

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

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 47906		Call Sign KNBC
TYPE OF BROADCAST STATION: (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)

KNBC	47906	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	LOS ANGELES, CA	<input type="radio"/> Yes <input checked="" type="radio"/> No
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Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWHY-TV	26231	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	LOS ANGELES, 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)
KVEA	19783	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	CORONA, 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: KRISTY COX	Title: HR MANAGER
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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.

I. EEO PUBLIC FILE REPORT 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]
II. NARRATIVE STATEMENT 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.

Exhibits

Exhibit 2

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

THE ATTACHMENT TO THIS EXHIBIT WAS AMENDED TO CORRECT THE FORMATTING OF THE RECRUITMENT SOURCE DATA FORMS FOR THE 2004-05 EEO PUBLIC FILE REPORT.

Attachment 2

Description
EEO PUBLIC FILE REPORTS FOR KNBC, KWHY-TV AND KVEA

Exhibit 3

Description: NARRATIVE STATEMENT

Attachment 3

Description
NARRATIVE STATEMENT FOR KNBC, KWHY-TV AND KVEA

**FCC FORM 396
EXHIBIT 2
EEO ANNUAL PUBLIC FILE REPORTS FOR
JUNE 1, 2004 TO MAY 31, 2006**

EMPLOYMENT UNIT FOR

**STATION KNBC
LOS ANGELES, CALIFORNIA
FACILITY ID NO. 47906**

**STATION KVEA
CORONA, CALIFORNIA
FACILITY ID NO. 19783**

**STATION KWHY
LOS ANGELES, CALIFORNIA
FACILITY ID NO. 26231**

ANNUAL PUBLIC FILE EEO REPORT

July 2005

(Covers June 1, 2004 – May 31, 2005)¹

(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

¹ This report was amended in early August 2006 to include several outreach initiatives that were utilized by the employment unit throughout the reporting period.

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.
- Internal Skills Enhancement Programs
 - 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 GE/NBC sponsored programs. Station employees participated in the following development courses: Career Pathing, Building Essential Leadership Skills, TVSD Sales Seminar, TVSD Producer Seminar, Presentation Skills, Effective Coaching, Managers

Development Course, Influencing Skills, Finance for Non-Finance Professionals, and Microsoft Systems-related training. The GE African American Forum, GE Women's Network, and GE Hispanic Forum 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 and Conflict Management.

- EEO/Human Resources Training Programs
 - The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. These programs have included Personnel Relations Leadership, Employment Law, Discrimination/Harassment Prevention Training, Integrity Training, and Hiring the Right People.
- Internship Programs
 - The Stations' have a robust and well-established College Internship Program, which is designed to provide practical, on-the-job experience to students interested in pursuing careers in broadcast journalism and other related fields. The internships are focused on news, and students are provided the opportunity to work in general news, sports, investigative and special project units. Our internship program provides students practical skills through hands-on assignments working with talented broadcast professionals, including producers, reporters, writers, photographers, editors and other news staff, 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. The Stations typically have between 10-15 interns at any given time. Each internship usually lasts two to three months.
- Emma Bowen Foundation For Minority Interests In Media/Work-Study Scholarship Program
 - The 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 their 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. The Stations have 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. Station KNBC has had two interns participating in the program in each year of the two-year reporting period covered by this

report, while Station KVEA has had one Emma Bowen intern during this time period.

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER.

*See attached for a listing of the agencies notified of job opportunities

**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

