

ANNUAL PUBLIC FILE EEO REPORT

(Completed as of July 2004)

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

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

The following full-time vacancies at the Stations implicated the Commission's Equal Employment Opportunity Rule (the "Rule") from March 10, 2003 through August 1, 2003: Marketing/Worldlink Coordinator. Other vacancies were filled through means that did not implicate these requirements.

2. *For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. See attached Exhibit 1.*
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?*

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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.*

No recruitment source provided any information regarding any interviewees for the unit during the truncated period covered by this report.

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

Initiative	Date(s)	Personnel Name(s)	Personnel Title(s)	Summary
Internships:	3/10/03 – 8/1/03	See Exhibit 2	See Exhibit 2	See Exhibit 2 for details on Stations' extensive internship programs
Scholarships: Emma Bowen Foundation Hispanic Scholarship Foundation	3/10/03 – 8/1/03	See Exhibit 2	See Exhibit 2	See Exhibit 3 for details on Stations' extensive scholarship/work-study programs
Job Fairs	3/10/03 – 8/1/03	Jose Andino	HR Director (KNBC)	See Exhibit 4
National Job Site (America's Job Bank)	Continuous	Jose Andino & Lupe DeCaesar	HR Director (KNBC) & HR Director (KVEA/KWHY)	Jobs listed on NBC and GE job web sites are automatically listed on this national job site

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

EXHIBIT 1

JOB VACANCY
RECRUITMENT SOURCE DATA FORM

Station: KVEA

Job Title: Marketing/Worldlink Coordinator.

Date Job Filled: April 7, 2003

Recruitment Source That Referred Ultimate Hiree: Prior Working Relationship with Applicant (Worldlink-specific talent)

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

EXHIBIT 2

Initiative	Date(s)	Personnel Name(s)	Race/Gender	Title	University	Source	Department
Internships	3/10/03-8/1/03	Cozombolidis, Elle	Hispanic Female	Intern	USC	CCNMA	News/Special Projects
		Gravelly, Amber	Black Female	Intern	USC	CCNMA	Sports
		Holt, Kristen	White Female	Intern	Southwestern Univ of Law	Internal Referral	Legal/News
		Isaza, Marcela	Hispanic Female	Intern	USC	CCNMA	News
		James-DiPietro, Daniel	White Male	Intern	USC	USC	News
		Jen, Amy	Asian Female	Intern	CSU Fullerton	Internal Referral	Sales
		Marland, Melinda	White Female	Intern	CSU Fullerton	Internal Referral	Publicity
		Sanchez-Palacios, Jeanette	Hispanic Female	Intern	UCLA	CCNMA	News
		Sherfield, Harvey	Black Male	Intern	Vanguard University	Internal Referral	Sports
		Stewart, Stephanie	Black Female	Intern	Morehouse School of Medicine	Community Outreach	Health
		Suh, Alice	Asian Female	Intern	USC	CCNMA	News/Investigative Unit
		Vasquez, Vivian	Hispanic Female	Intern	USC	CCNMA	News
		Byfield, Erica	Black Female	Intern	Univ of Missouri	Internal Referral	Publicity
		Christensen, Leona	Black Female	Intern	Weber State Univ.	Internal Referral	News
		Coleman, Yasmire	Black Female	Intern	Florida A&M University	Community Outreach	News
		Comen, Elizabeth	White Female	Intern	Harvard	Intern Website	News/Health
		Eastom, Brent	White Male	Intern	Purdue University	Intern Website	Sports
		Entin, Alison	White Male	Intern	Univ of AZ	Intern Website	Sports
		Espinosa, Benjamin	Hispanic Male	Intern	UC Riverside	Intern Website	Finance
		Fisher, Brittany	White Female	Intern	USC	Intern Website	News
		Hammond, Jameela	Black Female	Intern	Pitzer College	CCNMA	Sports
		Heller, Alexis	White Female	Intern	USC	CCNMA	Investigative Unit
		Morales, Lizza	Hispanic Female	Intern	Santa Monica College	CCNMA	News
		Oniveros, Joselyn	Hispanic Female	Intern	CSUN	Internal Referral	News
		Raymundo, Carissa	Hispanic Female	Intern	Berkeley	Intern Website	News
		Sasaki, Matt	Asian Male	Intern	UC San Diego	Intern Website	Sports
		Yoo, Kathy	Asian Female	Intern	Southwestern Univ School of Law	Internal Referral	Legal/News
Velasco, Erika	Hispanic Female	Intern	Cal State Long Beach	Self Referral	News		
Araya, Vladimir	Hispanic Male	Intern	Santa Ana College	Intern Website	News		
Armijo, Joaquin	Hispanic Male	Intern	Pasadena City College	Self Referral	News		
Di Lorenzo, Andrea	Hispanic Female	Intern	Cal State Long Beach	Intern Website	News		
De Paz, Wendy	Hispanic Female	Intern	Cal State Univ Dominguez Hills	Intern Website	News		

EXHIBIT 4

Initiative	Date(s)	Personnel Name(s)	Title	Summary
UCLA Journalism Career Day	3/18/2003	Jose Andino	HR Director	Job Fair - Recruit Interns/Entry Level employees
Cal State Fullerton Career Day	5/8/2003	Jose Andino	HR Director	Job Fair - Recruit Interns/Entry Level employees
Nat'l Association of Hispanic Journalists	6/28/2003	Jose Andino	HR Director	Job Fair - Recruit Journalists at all levels and On-Air Talent
Univ. of Southern California Job Fair	7/18/2003	Jose Andino	HR Director	Job Fair - Recruit Interns/Entry Level employees