

ANNUAL PUBLIC FILE EEO REPORT
August 1, 2010-July 31, 2011

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

KNTV

Graphic Designer
Brand Manager
Customer Service Representative
Director of Integrated Media
Promotion Producer
Vice President of Sales
Account Executive
Reporter
Customer Service Representative
Platform Manager
Local Sales Manager
Meteorologist
Platform Manager
Real Time Content Producer
Account Executive
Assignment Editor
Account Executive
Sales Planner
Account Executive Digital Sales
Account Executive
Account Executive
Assignment Editor
Executive Producer
Account Executive
Brand Director
Anchor
Anchor
Account Executive

KSTS

Account Executive

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?

KNTV: **138**

KSTS: **4**

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
NBCbayarea.com	3
NBCunicareers.com	42
Employee Referral	38
Community Outreach	29
Internal Promotion/Transfer	6
Social Media	4
YOH Managed Staffing	5
Talent Agent	10

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.

Annual Public Report-Broad Outreach:

I. Internships & Education

1. College Internship Program: Fall 2010-Summer 2011

Total Students: **News: 60**
 Sports: 5
 Sales: 21
 Human Resources: 3
 Finance: 2
 Community: 4
 IT: 1
 Creative Services: 6

Description: NBC Bay Area offers a wide range of internship opportunities for students interested in careers in the media business. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals sharing their knowledge. Students have the

opportunity to work in News, Sports, Sales, Human Resources, Finance, Community Affairs, Engineering and IT and Creative Services. Students receive college credit for participating in this program.

Participating Staff: Lisa Meak – Producer, Lauren Brennan – Assignment Editor, Garvin Thomas – Reporter, Vicky Nguyen – Reporter, Craig Fierro – Producer, Ben Djavaheeri – Project Manager, Judy Betro – Human Resource Director, Joel Valenica – Accounting Manager, Lance Director – Director of Community and Event Marketing, Angela Crayton – Director of Technology and Broadcast Engineering, Wendy Collins – Commercial Producer, Ruben Martinez – Production Operations.

2. EMMA Bowen Foundation Internship:

Total Students: 3 Amanda Rivas, Elisa Ting, Raji Ramanathan

Description: 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 summer and school breaks from the end of their senior year of high school until they graduate from college. During that five-year period, students have an opportunity to learn many aspects of broadcast and media operations that will provide minority students with the option of permanent placement upon completion of their college degree. Students in this program receive an hourly wage, as well as matching compensation, to help pay for tuition and expenses. Mentoring from selected staff in the sponsoring company is also a key element of the program. NBC Bay has had three interns participate in the program during this reporting period.

Participating Staff:

Judy Betro, HR Director

Jim Monroe, V.P. Creative Services

Wendy Collins, Senior Producer

Lance Lew, Director of Community & Event Marketing

Lauren Brennan, Assignment Editor

Lisa Meak, Producer

II. Event Participation:

International Women's Museum

Participant: Vicky Nguyen

San Jose Conservation Corps

Description: Commencement address for at-risk high school dropouts who went back to school to earn their high school diplomas

Participant: Damian Trujillo

Adelante Dual Language Academy (San Jose Alum Rock School District)

Description: Speaker for Career Day

Participant: Damian Trujillo

San Jose Vet Center

Description: Emcee for Vet Center's "Veteran's Resource Fair & Awards Ceremony"

Participant: Damian Trujillo

Sacred Heart Parish Hall

Description: Emcee for a National Town Hall on Immigration, w/ Illinois Congressman Luis Gutierrez

Participant: Damian Trujillo

Santa Clara County Office of Education Awards Ceremony

Participant: Damian Trujillo

Mexican American Educators Association of Silicon Valley

Description: Emcee the group's annual scholarship/awards ceremony

Participant: Damian Trujillo

San Jose State University Chicano Commencement

Description: Commencement Speaker

Participant: Damian Trujillo

Leadership Morgan Hill

Description: Panelist for a media workshop for the City of Morgan Hill's Leadership Academy

Participant: Damian Trujillo

The City of Los Gatos

Description: Speech about seniors and technology

Participant: Scott Mc Grew

SERA Awards

Description: Hosted awards show for Santa Clara County Special Education teachers

Participant: Scott Mc Grew

Tech Museum

Description: Hosted Tech Challenge Awards at the Tech Museum

Participant: Scott Mc Grew

Maker Faire

Description: Participated in Technology Fair Event

Participant: Scott Mc Grew

Hope Services

Hosted a luncheon for disabled adults

Participant: Scott Mc Grew

NBC

Hosted outreach lunch for small local businesses

Participant: Scott Mc Grew

Ernst and Young Entrepreneur Awards

Participant: Scott Mc Grew

BUILD Event

Description: Helps underprivileged kids learn about the working world and entrepreneurship

Participant: Scott Budman

Silicon Valley Economic Conference

Participant: Scott Budman

Girl Scouts—Local Chapter

Participant: Scott Budman

Cinequest

Description: Moderated panel at the Cinequest Film Festival

Participant: Scott Budman

Brookfield Elementary School

Description: Events for Oakland Public Schools

Participant: Scott Budman

The Tech Museum

Description: MC for the Tech Challenge Awards for students

Participant: Scott Budman

Silicon Valley Duck Race

Description: Outreach for local charities

Participant: Scott Budman

Glad Tiding Stadium Run

Participant: Christina Loren

American Heart Association

Participant: Christina Loren

Dublin St. Patrick's Day Parade

Participant: Christina Loren

Save the Bay Volunteer Day—Palo Alto

Participant: Christina Loren

Veggielution

Participant: Christina Loren

YWCA Walk a Mile in Her Shoes

Participant: Jeff Ranieri

Bay Area Proud Rebuilding Together

Participant: Jeff Ranieri

Cherry Blossom Festival

Description: Hosted Japanese Cherry Blossom Festival

Participant: Mike Inouye

Northern Japan Earthquake Relief—San Francisco

Participant: Mike Inouye

Northern Japan Earthquake Relief—San Jose

Participant: Mike Inouye

Save the Bay—Palo Alto

Participant: Mike Inouye

San Jose Japanese Festival

Participant: Mike Inouye

Read Across America

Participant: Mike Inouye

Alzheimers Association

Participant: Raj Mathai

San Jose State University Awards Ceremony

Participant: Raj Mathai

Growing Up Asian in America

Participant: Raj Mathai

Leadership San Jose

Participant: Jessica Aguirre

Contra Costa and Solano Food Bank

Description: Awards Luncheon

Participant: Cheryl Hurd

Read Across America

Participant: Laura Garcia-Cannon

Silicon Valley Girls Summit

Participant: Laura Garcia-Cannon

St. Mary's College School of Education Moderate Panel

Participant: Laura Garcia-Cannon

EEO Outreach/ Training Initiatives

Station personnel, including management and on-air talent are encouraged to actively participate in community organizations and outreach events. Listed above are station events and organizations representative of participation August 1, 2010 through July 31, 2011.

EEO / Human Resources Training - The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, these programs have included Inclusive Leadership Workshop, EAP training, Integrity Training, Avoiding Harassment in the Workplace, The Risks of Social Networking, Branding Workshops, The Fundamentals of Innovation, and Editorial Workshops.

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 NBC sponsored programs. During the reporting period, Station employees participated in the following development courses:

Building Essential Leadership Skills, Local Media Sales Seminar, Local Media Producer Seminar, Presentation Skills, Effective Coaching, Management Development course, Influencing Skills, DISC Behavioral Styles at Work, Microsoft Systems-related training, Noll Sales Course, Carnegie Training (Sales), Executive Leadership Training Program, Sales Associate Program participation, eEMS training, local EHS, OSHA and safety trainings as appropriate, monthly local photographer seminars/meetings, and technical skills training appropriate to the employee's job function. The NBC Affinity Group organizations such as the African American Forum, Women's Network, Asian Pacific American Forum and Hispanic Forums 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.

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

Station: **NBC Bay Area**

Job Title: **Brand Manager**

Date Job Filled: **9/1/2010**

Recruitment Source – Hired Candidate: **Internal Promotions—Mollie Wagner**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer	1	N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Customer Service Representative**

Date Job Filled: **9/7/2010**

Recruitment Source – Hired Candidate: **NBCunicareers.com—Aileen Shon**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	3	N/A	N/A	N/A	N/A
Employee Referral	1	N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Director of Integrated Media**

Date Job Filled: **9/13/2011**

Recruitment Source – Hired Candidate: **Employee Referral—Jason Middleton**

Total Interviews: **6**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com	2	N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral	2	N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Promotion Producer**

Date Job Filled: **10/4/2010**

Recruitment Source – Hired Candidate: **YOH Managed Staffing—Zach Bell**

Total Interviews: **1**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing	1	N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **VP of Sales**

Date Job Filled: **10/4/2010**

Recruitment Source – Hired Candidate: **Community Outreach—David Klein**

Total Interviews: **9**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	3	N/A	N/A	N/A	N/A
Employee Referral	2	N/A	N/A	N/A	No
Community Outreach	4	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Account Executive**

Date Job Filled: **10/4/2010**

Recruitment Source – Hired Candidate: **Employee Referral—Tim O'Malley**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral	3	N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Reporter**

Date Job Filled: **11/29/2010**

Recruitment Source – Hired Candidate: **Talent Agent—Marla Telez**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	No
Community Outreach	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent	3	N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Customer Service Representative**

Date Job Filled: **12/20/2010**

Recruitment Source – Hired Candidate: **Employee Referral—Yesenia Aguilera**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral	2	N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Platform Manager**

Date Job Filled: **12/20/2010**

Recruitment Source – Hired Candidate: **YOH Managed Staffing—Erika Towne**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing	1	N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Meteorologist**

Date Job Filled: **12/20/2010**

Recruitment Source – Hired Candidate: **Talent Agent—Christina Loren**

Total Interviews: **7**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Employee Referral	3	N/A	N/A	N/A	No
Community Outreach	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent	2				

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

Station: **NBC Bay Area**

Job Title: **Platform Manager**

Date Job Filled: **12/20/2010**

Recruitment Source – Hired Candidate: **YOH Managed Staffing—Andrew Gearhart**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com	1	N/A	N/A	N/A	N/A
NBCunicareers.com	1	N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing	1	N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Real Time Content Producer**

Date Job Filled: **1/3/2011**

Recruitment Source – Hired Candidate: **Employee Referral—Matt Luschek**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Employee Referral	1	N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer	2	N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Account Executive**

Date Job Filled: **1/17/2011**

Recruitment Source – Hired Candidate: **Employee Referral—Kristy Savicke**

Total Interviews: **8**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral	3	N/A	N/A	N/A	No
Community Outreach	3	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Assignment Editor**

Date Job Filled: **2/14/2011**

Recruitment Source – Hired Candidate: **Employee Referral—Lauren Brennan**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	No
Employee Referral	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer	2	N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing	1	N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Account Executive**

Date Job Filled: **2/14/2011**

Recruitment Source – Hired Candidate: **Employee Referral—Martha Garza**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Community Outreach	3	N/A	N/A	N/A	No
Employee Referral	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Sales Planner**

Date Job Filled: **2/28/2011**

Recruitment Source – Hired Candidate: **NBCunicareers.com—Giuliana Longmire**

Total Interviews: **6**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	3	N/A	N/A	N/A	N/A
Employee Referral	2	N/A	N/A	N/A	No
Community Outreach	1	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer					
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Account Executive Digital Sales**

Date Job Filled: **2/28/2011**

Recruitment Source – Hired Candidate: **Community Outreach—Brian Persons**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	No
Community Outreach	1	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Account Executive**

Date Job Filled: **3/21/2011**

Recruitment Source – Hired Candidate: **Community Outreach—Melissa Galliani**

Total Interviews: **6**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	1	N/A	N/A	N/A	N/A
Employee Referral	2	N/A	N/A	N/A	No
Community Outreach	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media	1	N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Account Executive**

Date Job Filled: **3/28/2011**

Recruitment Source – Hired Candidate: **Employee Referral—Amanda Baird**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral	1	N/A	N/A	N/A	No
Community Outreach	1	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Assignment Editor**

Date Job Filled: **4/11/2011**

Recruitment Source – Hired Candidate: **YOH Managed Staffing—Jasleen Morand**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Employee Referral	2	N/A	N/A	N/A	No
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing	1	N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Executive Producer**

Date Job Filled: **5/16/2011**

Recruitment Source – Hired Candidate: **Employee Referral—Scott Warren**

Total Interviews: **6**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	3	N/A	N/A	N/A	N/A
Employee Referral	2	N/A	N/A	N/A	No
Community Outreach	1	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Account Executive**

Date Job Filled: **5/23/2011**

Recruitment Source – Hired Candidate: **Social Media—Dion Brakeen**

Total Interviews: **9**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	4	N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	No
Community Outreach	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media	3	N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Brand Director**

Date Job Filled: **6/13/2011**

Recruitment Source – Hired Candidate: **Employee Referral—Melissa Crawford**

Total Interviews: **6**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	2	N/A	N/A	N/A	N/A
Employee Referral	2	N/A	N/A	N/A	No
Community Outreach	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Anchor**

Date Job Filled: **7/11/2011**

Recruitment Source – Hired Candidate: **Talent Agent—Janelle Wang**

Total Interviews: **8**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Employee Referral	4	N/A	N/A	N/A	No
Community Outreach	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent	2	N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Anchor**

Date Job Filled: **7/11/2011**

Recruitment Source – Hired Candidate: **Talent Agent—Jon Kelley**

Total Interviews: **8**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com		N/A	N/A	N/A	N/A
Employee Referral	5	N/A	N/A	N/A	No
Community Outreach	2	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent	3	N/A	N/A	N/A	N/A

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

Station: **NBC Bay Area**

Job Title: **Account Executive**

Date Job Filled: **7/25/11**

Recruitment Source – Hired Candidate: **Internal Promotion/Transfer—Rob Harper**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	1	N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	No
Community Outreach	1	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer	1	N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A

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

Station: **KSTS**

Job Title: **Account Executive**

Date Job Filled: **2/14/11**

Recruitment Source – Hired Candidate: **Community Outreach—Marcos Suarez**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCbayarea.com		N/A	N/A	N/A	N/A
NBCunicareers.com	3	N/A	N/A	N/A	N/A
Employee Referral		N/A	N/A	N/A	No
Community Outreach	1	N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		N/A	N/A	N/A	N/A
Social Media		N/A	N/A	N/A	N/A
YOH Managed Staffing		N/A	N/A	N/A	N/A
Talent Agent		N/A	N/A	N/A	N/A