

ANNUAL PUBLIC FILE EEO REPORT

April 1, 2006-March 31, 2007

Call Sign of Station: WCAU

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

Producer
Manager FP&A
Human Resources Manager
Account Executive
Animation Design Manager
Sales Marketing Manager
Marketing Coordinator
Assignment Editor
IBEW Photo/Editor (3)
Line Producer
Content and New Media Researcher
Tape Town Coordinator

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

Attached

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

52

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 see attached for recruitment sources for each applicant and hired employee.

| Name of Recruitment Source | Total Number of Interviewees Referred during reporting year |
|--|---|
| NBC10.com | 14 |
| Internal Postings – GE Career Opportunity System | 23 |
| Employee Referral | 8 |
| Community Outreach | 0 |
| America's Job Bank | 0 |
| Internal Promotion | 5 |
| Cold Call / Competition | 2 |

5. Please summarize the station's broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the stations participation in each initiative.

Attached

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Consumer Producer**

Date Job Filled: **12-FEB-2007**

Recruitment Source – Hired Candidate: **Employee Referral, Web**
Total Interviews: 4

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--------------------------------------|-----------------------|------------------|---|
| NBC10.com | 1 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 2 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Community Outreach (subset of new 2007 list) | | See list in Community Outreach Tab | | | No |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Employee Referral | 1 | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Manager FP&A**

Date Job Filled: **13-APR-2006**

Recruitment Source – Hired Candidate: **Internal Promotion**

Total Interviews: 5

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|------------------------------------|-------------------------------|----------------|--------------|------------------------------------|
| NBC10.com | | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 5 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brdcsters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Employee Referral | | N/A | N/A | N/A | N/A |

JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)

Station: NBC10 WCAU

Job Title: Human Resources Manager

Date Job Filled: 02-AUG-2006

Recruitment Source – Hired Candidate: Internal Promotion

Total Interviews: 1

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|-------------------------------|----------------|-----------|------------------------------------|
| Internal Promotion | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Digital Account Executive**

Date Job Filled: **05-JAN-2007**

Recruitment Source – Hired Candidate: **Employee Referral (ERP)**

Total Interviews: 3

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--|---------------------------|------------------|---|
| NBC10.com | | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 2 | N/A | Ryan Bond | 610 668 5601 | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Employee Referral | 1 | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Animation Design Manager**

Date Job Filled: **07-AUG-2006**

Recruitment Source – Hired Candidate: **NBC10.com**

Total Interviews: 11

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--|---------------------------|------------------|---|
| NBC10.com | 3 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 6 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brdcasters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Employee Referral | 2 | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Sales Marketing Manager**

Date Job Filled: **13-NOV-2006**

Recruitment Source – Hired Candidate: www.nbcunicareers.com / NY Referral

Total Interviews: 9

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|------------------------------------|-------------------------------|----------------|--------------|------------------------------------|
| NBC10.com | 3 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Competition / Cold Call | 2 | | N/A | N/A | N/A |
| Internal Postings – GE Career Opportunity System | 1 | N/A | Ryan Bond | 610 668 5601 | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Internal Candidate | | N/A | N/A | N/A | N/A |
| Employee Referral | 3 | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Marketing Coordinator**

Date Job Filled: **19-JUN-2006**

Recruitment Source – Hired Candidate: **NBC10.com**

Total Interviews: 4

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--------------------------------------|-----------------------|------------------|---|
| NBC10.com | 3 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brdcsters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Employee Referral | 1 | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Assignment Editor**

Date Job Filled: **21-AUG-2006**

Recruitment Source – Hired Candidate: **Competition – Business Approached**

Total Interviews: 1

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--------------------------------------|-----------------------|------------------|---|
| NBC10.com | | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brcdsters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Competition Business Approached | 1 | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **IBEW Photo/Editor**

Date Job Filled: **03-MAY-2006**

Recruitment Source – Hired Candidate: **Internal Promotion**

Total Interviews: 1

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|------------------------------------|-------------------------------|----------------|--------------|------------------------------------|
| NBC10.com | 3 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 6 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brcdsters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **IBEW Photo/Editor**

Date Job Filled: **15-MAY-2006**

Recruitment Source – Hired Candidate: Internal Promotion
Total Interviews: 1

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|------------------------------------|-------------------------------|----------------|--------------|------------------------------------|
| NBC10.com | 3 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 6 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brcdsters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **IBEW Photo/Editor**

Date Job Filled: **10-APR-2006**

Recruitment Source – Hired Candidate: Internal Promotion

Total Interviews: 1

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--|---------------------------|------------------|---|
| NBC10.com | 3 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 6 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brdcasters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Line Producer**

Date Job Filled: **05-JUN-2006**

Recruitment Source – Hired Candidate: **NBC10.com / nbcunicareers.com**

Total Interviews: **9**

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--|---------------------------|------------------|---|
| NBC10.com | 3 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 6 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brdcsters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Employee Referral | | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Content and New Media Researcher**

Date Job Filled: **03-APR-2006**

Recruitment Source – Hired Candidate: **Internal Promotion**

Total Interviews: 1

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--|---------------------------|------------------|---|
| NBC10.com | 3 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 6 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Texas Assoc of Brdcsters Career Fair | | N/A | N/A | N/A | N/A |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File)**

Station: **NBC10 WCAU**

Job Title: **Tape Town Coordinator**

Date Job Filled: **12-MAR-2007**

Recruitment Source – Hired Candidate: **Internal Promotion**

Total Interviews: 2

| Name of Recruitment Source | Number of Interviewees from Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|---|--------------------------------------|-----------------------|------------------|---|
| NBC10.com | 1 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Internal Postings – GE Career Opportunity System | 1 | N/A | Ryan Bond | 610 668 5601 | N/A |
| Community Outreach (full 2007 list) | | See list in Community Outreach Tab | | | No |
| America's Job Bank | | N/A | N/A | N/A | N/A |
| Over the Air Promotion | | N/A | N/A | N/A | N/A |
| Employee Referral | | N/A | N/A | N/A | N/A |

FCC EEO WCAU Station Outreach Initiatives

| Date | Name of Activity | Company Representative |
|---------------|--|---|
| 3/31/2006 | Rowan University – Careers in Broadcasting | Kathy Gerrow |
| Ongoing | Emma Bowen | Jo Anne Wilder, Kim Zachary, Ryan Bond |
| Ongoing | College Internship Program | Jo Anne Wilder, Ryan Bond |
| 06/14-17/2006 | Co-sponsor, Nat'l Association of Hispanic Journalists | Dave Parker |
| 7/13-16/2006 | The South Asian Journalist Association Annual Convention | Olivia Metzger |
| 9/22/2006 | 14 th Annual Philadelphia Hispanic Job Fair (Nat'l Hispanic Chamber of Commerce) | Kim Zachary, Leigh Ingram |
| 10/5/2006 | WCAU Career Day (Central High) | Kim Zachary, Jo Anne Wilder, Ryan Bond, Joe Marsini |
| 11/14/2006 | Temple/NBC Universal Informational Session | Ryan Bond, Jackie Morano |
| Ongoing | Nat'l Association of Black Journalists for Temple University | Chris Blackman |
| Ongoing | H.O.P.E.S. | Kim Zachary, Jo Anne Wilder, Glenn "Hurricane" Schwartz, Doug Kammerer, Amy Freeze, Dave Warren |
| Ongoing | Hispanic Heritage Youth Awards Ceremony | Jo Anne Wilder |
| 7/19-23/2006 | 14 th Annual African American Forum Global Symposium | Kim Zachary, Kathy Johnson, Darrell Williams, Danielle Brown, Lawana Scales |
| 8/16-20/2006 | Nat'l Association of Black Journalists Convention – Indianapolis, IN | Chris Blackman |
| Ongoing | Philadelphia Chinatown Development Corporation Sponsorship | Jo Anne Wilder |
| Ongoing | Emma Bowen Program | Jo Anne Wilder, Ryan Bond, Kim Zachary |
| Ongoing | Internship Program | Jo Anne Wilder, Ryan Bond |
| Ongoing | Sexual Harassment Training | Ryan Bond, Kim Zachary |
| Ongoing | Internet Recruiting – WCAU TV posts all job opportunities on www.nbc10.com , www.nbcunicareers.com , www.gecareers.com , and www.qjb.com | Ryan Bond |

EEO / Human Resources Training - 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 Inclusive Leadership Workshop, EAP training, Employment Law, Labor Law, Integrity Training, and Hiring the Right People, Campus Interviewing Skills, and Human Resources Leadership Program participation.

Skills Enhancement Training - Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal GE/NBC sponsored programs. During the two-year reporting period, Station employees participated in the following development courses:

Building Essential Leadership Skills, TVSD Sales Seminar, TVSD Producer Seminar, Presentation Skills, Effective Coaching, Management Development course, Influencing Skills, DISC Behavioral Styles at Work, Finance for Non-Finance Professionals, Microsoft Systems-related training, Six Sigma, Knoll Sales Course, Dale Carnegie Training (Sales), Executive Leadership Training Program AAJA, IRE – Investigative Journalism Course, Poynter Institute (Producer and Talent) Sales Associate Program participation, eEMS training, PROMAX training, local EHS, OSHA and safety trainings as appropriate, local photographer seminar, local weekly editing seminars (Friday's with Jamie), and local DEKO and AVID training. The GE African American Forum(2), GE Women's Network, GE Asian Pacific American Forum and GE Hispanic Forum(Several) also provide professional skill development courses to employees. In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills, Conflict Management, and How to Write an Employee Evaluation.

Community Organization (E-mail) List

Although NBC10 WCAU-TV received no requests from community organizations to be notified of our open job vacancies, in early 2007, we developed an updated list of community organizations and have begun to e-mail notices to the following organizations:

Concilio
705-09 N. Franklin Street
Philadelphia, Pa 19123
P 215-627-3100
F 215-627-7440

Philadelphia NAACP
1619 W Cecil B Moore Ave
Philadelphia, Pa 19121
Phone: (215) 978-7500

Project CARE
P.O. Box 258
Quakertown, PA 18951
Voice: (215) 538-4787
Fax: (215) 536-7854

Community Action Partnership
1140 Connecticut Avenue, NW
Suite 1210
Washington DC 20036
P (202) 265-7546
F (202) 265-8850

Camden County OEO
900 Haddon Ave.
Suite 225
Colingswood, NJ 08108
P (856) 962-6911
F (856) 962-6922

The Art Institute of Philadelphia
1622 Chestnut Street
Philadelphia, PA 19103-5198
Career Services
P 215-405-6371
F 215-405-6400

NJ State Employment and Training Commission
State Employment and Training
Commission
PO Box 940
Trenton, New Jersey 08625-0940
P 609-633-0605
F 609-633-1359

National Association of Black Journalists
University of Maryland, 8701-A
Adelphi Road,
Adelphi, MD 20783-1716
P (866) 479-NABJ Toll-free
F (301) 445-7101

National Association of Hispanic Journalists
1000 National Press Building
529 14th St., NW
Washington, DC 20045-2001, USA
Phone: 202.662.7145
Fax: 202.662.7144
1.888.346.NAHJ

South Asian Journalists Association
1182 Market Street
Suite 320
San Francisco, CA 94102
Phone: 415 346-2051
Fax: 415 346-6343

National Gay and Lesbian Journalists Association
1420 K Street, NW Suite 910
Washington, DC 20005
Phone: 202-588-9888
Fax: 202-588-1818

Native American Journalists Association
555 Dakota Street
Al Neuharth Media Center
Vermillion, SD 57069
Phone: 605.677.5282
Fax: 866.694.4264

Philadelphia Workforce Development Corporation
1617 John F. Kennedy Boulevard
13th Floor
Philadelphia, PA 19103-1813
P 215.557-2867

Center for Employment Training
Sobrato CET Center
701 Vine Street
San Jose, CA 95110
P 408.287.7924

Philadelphia Chinatown Development Corporation
301 North 9th Street
Philadelphia, PA 19107-1409
P (215) 922-2156
F (215) 922-7232

Jewish Employment & Vocational Service
Community Connections
1845 Walnut Street, 6th Floor
Philadelphia, PA 19103
215-854-1875
P 215-854-1874