

**FCC FORM 396
EXHIBIT 2**

ANNUAL EEO PUBLIC FILE REPORTS

FOR

AUGUST 1, 2012-JULY 31, 2014

EMPLOYMENT UNIT FOR

**STATION KNTV
SAN JOSE, CA
FACILITY ID NO. 35280**

AND

**STATION KSTS
SAN JOSE, CA
FACILITY ID NO. 64987**

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.

3. 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

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station

Please see attached for recruitment sources for each applicant and hired employee.

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

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

5. Please summarize the station's broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the stations participation in each initiative.

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 Kovalski*, 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 Kiriama* , 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 Kiriya, 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**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices
KNTV	Reporter	9/11/12	Talent Agent	Beverly Hills, CA	Mendes Napoli	310.385.8242	No
KNTV	Director of Integrated Media	10/22/12	Employee Referral	N/A	N/A	N/A	No
KNTV	Weekend Anchor/Reporter	1/21/13	Employee Referral	N/A	N/A	N/A	No
KNTV	Content Producer (2)	11/12/12	Employee Referral	N/A	N/A	N/A	No
KNTV	Promotion Producer (2)	11/26/12 & 12/10/12	NBCunicareers.com	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
KNTV	Account Executive (2)	12/10/12 & 12/17/12	Employee Referral Employee Referral	N/A	N/A	N/A	No
KNTV	Admin Assistant/HR Coordinator	1/1/13	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Producer	2/4/13	NBCunicareers.com	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
KNTV	Platform Manager	3/18/13	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Director of Technology	3/25/13	Internal Promotion	2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
KNTV	Broadcast Systems Engineer	4/15/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	N/A
KNTV	Information Technology Technician	5/28/13	Yoh	3000 W. Alameda Ave. – Burbank, CA 91523	Susana Medina	818.526.6163	N/A

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

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCCareers.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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 ST 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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

2013-2014 ANNUAL PUBLIC FILE EEO REPORT

August 1, 2013 – July 31, 2014

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

Promotion Producer (2)
Executive Producer (1)
Photographer (3)
Customer Service Representative (1)
Weather Producer (1)
Content Producer (2)
Executive Producer of Weather (1)
Producer (2)
Broadcast Systems Manager (1)
Digital Editor – Investigations (1)
Sports Anchor (1)
Digital Editor (1)
Anchor (1)
Sports Producer (1)
Account Executive (1)
Special Projects Producer (1)
Reporter (3)
Multi-Media Journalist (1)

KSTS

Broadcast News Writer (1)
Photographer/Editor/Live Truck Operator (1)
Executive Producer (2)
Account Executive (3)
APC Operator (2)
Content Producer (3)
National Sales Manager (1)
Reporter/VJ (3)
Anchor – Morning News (2)
Photographer (1)
Assignment Editor (2)
Weather & Traffic Anchor/Reporter (2)

2. Attached is a summary of the Recruitment Source Data Forms relevant for the jobs listed.
3. In total, how many interviewees did the station interview for all the full-time job vacancies identified in response to Question 1?

KNTV: 118

KSTS: 97

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station

Please see attached for recruitment sources for each applicant and hired employee.

Name of Recruitment Source <i>KNTV</i>	Total Number of Interviewees Referred during reporting year
NBCunicareers.com	63
Employee Referral	29
Community Outreach	0
Internal Promotion/Transfer	3
Social Media	0
Yoh Managed Staffing	11
Talent Agent	12

Name of Recruitment Source <i>KSTS</i>	Total Number of Interviewees Referred during reporting year
NBCunicareers.com	67
Employee Referral	20
Community Outreach	0
Internal Promotion/Transfer	2
Social Media	0
Yoh Managed Staffing	7
Talent Agent	1

5. Please summarize the station's broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the stations participation in each initiative.

Recruitment/Outreach Initiatives:

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

- I. Online Recruitment:** All positions are posted on NBCUNICAREERS.COM and KNTV positions are posted on NBCBAYAREA.COM
- II. Newspaper Ads:** A yearly advertisement is placed in the San Francisco Chronicle directed towards organizations interested in learning about employment opportunities
Contact Information:
Address: 901 Mission St. – San Francisco, CA – 94103
Phone: 415.536.5163
- III. On-Air:** KNTV regularly airs an announcement directing viewers to learn about job opportunities at nbcunicareers.com. During the period August 1, 2013 to July 31, 2014 the announcement aired 312 times.
- IV. Telephone job line:** The stations maintain a job line for individuals interested in learning about job opportunities via a recorded message. They are directed to 408-432-4454.

V. INTERNSHIPS & EDUCATION:

1. College Internship Program: Fall 2013-Summer 2014

News: 11
Sales/Marketing: 1
Production: 5
Community Relations: 4

Total Students: 21

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, Sales/Marketing, Production, Commercial Production, Programming, News and Website. Students receive college credit for participating in the internship program and are paid an hourly rate.

Participating Staff:

Judy Betro, Director of Human Resources
Lauren Inderhees, Assignment Editor
Jennifer Garcia, Scheduling Coordinator
Willie McGrady, Broadcast Operations Manager

Lance Lew, Director of Community & Event Marketing
Juan Miguel Muniz, VP of News
KNTV News Leadership Team
Christina Sippy, Manager Integrated Sales Marketing

2. EMMA BOWEN Foundation for Minority Interests in Media:
Total Current Students: 2

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 five interns participate in the program since 2007 and one intern has been hired as a staff employee. During the period August 1, 2013 to July 31, 2014, two students participated in the Emma Bowen Program.

Participating Staff:
Human Resources Director and station 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, 2013 through July 31, 2014.

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, 2013 through July 31, 2014, 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, 2013 through July 31, 2014, KNTV and KSTS sales employees attended a number of training programs aimed at enhancing and developing sales skills. Among those programs were Sales Negotiation Training conducted by Noll & Associates, Sales Presentation Training conducted by Paradigm, Digital Sales Fulfillment Training conducted by NBCU, a number of research related training seminars conducted by Kantar Media, Scarborough/PrimeNext and Nielsen Grabix. In addition, Sales Managers participated In Jump, a leadership program conducted by NBCU as well as one on one coaching conducted by Randy Roberts Consulting.

News Training: During the period August 1, 2013-July 31, 2014, KNTV and KSTS news employees participated in a variety of training programs designed to enhance skills necessary to keep current with the industry and perform at a high level of competency. KSTS launched a new morning show on June 2, 2014. Prior to the launch, KSTS news personnel participated in additional Overdrive Training to prepare for the launch. Production Training: The KNTV Production Crew received Lighting Board Training.

Web Training for News: KNTV News personnel participated in a Social Media Bootcamp.

Breaking News: KNTV Assignment Desk employees received technical training on the phone and crawl systems.

Leadership Development - Managing Editor, Executive Producer and Director of Integrated Media attended Jump, a leadership development course conducted by NBCU. VP of News participated in Invest, a high level leadership development course conducted by NBCU. Software: KNTV and KSTS News personnel attended training on how to efficiently utilize Outlook. Two Media Managers, VP of News and Assistant News Director attended training on DALET News operating system.

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.

IRE: KNTV News Investigative employees participated in the IRE Conference in San Francisco in June 2014 which included numerous workshops over a four day period.

Writing Workshops: KNTV News personnel attended a Writing Workshops in April and May 2014 as well as a Tease Writing Seminar conducted by the SVP, Marketing and Acquired Programming.

Live Truck Training: KNTV and KSTS News personnel participated in Live Truck Safety Training as well as other EHS related training.

Nielsen Training: KNTV News personnel received research training conducted by Nielsen Grabix.

VI. JOB FAIR PARTICIPATION:

Representatives of KNTV participated in the following job fairs during the period August 1, 2013 –July 31, 2014:

- Bay Area Annual Diversity Employment Day Career Fair, January 23, 2014 (Co-Media Sponsor) – Oakland – Judy Betro, Director of Human Resources; Lance Lew, Director of Community and Event Marketing; KNTV
- NAHJ Regional Conference/Career Fair, March 22, 2014 – San Francisco – Judy Betro, Director of Human Resources; Juan Miguel Muniz Guzman, VP of News; KSTS
- Bay Area Annual Diversity Employment Day Career Fair, May 29, 2014 (Co-Media Sponsor) – San Francisco – Judy Betro, Director of Human Resources; Lance Lew, Director of Community and Event Marketing; KNTV
- Bay Area Annual Diversity Employment Day Career Fair, June 25, 2014 (Co-Media Sponsor) – San Jose – Natalie Wise, HR Coordinator; Lance Lew, Director of Community and Event Marketing; KNTV

7. COMMUNITY EVENT PARTICIPATION:

Employees of the Stations participate in extensive community affairs activities throughout the community, with many of these events focused on diversity in the community. This participation also creates opportunities for Station personnel to educate the community about broadcasting and employment opportunities in the broadcast field. Detailed information concerning the community events in which the Stations' personnel participated is set forth below:

Taiwanese Business Association, *Stephanie Chuang*, August 2013

J-Pop Concert Union Square, *Mike Inouye*, August 2013

Fremont Festival, *Mike Inouye*, August 2013

Comcast Tech Youth Summit, *Janelle Wang*, August 2013

Happy Kids Day Festival, *Kris Sanchez/Garvin Thomas*, August 2013

Mexican American Winegrowers Fundraiser, *Damian Trujillo*, August 2013

Chico Alumni Week, *Lance Lew*, September 2013

Taiwan American Professionals, *Stephanie Chuang*, September 2013

Asian Americans for Community Involvement, *Mike Inouye*, September 2013

Orinda Idol, *Diane Dwyer*, September 2013

American Heart Association-Heart Walk, Scott McGrew, September 2013
American Heart Association-Heart Walk, Mike Inouye, September 2013
JCCNC Annual Gala, Mike Inouye, September 2013
Paws Walk, Jessica Aguirre, September 2013
Lt. Santiago Memorial Scholarship, Damian Trujillo, September 2013
Fremont Leadership, Lance Lew, September 2013
BuildOn Book Signing Event, Diane Dwyer, September 2013
Northwestern Alumni Association, Diane Dwyer, September 2013
EBBIES, Diane Dwyer, October 2013
Asian American Bar Association, Stephanie Chuang, October 2013
Rebuilding Together Silicon Valley, Jeff Ranieri, October 2013
BJ Hom Food Allergy Walk, Laura Garcia-Cannon, October 2013
CAL Alumni Weekend, Diane Dwyer, October 2013
Dorothy Carson Memorial Scholarship Fundraiser, Garvin Thomas, October 2013
Hispanic Heritage Ball, Damian Trujillo/Laura Garcia-Cannon, October 2013
Pet Adoptions, Christina Loren, October 2013
Jane Goodall-YWCA Luncheon, Janelle Wang, October 2013
Asian Pacific Fund Gala, Raj Mathai, October 2013
JACL Award Gala, Mike Inouye, November 2013
Trivia Challenge, Scott Budman, November 2013
World Alliance Stem Cell Conference, Diane Dwyer, November 2013
Tech Awards Showcase, Scott Budman, November 2013
Haas Annual Gala, Diane Dwyer, November 2013
Hiller Aviation Museum, Bob Redell/Mike Inouye, November 2013
TOPAZ Reunion Japanese Internment, Mike Inouye, November 2013
Napa Valley Film Festival, Raj Mathai, November 2013
Philippine International Rescue, Diane Dwyer, November 2013
Safeway Food Drive, KNTV and KSTS Employees, November 2013
CreaTV Gala, Diane Dwyer, January 2014
Silicon Valley Reads, Lance Lew, January 2014
Growing Up Asian, Janelle Wang/Lance Lew, January 2014
Charles Schwab Youth of the Year, Lance Lew, January 2014
Sciencepalooza 2014, Mike Inouye, February 2014
Heroes and Hearts, Lance Lew, February 2014
Cinequest, Christina Loren/Diane Dwyer, March 2014
Bark and Whine Ball, Diane Dwyer, March 2014
Center Asian American Media, Stephanie Chaung, March 2014
Dublin St Patrick's Day Parade and Festival, Lance Lew, March 2014
Silicon Valley Community Foundation, Garvin Thomas Snell, March 2014
Fremont Leadership, Lance Lew, March 2014
Spring Forward Run/Walk, Lance Lew, April 2014
Spring Fling, Raj Mathai, April 2014
Walk a Mile in her Shoes, Lance Lew, April 2014
The Tech Challenge, Scott McGrew/Scott Budman, April 2014
Law Enforcement Day, Laura Garcia-Cannon, April 2014
Campbell Parade, Christina Loren, April 2014

Rebuilding Together Silicon Valley, *Diane Dwyer*, April 2014
Cherry Blossom Festival & Parade, *George Kiriyaama*, April 2014
Volunteer Recognition Luncheon, *Laura Garcia-Cannon*, April 2014
Petaluma Butter and Eggs Day Parade, *Janelle Wang/Lance Lew*, April 2014
Rebuilding Together Peninsula, *Diane Dwyer*, April 2014
Comcast Cares Day, *KNTV and KSTS Employees*, April 2014
San Jose Downtown Association Farmers Market, *Christina Loren*, May 2014
Livermore Wine Country Festival, *Mike Inouye*, May 2014
Vietnamese Festival Ao Dai, *Lance Lew*, May 2014
Education Awards, *Cesar Bayona*, May 2014
Asian Pacific Fund Kick-off/GUAA Awards, *Janelle Wang*, May 2014
Silicon Valley Gives, *Christina Loren*, May 2014
Filoli Flower Show, *Lance Lew*, May 2014
Willow Glen 5K, *Kris Sanchez*, May 2014
St. Ignatius Student Show, *Christina Loren*, May 2014
YWCA Tribute to Women Awards, *Janelle Wang*, May 2014
Asian Pacific American Heritage Awards Luncheon, *Raj Mathai, Vicky Nguyen, Rob Mayeda, Janelle Wang*, May 2014
John Muir School-Career Day, *Scott Budman*, May 2014
Maker's Fair, *Scott McGrew*, May 2014
Relay for Life, *Laura Garcia-Cannon*, May 2014
Women's Event Pleasant Hill, *Christina Loren*, May 2014
Mouse Squad California, *Blanca Garza*, May 2014
Meals on Wheels-Peninsula, *Lance Lew*, May 2014
Valor Games, *Lance Lew*, May 2014
American Heart Association, *Bob Redell*, May 2014
Olympic Day, *Lance Lew*, May 2014
Jumpstart Gala-Condoleezza Rice, *Scott McGrew*, May 2014
American Heart Association, *Diane Dwyer*, June 2014
Hope Services Breakfast, *Marianne Favro*, June 2014
Build On Event, *Diane Dwyer*, June 2014
Santana Row Fashion Show-Vernon Davis, *Lance Lew*, June 2014
Children's Fund Kids' Triathlon, *Lance Lew*, June 2014
Soy & Tofu Event, *George Kiriyaama*, June 2014
Asian Americans for Community Involvement, *Rob Mayeda*, June 2014
Lupus Run, *Rob Mayeda*, June 2014
Comcast Legends and Leaders-State Capitol, *Diane Dwyer*, June 2014
Mission Graduates and Sergio Romo, *Damian Trujillo*, June 2014
Relay for Life, *Laura Garcia-Cannon*, June 2014
Catholic Charities Golf Tournament, *Christina Loren*, June 2014
Frameline LGBT Film Festival, *Lance Lew*, June 2014
Cancer Prevention Foundation, *Kimberly Tere*, June 2014
Kiwanis July 4th Parade, *Lance Lew*, July 2014
Japanese American Citizen League, *Mike Inouye*, July 2014
Music in the Park, *Damian Trujillo*, July 2014

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 – Regional Board of Governors - 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 – Committee – 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.

Managing Editor, Keith Barry, spoke to Media Ethics classes at Sonoma State.

News Anchors/Reporters, Scott Budman and Scott McGrew, spoke at a Comcast Technology Offsite conducted by NBCU.

**JOB VACANCY
RECRUITMENT SOURCE DATA SUMMARY FORM**

Station	Job Title	Date Job Filled	Recruitment Source of Ultimate Hire	Address of Recruitment Source	Contact Person	Phone	Has this source requested notices
KNTV	Promotion Producer	9/9/13	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Executive Producer	9/23/13	Internal Promotion	2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N/A
KNTV	Photographer	8/26/13	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777. 9725	N/A
KNTV	Customer Service Representative	9/16/13	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432. 4580	N/A
KNTV	Weather Producer	9/30/13	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Content Producer	10/21/13	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Promotion Producer	10/21/13	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Executive Producer of Weather	9/2/13	Internal Promotion	2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432. 4580	N/A
KNTV	Producer	10/19/13	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Producer	10/30/13	NBCunicareers.com	30 Rockefeller Plaza – New York, NY	Judy Betro	408.432. 4580	N/A

				10112			
KNTV	Broadcast Systems Manager	11/11/13	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Photographer	11/18/13	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A
KNTV	Anchor	12/2/13	Talent Agent	152 West 57 th St., 14 th Flr – NY, NY 10019	Carol Perry		No
KNTV	Digital Editor – Investigations	1/13/14	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A
KNTV	Sports Anchor	1/27/14	Talent Agent	17350 Mallard Dr. – Sonoma, CA 95476	Dana Adams		No

KNTV	Digital Editor	2/3/14	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A
KNTV	Content Producer	2/3/14	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
KNTV	Sports Producer	2/10/14	Internal Promotion	2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
KNTV	Account Executive	2/24/14	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Photographer	4/21/14	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
KNTV	Special Projects Producer	4/14/14	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
KNTV	Reporter	4/21/14	Employee Referral	N/A	N/A	N/A	N/A
KNTV	Reporter	6/9/14	Talent Agent	17350 Mallard Dr. – Sonoma, CA 95476	Dana Adams		No
KNTV	Multi-Media Journalist	6/16/14	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A
KNTV	Reporter	6/23/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Assignment Editor	12/9/13	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
KSTS	Broadcast News Writer	1/20/14	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
KSTS	Photographer/ Editor/Live Truck Operator	12/9/13	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
KSTS	Executive Producer	2/17/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Account Executive	2/3/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	APC Operator	4/7/14	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A

KSTS	Content Producer	4/21/14	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A
KSTS	Executive Producer	3/24/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	APC Operator	4/7/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	National Sales Manager	4/7/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Reporter/VJ	2/10/14	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A
KSTS	Account Executive	2/18/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Account Executive	4/7/14	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A
KSTS	Anchor – Morning News	5/5/14	Internal Promotion	2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
KSTS	Anchor – Morning News	5/5/14	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A
KSTS	Reporter/VJ	4/21/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Photographer	4/28/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Assignment Editor	5/26/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Content Producer	3/10/14	Internal Transfer	2450 N. 1 st St. – San Jose, CA 95131	Judy Betro	408.432.4580	N/A
KSTS	Reporter/VJ	5/19/14	Yoh	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
KSTS	Weather & Traffic Anchor/Reporter	5/5/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Weather & Traffic Anchor/Reporter	5/5/14	Employee Referral	N/A	N/A	N/A	N/A
KSTS	Content Producer	6/2/14	NBCunicareers.com	30 Rockefeller Plaza – New York, NY 10112	Judy Betro	408.432.4580	N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: Promotion Producer

Date Job Filled: 9/9/2013

Recruitment Source: Employee Referral

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	5	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Executive Producer**

Date Job Filled: **9/23/2013**

Recruitment Source: **Internal Promotion**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	4	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Photographer**

Date Job Filled: **8/26/2013**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: Customer Service Representative

Date Job Filled: 9/16/2013

Recruitment Source: NBCunicareers.com

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	1	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Weather Producer**

Date Job Filled: **9/30/2013**

Recruitment Source: **Employee Referral**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: Content Producer

Date Job Filled: 10/21/2013

Recruitment Source: Employee Referral

Total Interviews: 11

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	10	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Promotion Producer**

Date Job Filled: **10/21/2013**

Recruitment Source: **Employee Referral**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: Executive Producer of Weather

Date Job Filled: 9/2/2013

Recruitment Source: Internal Promotion

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: Producer

Date Job Filled: 10/19/2013

Recruitment Source: Employee Referral

Total Interviews: 11

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	10	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Producer**

Date Job Filled: **10/30/2013**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **6**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	6	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: Broadcast Systems Manager (Posted as “Technology Supervisor”)

Date Job Filled: 11/11/2013

Recruitment Source: Employee Referral

Total Interviews: 6

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	5	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Photographer**

Date Job Filled: **11/18/2013**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Anchor**

Date Job Filled: **12/2/2013**

Recruitment Source: **Talent Agent**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent	3	152 West 57 th St., 14 th Floor – NY, NY 10019	Carol Perry		No

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Digital Editor – Investigations**

Date Job Filled: **1/13/2014**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	2	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Sports Anchor**

Date Job Filled: **1/27/2014**

Recruitment Source: **Talent Agent**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent	2	17350 Mallard Dr. – Sonoma, CA 95476	Dana Adams		No

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Digital Editor**

Date Job Filled: **2/3/2014**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **6**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	2	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 st 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	2	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: Content Producer

Date Job Filled: 2/3/2014

Recruitment Source: Yoh Managed Staffing

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	3	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: Sports Producer

Date Job Filled: 2/10/2014

Recruitment Source: Internal Promotion

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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	1	2450 N. 1 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Account Executive**

Date Job Filled: **2/24/2014**

Recruitment Source: **Employee Referral**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com		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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Photographer**

Date Job Filled: **4/21/2014**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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		2450 N. 1 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)
Station: KNTV**

Job Title: Special Projects Producer

Date Job Filled: 4/14/2014

Recruitment Source: Yoh Managed Staffing

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Reporter**

Date Job Filled: **4/21/2014**

Recruitment Source: **Employee Referral**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent	4				N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Reporter**

Date Job Filled: **6/9/2014**

Recruitment Source: **Talent Agent**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent	3	17350 Mallard Dr. – Sonoma, CA 95476	Dana Adams		No

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Multi-Media Journalist**

Date Job Filled: **6/16/2014**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **5**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	3	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KNTV**

Job Title: **Reporter**

Date Job Filled: **6/23/2014**

Recruitment Source: **Employee Referral**

Total Interviews: **1**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Assignment Editor

Date Job Filled: 12/9/2013

Recruitment Source: Yoh Managed Staffing

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Broadcast News Writer

Date Job Filled: 1/20/2014

Recruitment Source: Yoh Managed Staffing

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Photographer/Editor/Live Truck Operator

Date Job Filled: 12/9/2013

Recruitment Source: Yoh Managed Staffing

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Executive Producer

Date Job Filled: 2/17/2014

Recruitment Source: Employee Referral

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: **Account Executive**

Date Job Filled: **2/3/2014**

Recruitment Source: **Employee Referral**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: APC Operator

Date Job Filled: 4/7/2014

Recruitment Source: Yoh Managed Staffing

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)
Station: KSTS**

Job Title: **Content Producer**

Date Job Filled: **4/21/2014**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **7**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	7	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: **Executive Producer**

Date Job Filled: **3/24/2014**

Recruitment Source: **Employee Referral**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(Attached to EEO Public File Report)
Station: KSTS**

Job Title: **APC Operator**

Date Job Filled: **4/7/2014**

Recruitment Source: **Employee Referral**

Total Interviews: **3**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: National Sales Manager

Date Job Filled: 4/7/2014

Recruitment Source: Employee Referral

Total Interviews: 2

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: **Reporter/VJ**

Date Job Filled: **2/10/2014**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Account Executive

Date Job Filled: 2/18/2014

Recruitment Source: Employee Referral

Total Interviews: 3

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	1	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: **Account Executive**

Date Job Filled: **4/7/2014**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **6**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	6	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Anchor – Morning News

Date Job Filled: 5/5/2014

Recruitment Source: Internal Promotion

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	4	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Anchor – Morning News

Date Job Filled: 5/5/2014

Recruitment Source: NBCunicareers.com

Total Interviews: 7

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	7	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: **Reporter/VJ**

Date Job Filled: **4/21/2014**

Recruitment Source: **Employee Referral**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: **Photographer**

Date Job Filled: **4/28/2014**

Recruitment Source: **Employee Referral**

Total Interviews: **7**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	5	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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Assignment Editor

Date Job Filled: 5/26/2014

Recruitment Source: Employee Referral

Total Interviews: 5

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Content Producer

Date Job Filled: 3/10/2014

Recruitment Source: Internal Transfer

Total Interviews: 1

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: **Reporter/VJ**

Date Job Filled: **5/19/2014**

Recruitment Source: **Yoh Managed Staffing**

Total Interviews: **1**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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	10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Weather & Traffic Anchor/Reporter

Date Job Filled: 5/5/2014

Recruitment Source: Employee Referral

Total Interviews: 4

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent	1				N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: Weather & Traffic Anchor/Reporter

Date Job Filled: 5/5/2014

Recruitment Source: Employee Referral

Total Interviews: 10

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	7	30 Rockefeller Plaza – NY, NY 10112	Judy Betro	408.432.4580	N/A
Employee Referral	3	N/A	N/A	N/A	N/A
Community Outreach		N/A	N/A	N/A	N/A
Internal Promotion/ Transfer		2450 N. 1 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A

**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (Attached to EEO Public File Report)
 Station: KSTS**

Job Title: **Content Producer**

Date Job Filled: **6/2/2014**

Recruitment Source: **NBCunicareers.com**

Total Interviews: **4**

Name of Recruitment Source	Number of Interviewees from Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com	4	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 st 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		10 Universal City Plaza – Universal City, CA 91608	Theresa Glenn	818.777.9725	N/A
Talent Agent					N/A