

ANNUAL PUBLIC FILE EEO REPORT

July 2009
(Covers June 1, 2008 – May 31, 2009)

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

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

KNBC	
Date Joined Bus Group	Position Title
06/09/08	Manager, Information Technology & Digital Media
07/14/08	Director, Financial Operations - LA Stations
9/1/2008	Vice President, Human Resources, Local Media & Telemundo LA
09/08/08	Manager Human Resources
11/24/08	Local Retail Account Manager
12/01/08	Local Integrated Media, Managing Editor
12/01/08	Local Integrated Media, News Editor
12/01/08	Local Integrated Media, News Editor
1/5/2009	Executive Assistant & Sales Support
1/12/2009	Local Retail Account Manager
2/9/2009	Local Business Development Coordinator

KVEA	
Date Joined Bus Group	Position Title
06/23/08	Reporter
07/14/08	Vice President of News, KVEA/KWHY
07/28/08	Reporter
07/28/08	Vice President of Sales - KVEA
01/05/09	Director Human Resources KVEA/KWHY

KWHY	
Date Joined Bus Group	Position Title
03/17/08	Account Manager
07/14/08	Reporter
07/28/08	Advertising & Promotion Director

- 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: 93 Interviewees

KVEA & KWHY: 33 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.

KNBC:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	35
NBCUniCareers.com	58

KVEA and KWHY:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Career Opportunity System	12
NBCUniCareers.com	20
Yoh/Daily Hire Temp Pool	1

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 NBCUniCareers.com, GE Careers, monster.com, hotjobs.com, careerbuilder.com and all positions below Executive level are posted with America's Job Bank.
- Television: Contact information is broadcast to the public daily (~10x/week) with the phone number and website for current open positions.
- Newspaper Ads: KNBC, KVEA and KWHY run a yearly ad in the LA Times directing organizations that want to be part of our distribution list to send us their information.
- Agency Outreach: Each week if we have positions that become open, Human Resources sends a listing of all current NBC/Telemundo open positions to the following agencies:
 - California Chicano News Media Association
 - Los Angeles Urban League
 - American Career College
 - CA Department of Rehabilitation - Workforce Development

- National Association of Broadcast Employees & Technicians
- Harbor Work Source Center
- University of Colorado at Boulder, School of Journalism and Mass Communication
- The National Association of Hispanic Journalists
- Native American Journalists Association
- National Black MBA Association Inc
- Empowering Latinas - Online Resources for Women
- Diversity Job Fairs: KNBC, KVEA and KWHY Human Resources and other department Management participated in several job fairs throughout 2008-2009:
 - October 15, 2008
USC Mex/Am Alumni Association Career Forum
Speakers: Victor Franco - VP Community/Media Affairs
Career Day organized for USCMAA members
 - November 12, 2008
CSULA Career Day/ Speakers Series
CUSULA Latino Business Students Association members host a quarterly Speakers Series
Speakers: Victor Franco - VP Community/Media Affairs
 - February 9, 2008
Imagen Job Fair: Attended by Dan Owens, KNBC HR Director and Enrique Caballero, KVEA/KWHY HR Director
 - February 11, 2009
Hearts of Los Angeles (HOLA), a community based organization serving central city youth and providing college bound students with tutorial support, counseling and mentors
Speakers: Victor Franco - VP Community Media Affairs, Mayola Delgado - Special Projects & Promotions Manager, Ericka Pino - Weather reporter, Mario Gonzalez – Sales Account Manager
 - March 17, 2009
Jefferson HS - Communications Students Station visit/tour
Speakers: Victor Franco, VP Community Media Affairs Mayola Delgado, Marketing/Promotions MGR. Ericka Pino, Weather reporter, Linda Salomon, News Producer Special Event organized by the HS for top academic achievers
- Local Event Participation/Outreach:

Event Date	Event Name	Company representatives that attended
06/01/08	Japanese American Cultural and Community Center	Gordon Tokumatsu
06/07/08	A-MAN 17th Anniversary Recognition Dinner	Chris Schauble
06/12/08	VICA	Fritz Coleman
06/12/08	Pacoima Middle School Career Day	Beverly White
06/14/08	Beastly Ball	Fritz Coleman
06/17/08	Boyle Heights Chamber of Commerce Installation Dinner	Kim Baldonado and Victor Franco

06/19/08	Miracle Club Dinner	Bruce Hensel
06/24/08	National Multiple Sclerosis Society	Vikki Vargas
06/26/08	You Black Scholars Commencement	Beverly White
06/28/08	Airport Marina Counseling Service	Fritz Coleman
07/07/08	Feria Del Libro Book Festival Panelist and Emcee	Beverly White
07/10/08	Urban Kids Camp Career Day	Beverly White
07/12/08	Lotus Festival Celebration	Ted Chen
07/13/08	Recycling Black Dollars Master of Education Luncheon	Beverly White
07/26/08	Project by Project Annual Tasting Benefit	Ted Chen
07/26/08	Unity Journalists Convention - Panel	Beverly White
08/08/08	Teachers' Association Panel at UCLA	Rebecca Nieto
08/16/08	Annual Nisei Week Japanese Festival	Gordon Tokumatsu
08/18/08	Hillsides Home for Battered and Abused Women/Children	Fritz Coleman
08/22/08	San Gabriel Valley Japanese Community Center Gala	Gordon Tokumatsu
09/12/08	Community College Day -- USC Annenberg School JIsm	Ted Chen
09/20/08	Mac Tonight - Ronald McDonald Charity Fundraiser	Fritz Coleman
09/22/08	USC School of Digital Media	Richard Westcott
09/24/08	NHMC Luncheon	Anna Garcia Honored and Victor Franco
09/25/08	Justic Armand Arabian Community Services Award Luncheon	Carl Bell
09/26/08	Save Africa's Children Music Festival	Chris Schauble
09/26/08	Chinatown Service Center Dinner	
09/28/08	Grand Avenue Festival	
10/03/08	100 Black Man Awards/Scholarship Dinner	Chris Schauble
10/03/08	La Casa de San Gabriel Community Center Dinner	Kim Baldonado
10/04/08	Good News Foundation Luncheon	Ana Garcia
10/04/08	Ride for a Cure	Robert Kovacic
10/09/08	NDEAM/Ability One Event/Press Conference	Laurel Erickson
10/09/08	CCNMA Panel on New Media	Mekahlo Medina
10/10/08	LA AA Women's Public Policy Institute	Chris Schauble
10/14/08	People for Parks	Fritz Coleman
10/15/08	Shelter Partnership's Resource Kick-Off	Fritz Coleman
10/16/08	South Bay Cities Council of Governments	David Reese
10/17/08	AAJA Trivia Bowl	
10/17/08	Boys & Girls Club of Venice Dinner	Conan Nolan
10/18/08	Good Shepherd Shelter & Patrick Healy Honor	Patrick Healy
10/19/08	Sisters at the Well	Beverly White
10/20/08	YWCA Women for Racial Justice Breakfast	Beverly White
10/23/08	YMCA Evening of Magic Gala	Chris Schauble
10/23/08	US Army Celebrates Hispanic Heritage Month	Mario Solis
10/25/08	Brother II Brother	Chris Schauble
10/25/08	California Science Center Science Matters Seminar	Conan Nolan
10/28/08	APALC Dinner	Auction Item/Guest
10/30/08	The Possible Dream-Festival of Children Foundation	Vikki Vargas
11/06/08	Prism Awards/PR Society of America	Fritz Coleman
11/07/08	Brotherhood Crusade Dinner	Furnell Chatman
11/12/08	NBCU/GE Women's Network Seminar Work/Life Balance	Kim Baldonado
11/13/08	Recycling Black Dollars Positive Side Awards Dinner	Chris Schauble
11/15/08	Boys & Girls Clubs/Festival of Trees	Chris Schauble
11/18/08	Asthma and Allergy Foundation Ball	Ted Chen
11/19/08	Home Walk	Chris Schauble and Victor Franco
11/22/08	LAPD Children's Day	Fritz Coleman
11/23/08	Jennifer Diamond Cancer Foundation	Chris Schauble
12/16/08	ALS Association Award Banquet	Jinah Kim Honored
01/05/09	Kwis Elementary School Career Day	Rebecca Nieto

01/24/09	Henry Mayo Hospital Foundation Cardiac Cath Lab	Chris Schauble
01/24/09	ALS Association's Voice of Courage Awards Dinner	Jina Kim
02/06/09	So. Cal Edison Black History Month Celebration	Chris Schauble
02/11/09	St Lucys High School Career Day	Elita Loresca
02/13/09	Community Financial Resource Center's Power Luncheon	Chris Schaubl
02/14/09	AARP Preventative Medicine Panel	Dr. Bruce Hensel
02/20/09	Multicultural Motion Picture Association	Chris Schauble emcee
02/20/09	MMPA Luncheon	Rebecca Nieto, Erin Dittman, Elizabeth Garcia, Roni Jeffery
02/27/09	East West Players Dinner	Gordon Tokumatsu, Ted Chen, Craig Robinson
03/02/09	Read Across America Celebration Stephen C. Foster Elementary	Beverly White
03/02/09	Cal State Long Beach Dept of Journalism Career Day	Beverly White
03/04/09	Community Financial Resource Center's Power Luncheon	Chris Schauble
03/07/09	California Science Center Dinner	Fritz Coleman
03/26/09	Legacy Ladies: Torch Awards	Chris Schauble
03/26/09	Slyvan Park Elementary in Van Nuys	Carl Bell
03/27/09	So. Cal Chinese Lawyers Association Dinner	Ted Chen
03/28/09	Families in Schools Career Day Conference	Rebecca Nieto
04/07/09	Cesar Chavez Educating the Heart Dinner	Victor Franco
04/13/09	Irvine Valley College Foundation Fundraising Dinner	Patrick Healy
04/18/09	NBC4/T52 Health & Fitness Expo	Victor Franco
04/18/09	John Wayne Cancer Center Dinner	Fritz Coleman
04/22/09	Hometown Heroes	Vikki Vargas
04/22/09	So. Calif. Association of Governments Panel	Rebecca Nieto
04/25/09	Search to Involve Philipino Americans Luncheon	Elita Loresca
04/25/09	Pathways to Success: Achieving Goals through Edu/Lapuente Sch	Kim Baldonado
04/27/09	East West Players Dinner	Robinson, Chen, Tokumatsu
04/29/09	Crown Jewel Club Luncheon Fundraiser	Colleen Williams
05/01/09	So Cal Edison Asian Heritage Event	Ted Chen
05/01/09	6th Annual Women's Philanthropy Fund Breakfast	Vikk Vargas
05/01/09	Legisl. Black Caucus Ad	Donation to community charity
05/02/09	Riverside Rape Crisis Center Fundraiser	Colleen Williams
05/02/09	Glendale Foundation for the Retarded Derby Day	Chris Schauble
05/03/09	Rowell Foster Children's Positive Plan Fundraiser	Chris Schauble
05/03/09	Rowell Foster Children's Positive Plan Fundraiser	Rebecca Nieto, Yvonne Beltzer, Ron Peters,
05/07/09	Valley Interfaith Council	Fritz Coleman
05/07/09	So. Calif. Assoc. of Government	Beverly White
05/07/09	National Women's Health Fair	Dr. Bruce Hensel
05/14/09	LA NAACP Dinner	Chris Schauble
05/14/09	LA NAACP Dinner	Schauble, Medina, Bacarr, White, Long
05/15/09	Good shepherd Dinner	Colleen Williams
05/15/09	Castlerock Elementary School	Carl Bell
05/16/09	OC Aids Walk	Robert Kovacic
05/16/09	Calif. Strawberry Festival	Fritz Coleman and Victor Franco
05/17/09	GLAD Brunch	Nieto, Guevara, Garcia, Jeffery
05/17/09	Team Heal Pink Pump Affair	Chris Schauble
05/17/09	GLAD Brunch	Rebecca Nieto, Erin Dittman, Elizabeth Garcia, Roni Jeffery
05/20/09	Shelter Partnership Dinner	Fritz Coleman/Mark Pinto
05/28/09	NBCUniversity Day	Ana Garcia
05/28/09	Girl's Ince Diversity Day	Ana Garcia
05/29/09	GE Diversity Dialog/APAF Forum	Ted Chen
05/31/09	Villa Esperanza Sunday Brunch Fundraiser	Colleen Williams

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***

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KNBC	Manager, Information Technology & Digital Media	06/09/08	NBCUniCareers.com	n/a	n/a	n/a	n/a
KNBC	Director, Financial Operations - LA Stations	07/14/08	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	V.P, Human Resources, Local Media & Telemundo LA	09/01/08	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Manager Human Resources	09/08/08	COS: HRLP - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	President and General Manager - KNBC	11/10/08	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Local Retail Account Manager	11/24/08	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Local Integrated Media, Managing Editor	12/01/08	NBCUniCareers.com	n/a	n/a	n/a	n/a
KNBC	Local Integrated Media, News Editor	12/01/08	NBCUniCareers.com	n/a	n/a	n/a	n/a
KNBC	Local Integrated Media, News Editor	12/01/08	NBCUniCareers.com	n/a	n/a	n/a	n/a
KNBC	Executive Assistant & Sales Support	01/05/09	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KNBC	Local Retail Account Manager	01/12/09	NBCUniCareers.com	n/a	n/a	n/a	n/a
KNBC	Local Business Development Coordinator	02/09/09	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM***

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices?
KVEA	Reporter	06/23/08	COS: NBC - Internal Recall from layoff	n/a	n/a	n/a	n/a
KVEA	Vice President of News, KVEA/KWHY	07/14/08	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KVEA	Reporter	07/28/08	NBCUniCareers.com: Current Yoh Employee	n/a	n/a	n/a	n/a
KVEA	Vice President of Sales - KVEA	07/28/08	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KVEA	Director Human Resources KVEA/KWHY	01/05/09	COS: NBC - Internal Promotion	n/a	n/a	n/a	n/a
KWHY	Account Manager	03/17/08	NBCUniCareers.com	n/a	n/a	n/a	n/a
KWHY	Reporter	07/14/08	COS: NBC - Internal Recall from layoff	n/a	n/a	n/a	n/a
KWHY	Advertising & Promotion Director	07/28/08	NBCUniCareers.com	n/a	n/a	n/a	n/a

When position do become available. KNBC, KVEA and KWHY send a list of all open positions on a weekly basis (Including those listed above) to the following agencies**:

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?	Email Address
California Chicano News Media Association	300 S. Grand Ave., Suite, Los Angeles, CA 90071-3175	Julio Moran	(213) 437-4408	YES	ccnmainfo@ccnma.org
Los Angeles Urban League	3450 Mount Vernon Dr. Los Angeles, CA 90008	Ruth Davis	(323) 299-9660	YES	Lbelt@laul.org & hrdept@laul.org
American Career College	4021 Rosewood Ave., Los Angeles, CA 90004	Alice Hines	(323) 668-7555	YES	alice@americancareer.com
CA Department of Rehabilitation - Workforce Development	2000 Evergreen St, Sacramento, CA 95815	Valerie Massey	(916) 263-7310	YES	wdsinfo@dor.ca.gov
National Association of Broadcast Employees & Technicians	1918 W. Burbank Blvd, Burbank, CA 91506	John Alarid	(818) 846-0490	YES	jalarid@nabet53.org
Harbor Work Source Center	8929 S. Sepulveda Blvd. S#300, Los Angeles, CA, 90045-3659	Daryn Smith	(310) 348-0991	YES	dssmith@dor.ca.gov
University of Colorado at Boulder, School of Journalism and Mass Communication	584 UCB Boulder, CO 80309-0584	Elizabeth Gaeddert	(303) 492-0460	YES	elizabeth.gaeddert@colorado.edu
The National Association of Hispanic Journalist	529 14th St., NW, Suite 1000 Washington, DC 20045-2001	Marissa Silvera	(202) 662-7145	YES	jobbank@nahj.org
Native American Journalists Association	555 Dakota Street, Al Neuharth Media Center, Vermillion, SD 57069	Karen Rimsa	(605) 677.5282	YES	info@naja.com
National Black MBA Association Inc	180 N. Michigan Ave., Suite 1400 Chicago, IL 60601	Debby Tarber	(312) 236-2622	YES	HR@nbmbaa.org
Empowering Latinas - Online Resources for Women	PO Box 60865, Pasadena CA 91116	Yasmin Davidds	(866) 857-9879	YES	empoweringlatinas@yasmindavidds.co

*In Addition, All positions are posted on NBCUNICAREERS.COM, GE Careers and all positions below Executive level are posted with America's Job Bank. NBC, KVEA and KWHY run yearly ad in the LA Times directing organizations that want to be part of our distribution list to send us their information.

A Times Contact Information:

Contact Name: Alma Castellan

Address: 202 West First Street, 8th fl, Los Angeles, CA 90048

Phone: 213.237.5212

mail: alma.castellon@latimes.com