

## 2012-2013 ANNUAL PUBLIC FILE EEO REPORT

August 1, 2012 – July 31, 2013

Call Sign of Station(s): **KNTV and KSTS**

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

### KNTV

**Reporter (1)**  
**Administrative Assistant/HR Coordinator (1)**  
**Director of Integrated Media (1)**  
**Promotion Producer (2)**  
**Account Executive (2)**  
**Weekend Anchor/Reporter (1)**  
**Content Producer (2)**  
**Producer (1)**  
**Platform Manager (1)**  
**Director of Technology (1)**  
**Broadcast Systems Engineer (1)**  
**Information Technology Technician (1)**  
**Media Manager (1)**  
**Manager, Integrated Sales Marketing (1)**  
**Digital Editor (1)**  
**Senior Digital Editor (1)**  
**Executive Producer (1)**  
**Assignment Editor (1)**  
**Director Assist (1)**

### KSTS

**Account Executive (1)**  
**Sales Marketing Planner (1)**  
**Producer (1)**  
**Production Technician (1)**  
**Photographer/Live Van Technician (1)**  
**News Promotions & Promotions Producer (1)**  
**Sports Video Journalist (1)**  
**News Director (1)**  
**National Account Coordinator (1)**  
**Vice President of Sales (1)**

2. Attached is a summary of the Recruitment Source Data Forms relevant for the jobs listed.

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

**KNTV: 60**

**KSTS: 21**

- 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.**

<b>Name of Recruitment Source KNTV</b>	<b>Total Number of Interviewees Referred during reporting year</b>
<b>NBCunicareers.com</b>	<b>37</b>
<b>Employee Referral</b>	<b>13</b>
<b>Community Outreach</b>	<b>0</b>
<b>Internal Promotion/Transfer</b>	<b>4</b>
<b>Social Media</b>	<b>0</b>
<b>Yoh Managed Staffing</b>	<b>5</b>
<b>Talent Agent</b>	<b>1</b>

<b>Name of Recruitment Source KSTS</b>	<b>Total Number of Interviewees Referred during reporting year</b>
<b>NBCunicareers.com</b>	<b>10</b>
<b>Employee Referral</b>	<b>3</b>
<b>Community Outreach</b>	<b>0</b>
<b>Internal Promotion/Transfer</b>	<b>3</b>
<b>Social Media</b>	<b>0</b>
<b>Yoh Managed Staffing</b>	<b>5</b>
<b>Talent Agent</b>	<b>0</b>

- 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.

**Recruitment/Outreach Initiatives:**

The station has undertaken the following recruitment /outreach initiatives during the reporting period:

## **I. INTERNSHIPS & EDUCATION:**

### **1. College Internship Program: Fall 2012-Summer 2013**

**News: 14**

**Sales/Marketing: 3**

**Production: 6**

**Community Relations: 3**

**Engineering: 1**

**Total Students: 27**

**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 who are willing to share their knowledge. Students have the opportunity to work in Advertising/Promotion, Community Relations, Finance, Creative Services, Human Resources, Sales/Marketing, IT, Production, Commercial Production, Programming, News and Website. Students receive college credit for participating in the internship program.

#### **Participating Staff:**

**Amanda Rivas, Sales Fulfillment Coordinator**

**Judy Betro, Director of Human Resources**

**Lauren Brennan, Assignment Editor**

**Jennifer Garcia, Scheduling Coordinator**

**Willie Grady, Broadcast Operations Manager**

**Lance Lew, Director of Community & Event Marketing**

**Francis Sandico, Director of Technology**

**News Leadership Team**

### **2. EMMA BOWEN Foundation for Minority Interests in Media:**

**Total Current Students: 1**

**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 the partner company (NBCU) during summer and school breaks from the end of their senior year in High School until they graduate from college. During that five-year period, students have an opportunity to learn many aspects of station operations with the possibility 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 Area has had four interns participate in the program since 2007 and one intern has been hired as a staff employee. During the

period August 1, 2012 to July 31, 2013, one student participated in the Emma Bowen Program.

**Participating Staff:**

**Human Resources Director and a number of news employee mentors.**

**II. EMPLOYEE TRAINING:**

**EEO Outreach/ Training Initiatives**

Station personnel, including management and on-air talent are encouraged to actively participate in community organizations and outreach events. Listed in section IV below are station events and organizations representative of participation August 1, 2012 through July 31, 2013.

**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, Integrity Training, Avoiding Harassment in the Workplace, The Risks of Social Networking, Branding Workshops, The Fundamentals of Innovation, Editorial Workshops, and numerous technical skills trainings.

**Skills Enhancement Training** - 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 NBC sponsored programs. During the reporting period, Station employees participated in the following development courses:

**Leadership Training:** During the period August 1, 2012 through July 31, 2013, KNTV and KSTS employees attended four NBCU designed Leadership courses - Leadership Essentials, Developing Business Leaders, Positive Workforce Leadership and Jump, All four of these courses were designed to develop current employees demonstrating leadership potential into effective leaders.

**Sales and Marketing Training:** During the period August 1, 2012 through July 31, 2013, KNTV and KSTS sales employees attended a number of training programs aimed at enhancing and developing sales skills. Among those programs were Noll Leadership training, Paradigm training (Manager and Account Executive training), Wide-Orbit training and Management Coaching.

**News Training:** During the period August 1, 2012-July 31, 2013, KNTV and KSTS news employees participated in a variety of training programs.

Cross training for News Production personnel was a focus this year, enabling those with entry level skills to advance to more senior positions. Interns are also trained to move in to production assist positions, and at least one intern was hired in to a staff position as a result of training.

Web training for News: News personnel were instructed on how to use social media (twitter/Facebook) to reach our audience through social media.

New Technology Training: News employees received training on how to post stories to the web

Breaking news: Assignment desk employees were trained on how to use a newsroom camera to get on air during breaking news.

Investigative Training: All investigative unit employees, both at KNTV and in the television stations division, participated in the Computer Assisted Reporter Training.

Poynter Institute: A news manager/executive producer attended multi day training at Poynter Institute along with other news leaders in the television stations division.

Software: A news manager participated in VSS Pro Software training.

News Associate Program: KNTV participates in the NBCU television stations division news associate program, providing one year of hands on paid training and mentoring to recent graduates on a career track in news.

### **III. JOB FAIR PARTICIPATION:**

Representatives of KNTV participated in the following job fairs during the period August 1, 2012 –July 31, 2013:

- Unity – Las Vegas, Nevada - August 2012 – Judy Betro, Director of Human Resources
- Santa Clara University – January 2013 Santa Clara, CA, Judy Betro, Director of Human Resources
- Standard Career Fair – Palo Alto, CA February 2013- Judy Betro, Director of Human Resources
- Bay Area Annual Diversity Employment Day Career Fair, May 2013 (Co-Media Sponsor) – San Francisco – Judy Betro, Director of Human Resources; Angela Crayton, Director of Technology & Broadcasting; and Lance Lew, Director of Community and Event Marketing; KNTV
- Bay Area Annual Diversity Employment Day Career Fair (Co-Media Sponsor) San Jose, CA, June 11, 2013 – Judy Betro, Director of Human Resources; Natalie Wise, HR Coordinator
- Hiring our Heroes – Veterans and Military Personnel Career Fair – San Jose, CA - April 2013 – Judy Betro, Director of Human Resources and Lance Lew, Director of Community and Marketing
- DeVry University Career Fair – Fremont, CA – April 2013 – Natalie Wise, HR Coordinator

### **IV. EVENT PARTICIPATION:**

Representatives of KNTV participated in the following community events:

**Hamilton House**, *Diane Dwyer*, August 2012

**Fremont Festival**, *Mike Inouye*, August 2012

**Giant's Foundation Golf Tournament**, *Christina Loren*, August 2012

**Women in Broadcasting**, *Vicky Nguyen*, August 2012

**Pioneers & Purpose-Silicon Valley Ed Fund**, *Jessica Aguirre*, September 2012  
**Education International House**, *Diane Dwyer*, September 2012  
**AI Doi**, *Vicky Nguyen*, September 2012  
**Orinda American IDOL**, *Diane Dwyer*, September 2012  
**Orinda Car Show-Olympian Heather Petri**, *Diane Dwyer*, September 2012  
**Commonwealth Club**, *Diane Dwyer*, September 2012  
**Scholar Match**, *Jessica Aguirre*, September 2012  
**Heart Walk -Electronic Arts**, *Scott McGrew*, September 2012  
**Children Health Council**, *Raj Mathai*, September 2012  
**Heart Walk-American Heart Association**, *Mike Inouye*, September 2012  
**Contra Costa Humane Society**, *Diane Dwyer*, September 2012  
**Women In Soccer (WISE)**, *Diane Dwyer*, September 2012  
**Portraits of Success**, *Damian Trujillo*, September 2012  
**Home of Hope**, *Scott Budman*, September 2012  
**Welcome Home Olympians Dinner**, *Raj Mathai*, September 2012  
**Contra Costa/Solano Food Bank Gala**, *Cheryl Hurd*, September 2012  
**Furry Friends Rescue**, *Diane Dwyer*, September 2012  
**Asian American Donor Program**, *Diane Dwyer*, September 2012  
**Teacher Recognition**, *Jessica Aguirre*, September 2012  
**SJSU College Day**, *Damian Trujillo*, September 2012  
**Paint the Town-Rebuilding Together**, *Jeff Ranieri*, September 2012  
**Mt View Buddhist Church 50th Anniversary**, *Mike Inouye*, September 2012  
**West Valley College**, *Mike Inouye*, September 2012  
**YWCA Luncheon**, *Janelle Wang*, October 2012  
**Project Hired**, *Damian Trujillo*, October 2012  
**UC Berkeley Alumni Association**, *Diane Dwyer*, October 2012  
**Menlo Atherton High School**, *Mike Inouye*, October 2012  
**Food Allergy Run/Walk**, *Laura Garcia-Cannon*, October 2012  
**Hispanic Foundation Gala**, *Damian Trujillo*, October 2012  
**Hispanic Charity Ball**, *Marla Tellez*, October 2012  
**Asian Pacific Fund**, *Janelle Wang*, October 2012  
**German Shepard Rescue**, *Diane Dwyer*, October 2012  
**Breakthrough Silicon Valley**, *Scott Budman*, October 2012  
**International Women's Forum**, *Laura Garcia-Cannon*, October 2012  
**Second Harvest Holiday Food Drive Kick-Off**, *Scott McGrew*, November 2012  
**Pancreatic Cancer Walk**, *Kris Sanchez*, November 2012  
**Children with Special Needs Fundraiser**, *Stephanie Chuang*, November 2012  
**Trivia Challenge-Junior League**, *Mike Inouye*, November 2012  
**Supportive Family Housing**, *Scott Budman*, November 2012  
**Haas Gala**, *Diane Dwyer*, November 2012  
**Comcast Youth & Technology Award**, *Janelle Wang*, November 2012  
**Asian Cancer Network**, *Janelle Wang*, November 2012  
**Tech Awards Showcase**, *Scott Budman*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Jeff Ranieri*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Raj Mathai*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Jessica Aguirre*, November 2012

**NBC Bay Area Holiday Food Drive**, *Janelle Wang*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Christina Loren*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Jon Kelley*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Mike Inouye*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Scott McGrew*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Scott Budman*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Christy Smith*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Jodi Hernandez*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Jean Elle*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Diane Dwyer*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Rob Mayeda*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Kris Sanchez*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Damian Trujillo*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Laura Garcia-Cannon*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Tony Kovaleski*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Elyce Kirchner*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Laurence Scott*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Stephanie Chuang*, November 2012  
**NBC Bay Area Holiday Food Drive**, *Stephen Stock*, November 2012  
**SJ Ice Rink Ribbon Cutting**, *Marla Tellez*, November 2012  
**SJ Tree Lighting**, *Mike Inouye*, November 2012  
**Livermore Holiday Parade**, *Bob Redell*, November 2012  
**Keizai Society's 23rd Anniversary Norman Mineta**, *Mike Inouye*, January 2013  
**Sciencepalaza**, *Scott McGrew*, February 2013  
**Go Red Event**, *Mike Inouye*, February 2013  
**Cupertino Rotary Club**, *Janelle Wang*, February 2013  
**Asian Pacific Fund**, *Janelle Wang*, February 2013  
**Cinequest**, *Christina Loren*, February 2013  
**Alzheimer's Association**, *Christina Loren*, March 2013  
**Read Aloud Day-Dr. Seuss Birthday**, *Laura Garcia-Cannon*, March 2013  
**Read Across America Day**, *Kris Sanchez*, March 2013  
**National Japanese American Historical Society**, *George Kiriyaama*, March 2013  
**Los Altos High Writers**, *Raj Mathai*, March 2013  
**De Marillac's Annual Scholarship**, *Diane Dwyer*, March 2013  
**Warriors Indo-American**, *Raj Mathai*, March 2013  
**California Connections**, *Marla Tellez*, March 2013  
**California Connections**, *Jon Kelley*, March 2013  
**St Patrick's Day Parade**, *Christina Loren*, March 2013  
**Dublin St Patrick's Day Parade /Festival**, *Jeff Ranieri*, March 2013  
**TCF Gala**, *Raj Mathai*, March 2013  
**SPCA Gala**, *Diane Dwyer*, March 2013  
**Law Enforcement Appreciation Day**, *Laura Garcia-Cannon*, March 2013  
**Women in Media**, *Eileen Ponce*, April 2013  
**Educational Coalition for Hispanics in Oakland**, *Maritza Medina*, April 2013  
**Dia del Nino – Maritza Medina**, April 2013  
**Cherry Blossom Queen Program**, *George Kirayama*, April 2013

**Asian Law Alliance**, *Janelle Wang*, April 2013  
**Los Altos Rotary Club** , *Raj Mathai*, April 2013  
**Cherry Blossom Parade**, *Mike Inouye*, April 2013  
**Walk a Mile in her Shoes**, *Jeff Ranieri*, April 2013  
**JDRF Gala**, *Raj Mathai*, April 2013  
**Tech Challenge**, *Scott Budman*, April 2013  
**Tech Challenge**, *Scott McGrew*, April 2013  
**Volunteer Recognition Luncheon**, *Laura Garcia-Cannon*, April 2013  
**NAACP Gala**, *Jon Kelley*, April 2013  
**AAJA Award's Ceremony**, *Janelle Wang*, April 2013  
**Petaluma Parade**, *Janelle Wang*, April 2013  
**Comcast Cares Day**, *KNTV and KSTS Employees*, April 2013  
**Rebuilding Together-Peninsula Gala** , *Diane Dwyer*, April 2013  
**Hispanic Business Salute**, *KSTS and KNTV employees*, May 2013  
**Curry Senior Center**, *Diane Dwyer*, May 2013  
**Monte Jade**, *Stephanie Chuang*, May 2013  
**Buildon Gala**, *Diane Dwyer*, May 2013  
**The Tech Challenge**, *Scott Budman*, May 2013  
**Asian Pacific American Heritage Month Kick-Off**, *Janelle Wang*, May 2013  
**SJSU Broadcast Journalism Graduation Speaker**, *Janelle Wang*, May 2013  
**Leukemia Lymphoma Gala**, *Janelle Wang*, May 2013  
**Hope Services**, *Scott McGrew*, May 2013  
**Leukemia/Lymphoma SF Gala**, *Janelle Wang*, May 2013  
**Asian Women's Shelter**, *Janelle Wang*, May 2013  
**Tom Brokaw Event**, *Jessica Aguirre*, May 2013  
**Leukemia/Lymphoma Men/Women of the Year**, *Marianne Favro* , May 2013  
**Twin Awards**, *Janelle Wang*, May 2013  
**Microsoft YouthSpark Connect**, *Jessica Aguirre*, May 2013  
**YouthSpark Connection**, *Garvin Thomas*, May 2013  
**Gunn High School Commencements**, *Raj Mathai*, May 2013  
**Ohlone College**, *Scott McGrew*, June 2013  
**Tofu and Soy**, *George Kiriyaama*, June 2013  
**Self Help for the Elderly**, *Janelle Wang*, June 2013  
**Stanford Panel-Moderator**, *Vicky Nguyen*, June 2013  
**STEM Event**, *Jessica Aguirre*, June 2013  
**Wounded Warriors**, *Janelle Wang*, June 2013  
**ACCI 5K Run**, *Rob Mayeda*, June 2013  
**Lupus Run**, *Rob Mayeda*, June 2013  
**Catholic Charities Golf Tournament** , *Christina Loren*, June 2013  
**Comcast Youth Leaders**, *Diane Dwyer*, June 2013  
**Dress for Success**, *Janelle Wang*, June 2013  
**USO Fun Run**, *Kris Sanchez*, June 2013  
**Taiwanese Association**, *Stephanie Chuang*, July 2013  
**J-Pop Concert Union Square**, *Mike Inouye*, July 2013  
**Common Sense Media**, *Maritza Medina*, July 2013  
**Naturalization Session USCIS – Maritza Medina**, July 2013



**Board and Non-Profit Participation:**

During the reporting period, the following station employees participated in outreach through Board and non-profit membership:

**Silicon Valley Leadership Group** – Board Member – NBC Bay Area President and General Manager, Richard Cerussi

**SF Chamber of Commerce** – Board Member – NBC Bay Area President and General Manager, Richard Cerussi

**Bay Area Council** – Board Member – NBC Bay Area President and General Manager, Richard Cerussi

**United Way Silicon Valley** – Board Member – NBC Bay Area President and General Manager, Richard Cerussi

**EMQ Families First** – Board member- Community Event Director , Lance Lew

**Asian Pacific Fund**-co -chair Growing up Asian in America Program – Community Event Director, Lance Lew

**James Beard Awards**-Judge Broadcast category – Community Event Director, Lance Lew

**American Fundraising Professionals**-Grant review committee- Community Event Director, Lance Lew

**ICA Education that Works** –Event Chair – Judy Betro, Director of Human Resources

**General Outreach:**

During the course of the year, employees of NBC Bay Area and Telemundo 48 participate in general outreach initiatives that provide an opportunity for dialogue to a broad and diverse audience about careers in broadcasting.

News Managers met and spoke with the Journalism Department of Cal Poly San Luis Obispo about working in the field of Broadcast Journalism. Several KNTV employees are graduates of Cal Poly San Luis Obispo.

News Manager John Zuchelli met and spoke with Gilroy Knights of Columbus about the station and careers in broadcasting.

Production manager Kevin Springer participated on a career panel at Santa Clara University about careers in the entertainment/broadcast industry.

VP of News, Jonathan Mitchell, hosted a group of Asian American Business leaders from the Bay Area. We discussed how to better cover issues important to the Asian community in the Bay Area. The discussion was about major issues the Asian community is facing and how they are portrayed in the media. The meeting lasted more than 2 hours.

News Producer Caitlin Matalone participated on a panel of Media Professional on the topic of the evolution of media.

Brand Director Wes Rodda volunteers at San Jose State University in the Broadcast Department, assisting students with the production of a half hour magazine show.

**JOB VACANCY  
RECRUITMENT SOURCE DATA SUMMARY FORM**

<b>Station</b>	<b>Job Title</b>	<b>Date Job Filled</b>	<b>Recruitment Source of Ultimate Hire</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Phone</b>	<b>Has this source requested notices</b>
<b>KNTV</b>	Reporter	9/11/12	Talent Agent	Beverly Hills, CA	Mendes Napoli	310.385 .8242	No
<b>KNTV</b>	Director of Integrated Media	10/22/12	Employee Referral	N/A	N/A	N/A	No
<b>KNTV</b>	Weekend Anchor/Reporter	1/21/13	Employee Referral	N/A	N/A	N/A	No
<b>KNTV</b>	Content Producer (2)	11/12/12	Employee Referral	N/A	N/A	N/A	No
<b>KNTV</b>	Promotion Producer (2)	11/26/12 & 12/10/12	NBCunicareers.com	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432 .4580	N/A
<b>KNTV</b>	Account Executive (2)	12/10/12 & 12/17/12	Employee Referral Employee Referral	N/A	N/A	N/A	No
<b>KNTV</b>	Admin Assistant/HR Coordinator	1/1/13	Employee Referral	N/A	N/A	N/A	N/A
<b>KNTV</b>	Producer	2/4/13	NBCunicareers.com	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432 .4580	N/A
<b>KNTV</b>	Platform Manager	3/18/13	Employee Referral	N/A	N/A	N/A	N/A
<b>KNTV</b>	Director of Technology	3/25/13	Internal Promotion	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432 .4580	N/A
<b>KNTV</b>	Broadcast Systems Engineer	4/15/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526 .6163	N/A
<b>KNTV</b>	Information Technology Technician	5/28/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526 .6163	N/A

<b>KNTV</b>	Media Manager	6/3/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526 .6163	N/A
<b>KNTV</b>	Manager, Integrated Sales Marketing	6/10/13	Internal Transfer	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432 .4580	N/A
<b>KNTV</b>	Digital Editor	5/20/13	Employee Referral	N/A	N/A	N/A	No
<b>KNTV</b>	Senior Digital Editor	6/17/13	NBCunicareers.com	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432 .4580	N/A
<b>KNTV</b>	Executive Producer	7/22/13	NBCunicareers.com	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432 .4580	N/A
<b>KNTV</b>	Assignment Editor	7/17/13	Internal Transfer	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432 .4580	N/A
<b>KNTV</b>	Director Assist	7/29/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526 .6163	N/A

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices
KSTS	Account Executive	8/13/12	Employee Referral	N/A	N/A	N/A	No
KSTS	Sales Marketing Planner	1/1/13	Internal Promotion	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
KSTS	Producer	1/28/13	Employee Referral	N/A	N/A	N/A	No
KSTS	Production Technician	1/28/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susan Medina	818.526.6163	N/A
KSTS	Photographer/ Live Van Tech	1/28/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	N/A
KSTS	News Promotions & Promotions Producer	4/8/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	N/A
KSTS	Sports Video Journalist	4/15/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	N/A
KSTS	News Director	5/20/13	Internal Transfer	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
KSTS	National Account Coordinator	5/20/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	N/A
KSTS	Vice President of Sales	7/30/13	Employee Referral	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: **9/10/2012**

Recruitment Source: **Talent Agent**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	N/A
Talent Agent	1	Beverly Hills, CA	Mendes Napoli	310.385.8242	No

**JOB VACANCY**  
**RECRUITMENT SOURCE DATA FORM**  
**(Attached to EEO Public File)**  
**Station: NBC Bay Area**

Job Title: **Administrative Assistant / HR Coordinator**

Date Job Filled: **1/1/2013**

Recruitment Source: **Employee Referral**

Total Interviews: **2**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	1	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **10/22/2012**

Recruitment Source: **Employee Referral**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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 (2)**

Date Job Filled: **11/26/2012 & 12/10/2012**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **2**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	2	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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 (2)**

Date Job Filled: **12/10/2012 & 12/17/2012**

Recruitment Source: **Employee Referral (Both)**

Total Interviews: **2**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	2	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Weekend Anchor / Reporter**

Date Job Filled: **1/21/2013**

Recruitment Source: **Employee Referral**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Content Producer (2)**

Date Job Filled: **11/12/2012 (Both)**

Recruitment Source: **Employee Referral**

Total Interviews: **8**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	4	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	4	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Producer**

Date Job Filled: **2/4/2013**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **5**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	5	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **3/18/2013**

Recruitment Source: **Employee Referral**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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 Technology**

Date Job Filled: **3/25/13**

Recruitment Source: **Internal Promotion**

Total Interviews: **6**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	4	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer	1	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Broadcast Systems Engineer**

Date Job Filled: **4/15/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **3**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	2	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Information Technology Technician**

Date Job Filled: **5/28/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **3**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	2	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Media Manager**

Date Job Filled: **6/3/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Manager, Integrated Sales Marketing**

Date Job Filled: **6/10/2013**

Recruitment Source: **Internal Transfer**

Total Interviews: **2**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	1	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Digital Editor**

Date Job Filled: **5/20/2013**

Recruitment Source: **Employee Referral**

Total Interviews: **4**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	3	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Senior Digital Editor**

Date Job Filled: **6/17/2013**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **5**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	4	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **7/22/2013**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **10**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	9	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **7/17/2013**

Recruitment Source: **Internal Transfer**

Total Interviews: **2**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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 Assist**

Date Job Filled: **7/29/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **8/13/2012**

Recruitment Source: **Employee Referral**

Total Interviews: 1

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Sales Marketing Planner**

Date Job Filled: **1/1/2013**

Recruitment Source: **Internal Promotion**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Producer**

Date Job Filled: **1/28/2013**

Recruitment Source: **Employee Referral**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Production Technician**

Date Job Filled: **1/28/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Photographer/Live Van Technician**

Date Job Filled: **1/28/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **News Promotions & Promotions Producer**

Date Job Filled: **4/8/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Sports Video Journalist**

Date Job Filled: **4/15/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **4**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	2	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	1	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **News Director**

Date Job Filled: **5/20/2013**

Recruitment Source: **Internal Transfer**

Total Interviews: **4**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	3	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **National Account Coordinator**

Date Job Filled: **5/20/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **1**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com		30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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		2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing	1	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	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: **Vice President of Sales**

Date Job Filled: **7/30/2013**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **6**

<b>Name of Recruitment Source</b>	<b>Number of Interviewees from Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
NBCunicareers.com	5	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	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	2450 N. 1 <sup>st</sup> St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
Social Media		N/A	N/A	N/A	N/A
Yoh Managed Staffing		3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	N/A
Talent Agent		N/A	N/A	N/A	N/A