

FCC FORM 396  
Station KNTV and KSTS  
EEO Annual Reports  
2005 and 2006

**FCC FORM 396  
EXHIBIT 2  
EEO ANNUAL REPORTS FOR  
AUGUST 2, 2004 TO AUGUST 1, 2006**

**EMPLOYMENT UNIT FOR**

**STATION KNTV  
SAN JOSE, CALIFORNIA  
FACILITY ID NO. 35280**

**STATION KSTS  
SAN JOSE, CALIFORNIA  
FACILITY ID NO. 64987**

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396</b></p>	Approved by OMB 3060-0113 (March 2003)
<p><b>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</b>                  (To be filed with broadcast license renewal application)</p> <p style="text-align: center;">Read INSTRUCTIONS Before Filling Out Form</p>	FOR FCC USE ONLY  FOR COMMISSION USE ONLY FILE NO. - 20060809AKW

**Section I**

Legal Name of the Licensee NBC TELEMUNDO LICENSE CO.		
Mailing Address 1299 PENNSYLVANIA AVENUE, NW 9TH FLOOR		
City WASHINGTON	State or Country (if foreign address) DC	Zip Code 20004 -
Telephone Number (include area code) 2026374535	E-Mail Address (if available) BILL.LEBEAU@NBCUNI.COM	
	Facility ID Number 35280	Call Sign KNTV
<b>TYPE OF BROADCAST STATION:</b> (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

**Application Purpose**

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

**Station List**

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

KNTV	35280	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SAN JOSE, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KSTS	64987	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SAN JOSE, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name F. WILLIAM LEBEAU		Street Address 1299 PENNSYLVANIA AVENUE, NW 9TH FLOOR	
City WASHINGTON	State DC	Zip Code 20004-	Telephone Number 2026374535

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during  Yes  No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  Yes  No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or

D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent F. WILLIAM LEBEAU
Title ASSISTANT SECRETARY	Telephone No. ( include area code) 2026374535
Date 8/9/2006	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: JUDY BETRO	Title: HR DIRECTOR
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<b>I. EEO PUBLIC FILE REPORT</b> Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
<b>II. NARRATIVE STATEMENT</b> Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it

displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

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**Exhibits**

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**Exhibit 1**

**Description:** COMPLAINTS DURING LICENSE TERM

TWO EMPLOYMENT-RELATED COMPLAINTS WERE FILED AGAINST STATION KNTV DURING THE PRECEDING RENEWAL PERIOD:

1. JUNE FOSTER V. KNTV TELEVISION INC. AND GRANITE BROADCASTING CORP., SANTA CLARA COUNTY SUPERIOR COURT, CASE NO. CV803316 (FILED NOV. 21, 2001). THE COMPLAINT, WHICH ALLEGED RACIAL, DISABILITY, AND GENDER DISCRIMINATION, HARASSMENT, RETALIATION AND WRONGFUL TERMINATION, WAS FILED AGAINST THE CURRENT LICENSEES PREDECESSOR IN INTEREST (PRIOR TO THE CURRENT LICENSEES ACQUISITION OF KNTV IN 2002) AFTER THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING ISSUED A RIGHT-TO-SUE LETTER TO THE COMPLAINANT. THE DEFENDANTS MOTION FOR SUMMARY JUDGMENT WAS GRANTED ON ALL DISCRIMINATION AND HARASSMENT COUNTS IN OCTOBER 2003. A VERDICT IN FAVOR OF THE DEFENDANTS ON ALL REMAINING COUNTS WAS ISSUED ON JANUARY 7, 2004. THE VERDICT AND THE RULINGS ON SUMMARY JUDGMENT WERE AFFIRMED IN THEIR ENTIRETY BY THE COURT OF APPEALS ON MAY 25, 2006.

2. BRAD HICKS V. NATIONAL BROADCASTING COMPANY, INC., KNTV TELEVISION INC., AND KNTV, INC., SANTA CLARA COUNTY SUPERIOR COURT, CASE NO. 104CV025036 (FILED AUG. 13, 2004). THE COMPLAINT, WHICH ALLEGED REVERSE DISCRIMINATION BASED ON RACE, AGE DISCRIMINATION AND WRONGFUL TERMINATION, WAS FILED AFTER THE DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING ISSUED A RIGHT-TO-SUE LETTER TO THE COMPLAINANT. THE DEFENDANTS MOTION FOR SUMMARY JUDGMENT WAS GRANTED IN FULL ON APRIL 11, 2006, AND ALL CLAIMS AGAINST THE DEFENDANTS WERE DISMISSED. THE FINAL JUDGMENT, WHICH TRIGGERS THE TIME PERIOD FOR APPEALS, IF ANY, HAS NOT YET BEEN ISSUED.

THE LICENSEE HAS NOT RECEIVED COPIES OF ANY COMPLAINTS THAT MAY HAVE BEEN FILED WITH THE FCC.

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**Attachment 1**

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**Exhibit 2**

**Description:** EEO PUBLIC FILE REPORTS (2004-05 AND 2005-06)

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**Attachment 2**

Description
EEO PUBLIC FILE REPORTS FOR KNTV AND KSTS

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**Exhibit 3**

**Description:** NARRATIVE STATEMENT

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**Attachment 3**

Description
NARRATIVE STATEMENT FOR KNTV AND KSTS



**Annual Public File EEO Report**

(To be completed by each station or each station group annually and placed in each station's public file and on each station's website)

Call Sign of Station: **KNTV and KSTS**

1. List all full-time job vacancies filled by any station covered by this report during the past year (For the period August 2, 2004 to August 1, 2005).

Customer Service Representative	General Sales Manager, KSTS
Customer Service Representative, KSTS	Traffic Coordinator
SF	
Assignment Desk Editor, KSTS	Account Manager
Local Sales Manager, KSTS	Commercial Producer, KSTS
Account Manager, KSTS SJ	Account Manager, PAX
National Sales Manager	Operations Technician, KSTS
Traffic Coordinator	Assignment Editor
News Producer	Account Manager, KSTS (2)
Account Manager	Reporter
Sports Reporter	Traffic Coordinator, KSTS
News Writer	Maintenance Engineer
Customer Service Representative, KSTS	Financial Analyst, KSTS
Executive Administrative Assistant	Photographer
Sales Manager, KSTS	News Writer (3)
Weather Anchor	

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

**104**

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 the matrix form

<b>NAME OF RECRUITMENT SOURCE</b>	<b>TOTAL # OF INTERVIEWEES REFERRED DURING YEAR (FROM EACH SOURCE)</b>
www.nbc11.com	4
www.GECareers.com	20
Media Organization/Talent Agency	8
Executive/Employee/Local Industry Referral	27
Internal Employee	29
Temporary Employee	15
College Career Center	1
<b>TOTAL # OF INTERVIEWEES</b>	<b>104</b>

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 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 station's participation in each initiative.

## **JOB FAIRS**

UNITY 2004  
Washington, D.C.  
August 4 – 8, 2004  
Jim Sanders, Vice President of News

San Francisco State University Media Fair  
San Francisco, CA  
November 10, 2004  
Ramona Barnes, Human Resources Coordinator

Laney College Career Fair  
Oakland, CA  
April 6, 2005  
Ramona Barnes, Human Resources Coordinator

Career Days at Shelby Lane Middle School  
May 25, 2005  
Carmen Valencia, Executive Assistant, KSTS  
Claudia Cinco, Human Resources Manager, KSTS

## **COMMUNITY OUTREACH**

The NBC11 and Telemundo 48 Community Outreach Program invites both local and national community organizations, which distribute information about employment opportunities, to request notification of all full-time staff job vacancies. The following organizations receive email notification of such vacancies at both NBC11 and Telemundo 48:

Asian American Journalist Association  
Bay Area Black Media Coalition  
California Chicano News Media Association  
Entertainment Employment Journal  
Filipino American Chamber of Commerce of Santa Clara County, Inc.  
Hispanic Chamber of Commerce  
Medialine, LLC  
National Association of Hispanic Journalist  
San Francisco State University  
Unity Council  
University of San Francisco

## **INTERNSHIPS**

The NBC 11 College Internship Program is designed to provide practical, on-the-job experience to students interested in pursuing careers in broadcast journalism and other related fields. Our internship program provides students practical skills

through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. The program is offered year-round and is designed to accommodate a student's school schedule. Students receive college credit for participating in this program.

KNTV and KSTS Fall 2004 Internship Open House  
San Jose, CA  
September 9, 2004

KNTV and KSTS Spring 2005 Internship Open House  
San Jose, CA  
April 20, 2005

Sabrina Hughes, News	Janice Edwards, Public Affairs
Lance Lew, Community Relations	Carrie Cain, Programming
Rebecca Roberts, Website	Willie McGrady, Production
Joie Tamkin, News San Francisco	Meredith Smith, Public Relations
Ramona Barnes, Coordinator	Judy Betro, HR Director, KNTV
Claudia Cinco, HR Manager, KSTS	Jonathan Ruiz, News Director, KSTS
Carla Yashiro, Sr. Producer, KSTS	Raul Ayrala, Managing Editor, KSTS

### **ON-AIR JOB OPPORTUNITY PROMOTIONS**

KSTS runs on-air promotions of current job opportunities. Each segment is at least 10 sections following one of several different newscasts, including the highest rated station newscast for both Telemundo 48 and NBC11.

### **HISPANIC BUSINESS SOLUTE**

March 30, 2005

Telemundo KSTS Channel 48 proudly presents the eleventh annual Hispanic Business Salute 2006 awards gala! This year's dinner awards ceremony will be hosted at the Fairmont Hotel in Downtown San Jose, Wednesday, March 22nd, 2006. This event honors top business leaders in the Bay Area, and grants scholarships to outstanding high school and college students. Hispanic Business Salute 2006 will be co-hosted by eighteen Hispanic Chambers of Commerce from the greater Bay Area and the California Hispanic Chamber of Commerce Northern Region chapter. Over 500 influential businesses, civic and community leaders will attend this year's signature event.

Eddie Dominquez, VP and GM, KSTS  
Carmen Valencia, Executive Assistant, KSTS

### **HISPANIC HERITAGE YOUTH AWARDS**

April 20, 2005

NBC11 and T48 actively support and sponsor the annual Hispanic Heritage Youth Awards for literature and journalism. The Hispanic Heritage Awards are held in the top Hispanic markets across the country including San Francisco each year. Recipients generally receive an educational grant toward college tuition, attend a local award ceremony and are entered in the national selection pool for the National Hispanic Heritage Award. If selected for the national award, student will

receive a grant toward college tuition, a state of the art computer and all expenses paid to Miami, Florida for the student and one parent to attend the National Youth Award announcement event. National winners will also receive a paid trip to Washington D.C. to participate on-stage at the Kennedy Center for the annual Hispanic Heritage Awards Gala which is broadcasted by NBC.

Celina Rodriguez, Anchor, KSTS

Janice Edwards, Community Relations Director, KNTV

#### **EMMA BOWEN**

Emma Bowen Foundation Intern Program was established by the media industry to help increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for partner company during summers and school breaks from the end of their junior year in high school until they graduate from college. During that five-year period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. NBC has the opportunity to guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation to help pay for college tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. NBC currently has one intern participating in the program since 2001.

Judy Betro, Human Resources Director

#### **TRAINING**

All employees including minorities and females employees of NBC11 and T48 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. Employees have participated in Six Sigma/Quality Training, and employee development. In 2005, KNTV and KSTS moved into a state-of-the-art all digital broadcast facility. Many KNTV and KSTS employees participated in technical training related to all new equipment and on-air processes.

**Annual Public File EEO Report**

(To be completed by each station or each station group annually and placed in each station's public file and on each station's website)

Call Sign of Station: **KNTV and KSTS**

6. List all full-time job vacancies filled by any station covered by this report during the past year (For the period August 2, 2005 to August 1, 2006).

Graphics Deko Operator, KNTV	Account Manager, KSTS
Graphics Deko/Robotics Operator, KNTV	News Producer, KSTS
Director of Technology and Broadcast Engineering, KNTV	Segment Producer, KNTV
Newscast Director, KNTV	News Producer, KNTV
Vice President of Sales, KNTV	Capital Producer, KNTV
Technical Director, KNTV	Assignment Manager, KNTV
Sales Administrative Assistant, KNTV	News Producer, KNTV
Floor Director, KNTV	Floor Director, KNTV
Account Manager, KNTV	Executive News Producer, New Media, KNTV
Reporter, KNTV	Senior Assignment Editor, KNTV
Assignment Editor, KNTV	Writer, KNTV
IT Technician, KNTV	Customer Service Representative, KSTS
Executive News Producer, KNTV	Technical Director/Editor/Production Tech., KSTS
New Media Development Manager, KNTV	Assistant News Director, KNTV
Managing Editor, KNTV	

7. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.
8. 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?

**115**

9. 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 the matrix form

NAME OF RECRUITMENT SOURCE	TOTAL # OF INTERVIEWEES REFERRED DURING YEAR (FROM EACH SOURCE)
www.nbc11.com	2
www.GECareers.com	14
Media Organization/Talent Agency	5
Executive/Employee/Local Industry Referral	31
Internal Employee	30
Temporary Employee	21
Contractor	2
Craig's List	9
Unsolicited	1

10. Please summarize the station's (or station group'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 station's participation in each initiative.

### **JOB FAIRS**

Santa Clara University Career Fair  
Santa Clara, CA  
October 6, 2005  
Judy Betro, Director of Human Resources  
Ramona Barnes, Human Resources Coordinator

San Francisco State University Media Career Symposium  
San Francisco, CA  
November 2, 2005  
Judy Betro, Director of Human Resources  
Guest Panelist – Job Opportunities in Broadcasting  
Career Booth – Provided materials on internship and job opportunities at both  
NBC11 and Telemundo 48

Santa Clara University Internship Class  
Santa Clara, CA  
November 15, 2005  
Judy Betro, Director of Human Resources  
Guest Lecturer – Careers in Broadcasting

Santa Clara University "Fast Break Career Night"  
Santa Clara, CA  
February 2, 2006  
Paul O'Brien, Assignment Editor

UC Berkeley Mass Communication Career Fair  
Berkeley, CA  
March 15, 2006  
Claudia Cinco, Human Resources Manager, KSTS

### **COMMUNITY OUTREACH**

The NBC11 and Telemundo 48 Community Outreach Program invites both local and national community organizations, which distribute information about employment opportunities, to request notification of all full-time staff job vacancies. The following organizations receive email notification of such vacancies at both NBC11 and Telemundo 48:

Asian American Journalist Association

Bay Area Black Media Coalition  
California Chicano News Media Association  
Entertainment Employment Journal  
Filipino American Chamber of Commerce of Santa Clara County, Inc.  
Hispanic Chamber of Commerce  
Medialine, LLC  
National Association of Hispanic Journalist  
San Francisco State University  
Unity Council  
University of San Francisco

## **INTERNSHIPS**

The NBC 11 College Internship Program is designed to provide practical, on-the-job experience to students interested in pursuing careers in broadcast journalism and other related fields. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. The program is offered year-round and is designed to accommodate a student's school schedule. Students receive college credit for participating in this program.

NBC11 and Telemundo 48 host several internship open houses throughout the year. College students are invited to hear about internship opportunities for college credit and apply to the upcoming internship program. Intern leaders representing each station department participate. Typically 20 to 35 students attend each open house.

KNTV and KSTS Fall 2005 Internship Open House  
San Jose, CA  
August 24, 2005

KNTV and KSTS Spring 2006 Internship Open House  
San Jose, CA  
December 13, 2005

KNTV and KSTS Summer 2006 Internship Open House  
San Jose, CA  
May 11, 2006

Intern Leaders representing departments at NBC11 and Telemundo 48:

Liza Meak, News  
Lance Lew, Community Relations  
Rebecca Roberts, Website  
Joie Tamkin, News San Francisco  
Ramona Barnes, Coordinator  
Claudia Cinco, HR Manager, KSTS  
Carla Yashiro, Sr. Producer, KSTS

Janice Edwards, Public Affairs  
Mary Orlin, Programming  
Willie McGrady, Production  
Meredith Smith, Public Relations  
Judy Betro, HR Director, KNTV  
Jonathan Ruiz, News Director, KSTS  
Raul Ayrala, Managing Editor, KSTS

## **BAY AREA STAR**

The Bay Area Society for Television, Advertising and Radio sponsors annually an Outstanding Intern and Scholarship Luncheon. Intern Leaders at NBC11 and Telemundo 48 have an opportunity to nominate outstanding interns for scholarship awards. Three KNTV interns were recipients of awards and scholarships recognizing their outstanding work representing NBC11.

In addition, Bay Area STAR also sends representatives to various Bay Area college career and intern fairs in which NBC11 and Telemundo 48 internship details are distributed. NBC11 and Telemundo 48 internship guidelines and program details were made available at the following career fairs via Bay Area STAR:

Stanford Liberal Arts Career and Internship Fair  
January 30, 2006

Berkeley Summer Internship Fair  
February 23, 2006

University San Francisco Career and Internship Fair  
February 24, 2006

San Jose State University  
March 8, 2006

Sonoma State University  
April 6, 2006

## **ON-AIR JOB OPPORTUNITY PROMOTIONS**

KSTS runs on-air promotions of current job opportunities. Each segment is at least 10 sections following one of several different newscasts, including the highest rated station newscast for both Telemundo 48 and NBC11.

## **HISPANIC BUSINESS SALUTE**

March 22, 2006

Telemundo KSTS Channel 48 proudly presents the eleventh annual Hispanic Business Salute 2006 awards gala! This year's dinner awards ceremony will be hosted at the Fairmont Hotel in Downtown San Jose, Wednesday, March 22nd, 2006. This event honors top business leaders in the Bay Area, and grants scholarships to outstanding high school and college students. Hispanic Business Salute 2006 will be co-hosted by eighteen Hispanic Chambers of Commerce from the greater Bay Area and the California Hispanic Chamber of Commerce Northern Region chapter. Over 500 influential businesses, civic and community leaders will attend this year's signature event.

Carmen Valencia, Executive Assistant, KSTS

## **HISPANIC HERITAGE YOUTH AWARDS**

May 8, 2006

NBC11 and T48 actively support and sponsor the annual Hispanic Heritage Youth Awards for literature and journalism. The Hispanic Heritage Awards are held in the top Hispanic markets across the country including San Francisco each year. Recipients generally receive an educational grant toward college tuition, attend a local award ceremony and are entered in the national selection pool for the National Hispanic Heritage Award. If selected for the national award, student will receive a grant toward college tuition, a state of the art computer and all expenses paid to Miami, Florida for the student and one parent to attend the National Youth Award announcement event. National winners will also receive a paid trip to Washington D.C. to participate on-stage at the Kennedy enter for the annual Hispanic Heritage Awards Gala which is broadcasted by NBC.

Laura Garcia Cannon, KNTV

Janice Edwards, Community Relations Director, KNTV

## **EMMA BOWEN**

Emma Bowen Foundation Intern Program was established by the media industry to help increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for partner company during summers and school breaks from the end of their junior year in high school until they graduate from college. During that five-year period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. NBC has the opportunity to guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation to help pay for college tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. NBC currently has one intern participating in the program since 2001.

Judy Betro, Human Resources Director

## **TRAINING**

All employees including minorities and females employees of NBC11 and T48 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. Employees have participated in Six Sigma/Quality Training, and employee development. In 2005, KNTV and KSTS moved into a state-of-the-art all digital broadcast facility. Many KNTV and KSTS employees participated in technical training related to all new equipment and on-air processes.

In addition to on-going technical training, KNTV and KSTS employees participated in development courses including Building Essential Leadership Skills, Positive Employee Relations, Commercial Leadership Program, New Leader Workshop, and Hiring the Right People.



## **ADVERTISING OUTREACH**

Open jobs and internship opportunities are listed on our website at [www.NBC11.com](http://www.NBC11.com). [www.NBC11.com](http://www.NBC11.com) directs interested applicants to apply for open positions at [www.GECareers.com](http://www.GECareers.com) or [www.NBCUNICareers.com](http://www.NBCUNICareers.com). In addition, open positions are advertised in local newspapers, the San Jose Mercury News and/or the San Francisco Chronicle, the two major circulation papers reaching 9 Bay Area counties. The station also provides a job hotline at 408-432-4454. Job announcements have also been advertised on [www.craigslist.com](http://www.craigslist.com), Variety Careers magazine and other periodicals and website specific to open positions.

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

**Station:** KSTS

**Job Title:** Operations Technician

**Date Filled:** 01/14/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Traffic Coordinator

**Date Filled:** 01/17/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Assignment Editor

**Date Filled:** 02/01/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
<a href="http://www.NBC11.com">www.NBC11.com</a>	<a href="http://www.NBC11.com">www.NBC11.com</a>			N/A
Employee Referral				N/A
<a href="http://www.GECareers.com">www.GECareers.com</a>	<a href="http://www.GECareers.com">www.GECareers.com</a>			N/A
Media Organization				N/A
Temporary Employee				
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** News Producer

**Date Filled:** 03/04/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Employee Referral				N/A
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KSTS

**Job Title:** Account Manager (x2)

**Date Filled:** 04/11/2005

**Recruitment Source that referred ultimate hire:** Internal Employee and Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
Temporary Employee				N/A
<a href="http://www.NBC11.com">www.NBC11.com</a>	<a href="http://www.NBC11.com">www.NBC11.com</a>			N/A
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Account Manager

**Date Filled:** 04/11/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Employee Referral				N/A
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Reporter

**Date Filled:** 04/18/2005

**Recruitment Source that referred ultimate hire:** Talent Agent

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Talent Agent				N/A
Employee Referral				N/A
Temporary Employee				Yes
* See attached list				



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

**Station:** KNTV

**Job Title:** Sports Reporter

**Date Filled:** 04/25/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Talent Agent				N/A
<a href="http://www.GECareers.com">www.GECareers.com</a>	<a href="http://www.GECareers.com">www.GECareers.com</a>			N/A
Internal Employee				N/A
Temporary Employee				N/A
* See attached list				Yes

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

**Station:** KSTS

**Job Title:** Traffic Coordinator

**Date Filled:** 04/26/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** News Writer

**Date Filled:** 05/02/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Maintenance Engineer

**Date Filled:** 05/09/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KSTS

**Job Title:** Customer Service Representative

**Date Filled:** 05/30/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
<a href="http://www.GECareers.com">www.GECareers.com</a>	<a href="http://www.GECareers.com">www.GECareers.com</a>			N/A
Employee Referral				N/A
Temporary Employee				N/A
* See attached list				Yes

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

**Station:** KSTS

**Job Title:** Financial Analyst

**Date Filled:** 05/31/2005

**Recruitment Source that referred ultimate hire:** [www.GECareers.com](http://www.GECareers.com)

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
<a href="http://www.GECareers.com">www.GECareers.com</a>	<a href="http://www.GECareers.com">www.GECareers.com</a>			N/A
* See attached list				Yes

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

**Station:** KNTV  
**Job Title:** Executive Administrative Assistant  
**Date Filled:** 06/13/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
<a href="http://www.GECareers.com">www.GECareers.com</a>	<a href="http://www.GECareers.com">www.GECareers.com</a>			N/A
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KNTV  
**Job Title:** Photographer (x2)  
**Date Filled:** 06/20/2005

**Recruitment Source that referred ultimate hire:** Temporary Employee (x2)

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
* See attached list				Yes



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

**Station:** KSTS

**Job Title:** Sales Manager

**Date Filled:** 07/01/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** News Writer (x3)

**Date Filled:** 07/11/2005

**Recruitment Source that referred ultimate hire:** Internal Employee and Temporary Employees (x2)

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
Temporary Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Weather Anchor

**Date Filled:** 07/11/2005

**Recruitment Source that referred ultimate hire:** Talent Agent

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Talent Agent				N/A
Temporary Employee				N/A
* See attached list				Yes

The following community and media organizations are notified of all full-time staff job vacancies at both KNTV and KSTS:

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Asian American Journalist Association	<a href="mailto:post@aja.org">post@aja.org</a>	Albert Lee	415 346-2051	Yes
Bay Area Black Media Coalition	P.O. Box 2382 Oakland, CA 94614	Tony Martin	510-534-7142	Yes
California Chicano News Media Association	3800 S. Figueroa St. Los Angeles, CA 90037	Sylvia Wells	213-743-4960	Yes
Entertainment Employment Journal	5623 Van Nuys Blvd # 320 Van Nuys, CA 91401	Aaron Groves	818-776-2800	Yes
Filipino American Chamber of Commerce of Santa Clara County, Inc.	1046 West Taylor St. Suite 206 San Jose, CA 95126	Theresa De La Vega	408-283-0833	Yes
Hispanic Chamber of Commerce	696 E. Santa Clara St. Suite 106 San Jose, CA 95112	Teresa Garcia	408-213-0328	Yes
MediaLine, LLC	P.O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	Yes
National Association of Hispanic Journalist	1000 National Press Building Washington, DC 20045	Michelle Vignoli	202-662-7483	Yes
San Francisco State University	1600 Holloway Ave. SSB206 San Francisco, CA 94132	Jim Wong	415-338-1764	Yes
Unity Council	1908 Fruitvale Ave. Suite 2A Oakland, CA 94601	Sheri Sweet	510-535-6944	Yes
University of San Francisco	2130 Fulton Street San Francisco, CA	Ellen Kelly	415-422-6216	Yes

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

**Station:** KNTV

**Job Title:** Graphics Deko Operator

**Date Filled:** 08/22/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
Temporary Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Graphics Deko/Robotics Operator

**Date Filled:** 09/05/2005

**Recruitment Source that referred ultimate hire:** Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Director of Technology and Broadcast Engineering

**Date Filled:** 09/12/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Newscast Director

**Date Filled:** 09/19/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes



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

**Station:** KNTV

**Job Title:** Vice President of Sales

**Date Filled:** 09/19/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Technical Director

**Date Filled:** 09/19/2005

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Sales Administrative Assistant

**Date Filled:** 10/10/2005

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Floor Director

**Date Filled:** 10/17/2005

**Recruitment Source that referred ultimate hire:** Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
Internal Employee				N/A
* See attached list				Yes

**FCC FORM 396  
EXHIBIT 3  
NARRATIVE DESCRIPTION OF OUTREACH EFFORTS  
AUGUST 1, 2004 TO JULY 31, 2006**

**EMPLOYMENT UNIT FOR**

**STATION KNTV  
SAN JOSE, CALIFORNIA  
FACILITY ID NO. 35280**

**STATION KSTS  
SAN JOSE, CALIFORNIA  
FACILITY ID NO. 64987**

### EXHIBIT 3

#### NARRATIVE DESCRIPTION OF RECRUITING AND OUTREACH EFFORTS

As evidenced by their substantial and ongoing recruitment and outreach efforts during the reporting period,<sup>1</sup> Stations KNTV and KSTS (the "Stations") are committed to equal employment and diversity and have satisfied each of the three prongs of the FCC's EEO program requirements during the reporting period.

##### **PRONG 1 – Recruitment for Full-Time Vacancies**

As reflected in the annual public file reports for 2004-2005 and 2005-2006 submitted as Exhibit 2 hereto, 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. (See recruiting organizations listed below.) When the Stations have job openings, they also reach a very large potential applicant pool by running regular on-air announcements adjacent to newscasts, which refer interested individuals to job vacancies and internship opportunities listed on [www.NBC11.com](http://www.NBC11.com). That website directs interested applicants to apply for open positions at [www.GECareers.com](http://www.GECareers.com) or [www.NBCJobs.com](http://www.NBCJobs.com) (now known as [www.NBCUNICareers.com](http://www.NBCUNICareers.com)). The [www.GECareers.com](http://www.GECareers.com) website also provides a link to an unaffiliated Internet job bank, America's Job Bank ([www.ajb.dni.us](http://www.ajb.dni.us)). In addition, open positions are advertised in the two largest local newspapers, the San Jose Mercury News and/or the San Francisco Chronicle, which reach nine Bay Area counties. The Stations also provide a job hotline at 408-432-4454. Job vacancy announcements also have been advertised on [www.craigslist.com](http://www.craigslist.com), Variety Careers magazine and other periodicals and websites specific to open positions.

##### **PRONG 2 – Notification to Community Groups and Recruiting Organizations**

The Stations regularly provide notices of job vacancies to the community and recruiting organizations listed below:

- Asian American Journalists Association
- Bay Area Black Media Coalition
- California Chicano News Media Association
- Entertainment Employment Journal
- Filipino American Chamber of Commerce of Santa Clara County, Inc.
- Hispanic Chamber of Commerce
- Medialine, LLC
- National Association of Hispanic Journalists
- San Francisco State University
- Unity Council
- University of San Francisco

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<sup>1</sup> The reporting period addressed in this Narrative Statement covers the period August 1, 2004 to July 31, 2006.

### **PRONG 3 – RECRUITMENT/OUTREACH INITIATIVES**

The Commission's EEO regulations require the Stations to undertake four recruitment/outreach initiatives during each two-year period. The Stations have undertaken the following longer-term recruitment/outreach initiatives during the reporting period, which satisfy Prong 3 of the FCC's EEO program requirements:

#### **JOB FAIR PARTICIPATION**

The Stations regularly participate in minority job fairs and events. During the reporting period, the Stations participated in the following job fairs:

##### **2005-2006:**

Santa Clara University Career Fair  
Santa Clara, CA  
October 6, 2005  
Judy Betro, Director of Human Resources  
Ramona Barnes, Human Resources Coordinator

San Francisco State University Media Career Symposium  
San Francisco, CA  
November 2, 2005  
Judy Betro, Director of Human Resources  
Guest Panelist – Job Opportunities in Broadcasting  
Career Booth – Provided materials on internship and job opportunities at both NBC11 and Telemundo 48

Santa Clara University Internship Class  
Santa Clara, CA  
November 15, 2005  
Judy Betro, Director of Human Resources  
Guest Lecturer – Careers in Broadcasting

Santa Clara University "Fast Break Career Night"  
Santa Clara, CA  
February 2, 2006  
Paul O'Brien, Assignment Editor

UC Berkeley Mass Communication Career Fair  
Berkeley, CA  
March 15, 2006  
Claudia Cinco, Human Resources Manager, KSTS

##### **2004-2005:**

UNITY 2004

Washington, D.C.  
August 4 – 8, 2004  
Jim Sanders, Vice President of News

San Francisco State University Media Fair  
San Francisco, CA  
November 10, 2004  
Ramona Barnes, Human Resources Coordinator

Laney College Career Fair  
Oakland, CA  
April 6, 2005  
Ramona Barnes, Human Resources Coordinator

Career Days at Shelby Lane Middle School  
May 25, 2005  
Carmen Valencia, Executive Assistant, KSTS  
Claudia Cinco, Human Resources Manager, KSTS

#### **INTERNSHIP PROGRAMS**

The Stations' College Internship Program is designed to provide practical, on-the-job experience to students interested in pursuing careers in broadcast journalism and other related fields. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals who are willing to share their knowledge. The program is offered year-round and is designed to accommodate a student's school schedule. Students receive college credit for participating in this program. In the 2004-2006 reporting period, 119 interns from many colleges and universities across the country participated in the program.

The Stations host several internship open houses throughout the year. College students are invited to hear about internship opportunities for college credit and apply to the upcoming internship program. Intern leaders representing each station department participate. Typically, 20 to 35 students attend each open house.

KNTV and KSTS Fall 2004 Internship Open House  
San Jose, CA  
September 9, 2004

KNTV and KSTS Spring 2005 Internship Open House  
San Jose, CA  
April 20, 2005

KNTV and KSTS Fall 2005 Internship Open House  
San Jose, CA  
August 24, 2005



KNTV and KSTS Spring 2006 Internship Open House  
San Jose, CA  
December 13, 2005

KNTV and KSTS Summer 2006 Internship Open House  
San Jose, CA  
May 11, 2006

The Bay Area Society for Television, Advertising and Radio (“Bay Area STAR”) sponsors annually an Outstanding Intern and Scholarship Luncheon. Intern Leaders at the Stations have an opportunity to nominate outstanding interns for scholarship awards. Three KNTV interns were recipients of awards and scholarships recognizing their outstanding work representing the Station.

In addition, Bay Area STAR also sends representatives to various Bay Area college career and intern fairs at which information about the Stations’ internship programs is distributed. The Stations’ internship guidelines and program details were made available at the following career fairs via Bay Area STAR:

Stanford Liberal Arts Career and Internship Fair  
January 30, 2006

Berkeley Summer Internship Fair  
February 23, 2006

University San Francisco Career and Internship Fair  
February 24, 2006

San Jose State University  
March 8, 2006

Sonoma State University  
April 6, 2006

**PARTICIPATION IN COMMUNITY EVENTS SPONSORED BY  
ORGANIZATIONS INTERESTED IN BROADCAST EMPLOYMENT ISSUES**

➤ **HISPANIC HERITAGE YOUTH AWARDS**  
April 20, 2005 and May 8, 2006

The Stations actively support and sponsor the annual Hispanic Heritage Youth Awards for literature and journalism. The Hispanic Heritage Awards are held in the top Hispanic markets across the country including San Francisco each year. Recipients generally receive an educational grant toward college tuition, attend a local award ceremony and are entered in the national selection pool for the National Hispanic Heritage Award. If selected for the national award, students will receive a grant toward college tuition, a

state of the art computer and all expenses paid to Miami, Florida, for the student and one parent to attend the National Youth Award announcement event. National winners will also receive a paid trip to Washington, D.C. to participate on-stage at the Kennedy Center for the annual Hispanic Heritage Awards Gala which is broadcast by NBC.

➤ **HISPANIC BUSINESS SALUTE**  
March 30, 2005 and March 22, 2006

Station KSTS regularly participates in the Hispanic Business Salute. This event honors top business leaders in the Bay Area and grants scholarships to outstanding high school and college students. In 2005 and 2006, the Hispanic Business Salute events were co-hosted by eighteen Hispanic Chambers of Commerce from the greater Bay Area and the California Hispanic Chamber of Commerce Northern Region chapter. Over 500 influential businesses, civic and community leaders regularly attend this signature event each year.

**EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA/WORK-STUDY SCHOLARSHIP PROGRAM**

Emma Bowen Foundation Intern Program was established by the media industry to help increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for partner company during summers and school breaks from the end of their junior year in high school until they graduate from college. During that five-year period, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. NBC has the opportunity to guide and develop minority students with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation to help pay for college tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. The Stations have had one intern participating in the program during the reporting period.

**INTERNET JOB BANK**

As noted above, [www.GECareers.com](http://www.GECareers.com) provides a link to an unaffiliated job bank website, America's Job Bank ([www.ajb.dni.us](http://www.ajb.dni.us)), which provides a wealth of information about jobs and job-seeking.

**INTERNAL SKILLS ENHANCEMENT PROGRAMS**

All employees of the Stations 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. Employees have participated in Six Sigma/Quality Training and employee development. In 2005, the Stations moved into a state-of-the-art all digital broadcast facility. Many Station employees participated in technical training related to all new equipment and on-air processes. In addition to on-going technical training, Station employees participated in development courses including Building Essential Leadership Skills, Growth Traits for

Leadership, Career Pathing Training, Commercial Leadership Program and New Leader Workshop.

**EEO/HUMAN RESOURCES TRAINING PROGRAMS**

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 Personnel Relations Leadership, Positive Employee Relations, Employment Law, Discrimination/Harrassment Prevention Training and Hiring the Right People.

dc-458745

## Federal Communications Commission

FCC MB - CDBS Electronic Filing  
Account number: 277254

**Description: KNTV & KSTS BROADCAST EEO PROGRAM REPORT**  
**Application Reference Number: 20060809AKW**  
**Successfully filed at Aug 9 2006 7:27PM**

Based on the information supplied, no fee is required.

[Menu](#)

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

**Station:** KNTV

**Job Title:** Account Manager

**Date Filled:** 01/03/2006

**Recruitment Source that referred ultimate hire:** In the Market

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
In the Market				N/A
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Reporter

**Date Filled:** 01/19/2006

**Recruitment Source that referred ultimate hire:** Talent Agent

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Talent Agent				N/A
Internal Employee				N/A
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Assignment Editor

**Date Filled:** 01/23/2006

**Recruitment Source that referred ultimate hire:** In the Market

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
In the Market				N/A
Media Organization				N/A
Unsolicited				N/A
Employee Referral				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** IT Technician

**Date Filled:** 02/06/2006

**Recruitment Source that referred ultimate hire:** Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
www.GECareers.com				N/A
Temporary Employee				N/A
Contractor				N/A
* See attached list				Yes



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

**Station:** KNTV

**Job Title:** Executive News Producer

**Date Filled:** 02/06/2006

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
Employee Referral				N/A
<a href="http://www.craigslist.com">www.craigslist.com</a>				N/A
In the market				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** New Media Development Manager

**Date Filled:** 02/13/2006

**Recruitment Source that referred ultimate hire:** www.craigslst.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
www.craigslst.com				N/A
Employee Referral				N/A
* See attached list				Yes

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

**Station:**

KNTV

**Job Title:**

Managing Editor

**Date Filled:**

02/27/2006

**Recruitment Source that referred ultimate hire:**

In the Market

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Employee Referral				N/A
In the Market				N/A
Internal Employee				N/A
* See attached list				Yes

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

**Station:**

KSTS

**Job Title:**

Account Manager

**Date Filled:**

02/27/2006

**Recruitment Source  
 that referred  
 ultimate hire:**

Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
www.GECareers.com				N/A
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KSTS

**Job Title:** News Producer

**Date Filled:** 03/06/2006

**Recruitment Source that referred ultimate hire:** Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
www.GECareers.com				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Segment Producer

**Date Filled:** 03/13/2006

**Recruitment Source that referred ultimate hire:** Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** News Producer

**Date Filled:** 03/15/2006

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes

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

**Station:**

KNTV

**Job Title:**

Capital Producer

**Date Filled:**

03/27/2006

**Recruitment Source  
 that referred  
 ultimate hire:**

Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
Employee Referral				N/A
<a href="http://www.GECareers.com">www.GECareers.com</a>				N/A
Media Organization				N/A
* See attached list				Yes



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

**Station:** KNTV

**Job Title:** Assignment Manager

**Date Filled:** 03/31/2006

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** News Producer

**Date Filled:** 04/17/2006

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Floor Director

**Date Filled:** 04/17/2006

**Recruitment Source that referred ultimate hire:** Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Executive News Producer, New Media

**Date Filled:** 04/17/2006

**Recruitment Source that referred ultimate hire:** Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
Contractor--IBS				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Senior Assignment Editor

**Date Filled:** 05/22/2006

**Recruitment Source that referred ultimate hire:** Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Employee Referral				N/A
Temporary Employee				N/A
* See attached list				Yes

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

**Station:** KNTV

**Job Title:** Writer

**Date Filled:** 05/22/2006

**Recruitment Source that referred ultimate hire:** www.NBC11.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
www.NBC11.com				N/A
* See attached list				Yes

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

**Station:** KSTS

**Job Title:** Customer Service Representative

**Date Filled:** 05/22/2006

**Recruitment Source that referred ultimate hire:** Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
www.GECareers.com				N/A
* See attached list				Yes

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

**Station:** KSTS

**Job Title:** Technical Director/Editor/Production Technician

**Date Filled:** 06/19/2006

**Recruitment Source that referred ultimate hire:** Temporary Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Temporary Employee				N/A
* See attached list				Yes



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

**Station:**

KNTV

**Job Title:**

Assistant News Director

**Date Filled:**

07/10/2006

**Recruitment Source  
that referred  
ultimate hire:**

Internal Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source request notices?
Internal Employee				N/A
<a href="http://www.GECareers.com">www.GECareers.com</a>				N/A
Employee Referral				N/A
* See attached list				Yes

The following community and media organizations are notified of all full-time staff job vacancies at both KNTV and KSTS:

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source request notices?</b>
Asian American Journalist Association	post@aaja.org	Albert Lee	415-346-2051	Yes
Bay Area Black Media Coalition	P.O. Box 2382 Oakland, CA 94614	Tony Martin	510-534-7142	Yes
California Chicano News Media Association	3800 S. Figueroa St. Los Angeles, CA 90037	Sylvia Wells	213-743-4960	Yes
Entertainment Employment Journal	5623 Van Nuys Blvd # 320 Van Nuys, CA 91401	Aaron Groves	818-776-2800	Yes
Filipino American Chamber of Commerce of Santa Clara County, Inc.	1046 West Taylor St. Suite 206 San Jose, CA 95126	Theresa De La Vega	408-283-0833	Yes
Hispanic Chamber of Commerce	696 E. Santa Clara St. Suite 106 San Jose, CA 95112	Teresa Garcia	408-213-0328	Yes
MediaLine, LLC	P.O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	Yes
National Association of Hispanic Journalist	1000 National Press Building Washington, DC 20045	Michelle Vignoli	202-662-7483	Yes
San Francisco State University	1600 Holloway Ave. SSB206 San Francisco, CA 94132	Jim Wong	415-338-1764	Yes
Unity Council	1908 Fruitvale Ave. Suite 2A Oakland, CA 94601	Sheri Sweet	510-535-6944	Yes

University of San Francisco	2130 Fulton Street San Francisco, CA 94117	Ellen Kelly	415-422-6216	Yes
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