

ANNUAL PUBLIC FILE EEO REPORT

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

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

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

KNBC Hires 5/31/04 - 6/1/05

<u>Title</u>	<u>Date Filled</u>
Traffic Coordinator	6/1/2004
HR Manager	8/30/2004
Account Manager	9/20/2004
Creative Production Mgr	10/18/2004
Photographer	10/18/2004
Sales Assistant	11/8/2004
Account Manager PAX	11/9/2004
IT Technologist	11/29/2004
Account Manager 321	12/6/2004
Account Manager 321	12/6/2004
Account Manager 321	12/6/2004
IT Analyst	12/27/2004
Sales Assistant	3/7/2005
Finance Manager	5/23/2005

KVEA Hires 5/31/04 - 6/1/05

<u>Title</u>	<u>Date Filled</u>
News Producer	Jul-04
Traffic Assistant	Jul-04
Research Manager	Jul-04
Traffic Assistant	Jul-04
V.P. Of Community Relations	Aug-04
Account Manager	Sep-04
Account Manager	Nov-04
Maintenance Engineer	Nov-04
Weather Anchor	Nov-04
Technical Engineer	Jan-05
Account Manager	Feb-05
Executive Assistant	Feb-05
Director Of Human Resources	Apr-05
Traffic Assistant	May-05
Traffic Assistant	May-05

KWHY Hires 5/31/04 - 6/1/05

<u>Title</u>	<u>Date Filled</u>
Account Manager	Jun-05
Sales Assistant	Jul-04
Account Manager	Nov-04
Sales Assistant	Dec-04
Account Manager	Feb-05
Account Manager	Feb-05
Assistant News Director	Mar-05
Sales Assistant	Mar-05
Account Manager	Apr-05
Executive Assistant	Apr-05

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

See Attached Spreadsheet.

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?

KNBC: 66 Interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	15
NBCJobs.com	51

KVEA: 61 Interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	18
NBCJobs.com	43

KWHY: 37 Interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	8
NBCJobs.com	29

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.

- Online Recruitment: All positions are posted on NBCJobs.com, GE Careers and all positions below Executive level are posted with America's Job Bank.
- Newspaper Ads: KNBC, KVEA and KWHY run monthly ads in the LA Times and Daily News (in English and Spanish) directing people interested in a career with NBC/Telemundo to our website.
- Local Agency Outreach: Each week Human Resources sends a listing of all current NBC/Telemundo open positions to the following agencies: LA NAACP, The State of California, The Department of Rehabilitation, LA Unified School District – Grow Program, California Chicano News Media Association and State of California Diversity Employment Source.
- Television: Contact information is broadcast to the daily (~10x/week) public with the phone number and website for current open positions.

- Diversity Job Fairs: KNBC, KVEA and KWHY Human Resources and News Management participate in several job fairs throughout the year:
 - Unity Job Fair: August 2004. Multiple agency recruitment fair, including NAHJ, NABJ, and AAJA. NBC booth managed by Bob Long, KNBC News Director.
 - CCNMA Job Fair: October 2004. Attended by Kristy Cox, HR Manager KNBC, and Margie Reid-Garcia, HR Coordinator KVEA/KWHY.
 - NAHJ Job Fair: June 2005. Booth managed by Bob Long, KNBC News Director.
 - RTNDA - Radio, Television News Directors' Association recruitment event attended by Jose Flores, KWHY Assistant News Director in June 2005.
 - AAJA Job Fair: August 2005. Recruitment booth managed by Keith Esparros, KNBC Managing Editor.
 - NABJ Job Fair: August 2005. Recruitment booth managed by Bob Long, KNBC News Director.
- NBC Diversity Outreach Expo: Held on February 5, 2005 to educate the community about the entertainment, news/media industry. Several seminars were held focusing on writing, directing, casting, news journalism, etc.
- Local School Outreach:
 - Attended the Pasadena City College Journalism Career Day in October 2004. Victor Franco, KVEA/KWHY Community VP, met with students and faculty of the Journalism Department to discuss careers in Television.
 - Hosted students from Arcadia High School TV News Production class in June 2005. Students toured the newsroom, observed live newscast and met with news management, including News Director and Executive Producers.
 - Participated in Cal State Northridge Career Day in June 2005. KVEA/KWHY Community VP attended this event for Journalism students.
- Local Event Participation:
 - The American Women in Radio & Television (AWRT) career development event attended by KNBC HR Director, Jose Andino, in January 2005.
 - The National Lesbian & Gay Journalists Association "2004 Excellence in Journalism Awards" attended by Bob Long, KNBC News Director, Ernie Mourelo, KVEA Assistant News Director, Mary Helen Campa, KVEA Assignment Desk Manager, Carmen Paz, KVEA/KWHY News Coordinator, and Kristy Cox, KNBC HR Manager.

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

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

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
KNBC	Traffic Coordinator	6/1/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	HR Manager	8/30/2004	COS: GE - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Account Manager	9/20/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Creative Production Mgr	10/18/2004	COS: KNBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Photographer	10/18/2004	NBCJobs.com: Current Daily Hire Employee	n/a	n/a	n/a	n/a
KNBC	Sales Assistant	11/8/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Account Manager PAX	11/9/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	IT Technologist	11/29/2004	COS: KNBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Account Manager 321	12/6/2004	COS: KVEA - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Account Manager 321	12/6/2004	COS: KVEA - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Account Manager 321	12/6/2004	NBCJobs.com: Current IBS Contract Employee	n/a	n/a	n/a	n/a
KNBC	IT Analyst	12/27/2004	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Sales Assistant	3/7/2005	NBCJobs.com	n/a	n/a	n/a	n/a
KNBC	Finance Manager	5/23/2005	COS: GE - Internal Promotion	n/a	n/a	n/a	n/a

