

EEO Public File Report Form

KNSO-TV

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by KNSO. KNSO is owned NBC Telemundo and operated by ZGS Communications.

The information contained in this Annual EEO Report covers the time period from **08/01/10-07/31/11** (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report Contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station about any new job openings, which are separately identified;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station during the Applicable Period.

The following sections provide the required information, and summarize the station EEO efforts during the Applicable Period.

This Annual Report was placed in the station's public inspection file on **August 1, 2011** and posted on the station's website, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **08/01/10-07/31/11**

Stations in Employment Unit – **KNSO-TV**

	Full-time Positions Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	ACCOUNT EXECUTIVE – 4/11/11	INTERNET –CRAIGSLIST.ORG	6
2.	General Manager – 1/26/11	Industry Referral/Word of Mouth	7
3.	Marketing Coordinator – 1/19/11	Industry Referral	5
4.			
5.			

Total Number of Persons Interviewed for All Job Positions:

SECTION 2: Recruitment Sources

Time Period Covered: **08/01/10-07/31/11**

Stations in Employment Unit KNSO-TV

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	CRAIGSLIST.ORG	2	Account Executive, Marketing Coordinator
2.	ON AIR RECRUITMENT KNSO 30 RIVER PARK PLACE WEST, SUTIE 200 MIKE SCANLON GM, 559-252-5101	3	ACCOUNT EXECUTIVE
3.	COMPANY WEBSITE KNSO MIKE SCANLON, 559-252-5101	1	ACCOUNT EXECUTIVE
4.	Company website - zgsgroup.com 2000 N. 14 th St., Suite 400 Arlington, VA 22201 703-528-5656 x.111 Julissa Marenco – President ZGS Station Group	0	General Manager, Marketing Coordinator
5.	Industry Referral 135 West 50th St., 9th Floor New York, NY 10020 212-664-3540 Ann Gaulke - Sr. VP Affiliate Relations at Telemundo	1	General Manager
6.	Internal Company Announcement 2000 N. 14 th St., Suite 400 Arlington, VA 22201 703-528-5656 x.111 Julissa Marenco – President ZGS Station Group	1	General Manager, Marketing Coordinator

7.	Spots and Dots – spotsndots.com 888-884-2630 ads@spotsndots.com	3	General Manager
8.	LatPro.com 954-727-3863	1	General Manager
9.	Industry Referrals/Word of Mouth	2	General Manager
10.	KNSO-TV Employee Referral 30 River Park Place West, Suite 200 Fresno, CA 93720 559-252-5101 Leticia Heredia-Quintero	1	Marketing Coordinator

* Indicates sources that have requested notification of job openings.

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **08/01/10-07/31/11**

Station in Employment Unit: **KNSO-TV**

1. **On-Going Internship Program for Area College Students.** This on-going semester internship program has been in place at the station for at least six years. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include Fall, Spring and Summer of each year. During the period covered by this report, KNSO has had 2 students interns involved in this program
- 2.

EEO Public File Report Form

KNSO

EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KNSO, Merced, CA and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning October 1, 2010 to and including December 31, 2010 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

EEO Public File Report Form

Covering the Period from October 1, 2010 to and including December 31, 2010

Station(s) Comprising Station Employment Unit: KNSO

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Account Manager	Craigslist
2	Account Manager	Employee Referral
3		
4		
5		

Total Number of Persons Interviewed During Applicable Period: 11

Appendix 2 to

EEO Public File Report Form

Covering the Period from October 1, 2010 to and including December 31, 2010
Station(s) Comprising Station Employment Unit: KNSO

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Craigslist.org	10	1
B	Employee Referral	1	1
C			
D			
E			
F			
G			
H			

* Indicates sources that have requested notification of job openings.

Appendix 3 to

EEO Public File Report Form

Covering the Period from October 1, 2010 to and including December 31, 2010

Station(s) Comprising Station Employment Unit: KNSO

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KNSO

Annual EEO Public File Report

KNSO FRESNO

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community of License
KNSO	MERCED, CA

The information contained in this Report covers the time period from **July 1, 2010 to and including September 30, 2010** (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and a list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period.

This Annual Report was placed in each station's public inspection file on **October 1, 2009**.

SECTION 1: Full- Time Job Openings Filled During This Period

Time Period Covered: **July 1, 2010 to and including September 30, 2010**

Stations in Employment Unit KNSO FRESNO

	Full-time Positions Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1.	Account Executive	Craigslist	6
3.			
4.			

Total Number of People Interviewed for All Job Postings: 6

SECTION 2: Recruitment Sources

Time Period Covered: **July 1, 2010 to and including September 30, 2010**

Stations in Employment Unit: **KNSO FREONS**

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	Craigslist	6	1
2.	Employee Referral	2	1
3.			

* Indicates sources that have requested notification of job openings.

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: July 1, 2010 to and including September 30, 2010

Stations in Employment Unit: KNSO FRESNO

LIST RECRUITMENT ACTIVITIES

- 1. Fresno City College – Fall Job & Career Expo attended by Jorge Luis Perez on Wednesday, September 29, 2010**