/a	n/a	n/a	No
WSNS	News Producer	6/11/12	Internal Company transfer	n/a	n/a	n/a	No