

## ANNUAL PUBLIC FILE EEO REPORT

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

Call Sign of Station(s): WNBC 4 (NYC) – WNJU 47, (New Jersey & NYC)

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

<b>Traffic Ops Administrator</b>	<b>Account Manager</b>	<b>Sport Producer (2)</b>
<b>Account Manager, PAX</b>	<b>Morning Show Producer</b>	<b>Manager News Ops</b>
<b>Assignment Desk Supervisor</b>	<b>Nabet, Photographer (2)</b>	<b>Planning Manager</b>
<b>IT Analyst</b>	<b>National Sales Manager</b>	<b>Account Manager</b>
<b>Finance Manager</b>	<b>Weekend Producer</b>	<b>News Anchor</b>
<b>Local Sales Manager</b>	<b>General Sales Manager</b>	<b>Assignment Editor</b>
<b>Director Fin &amp; Admin</b>	<b>Associate Producer</b>	<b>Account Manager (2)</b>
<b>Promotions Producer</b>	<b>National Sales Manager</b>	<b>Producer</b>

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

**Please see Appendix A - WNBC/WNJU RECRUITMENT SOURCE LIST**

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

<b>Traffic Ops Administrator</b>	<b>Account Manager</b>	<b>Sport Producer (2)</b>
<b>Account Manager, PAX</b>	<b>Morning Show Producer</b>	<b>Manager News Ops</b>
<b>Assignment Desk Supervisor</b>	<b>Nabet, Photographer (2)</b>	<b>Planning Manager</b>
<b>IT Analyst</b>	<b>National Sales Manager</b>	<b>Account Manager</b>
<b>Finance Manager</b>	<b>Weekend Producer</b>	<b>News Anchor</b>
<b>Local Sales Manager</b>	<b>General Sales Manager</b>	<b>Assignment Editor</b>
<b>Director Fin &amp; Admin</b>	<b>Associate Producer</b>	<b>Account Manager (2)</b>
<b>Promotions Producer</b>	<b>National Sales Manager</b>	<b>Producer</b>

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

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Referrals	16
NBC jobs.com	0
YOH Agency	5

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

**St. John's University, February 20, 2004**

**First Annual Job and Network Fair**

Millie Quiles, Human Resources Generalist, participant

William Wermuth, NBC Manager Page Program

Joy Bellamy, NBC Employment Coordinator

Recruit students for Internships/Temp positions, Page program and future candidates for Staff position openings

**City University of NY(all CUNY Colleges), March 26, 2004**

**Attending Colleges:** *Hunter College, Baruch College, Lehman College, College of Staten Island, York College Borough of Manhattan Community College, Brooklyn College, Queens College, NYC College of Technology*

**CUNY's Journalism, and Broadcast Media Career Fair**

Millie Quiles, WNBC Human Resources Generalist

Carrie Maltese, NBC Recruitment Manager

William Wermuth, NBC Manager Page Program

Recruit students for Internships/Temp positions, Page program and future candidates for Staff position openings

**Annual International Radio Television Society, March 31, 2004**

**Minority Career Workshop**

**Marriott Marquis Hotel, NYC**

Millie Quiles, Human Resources Generalist, participant

Recruit students for Internships & for the WNBC, William V. Steckman Fellowship Foundation

**South Asian Journalist Association, June 18, 2004**

**Columbia University**

**10<sup>th</sup> Annual Convention and Job/Internship Fair**

**WNBC Served as Co-sponsor**

Millie Quiles, Human Resources Generalist, participant

Recruit students for Internships/Temp positions and future candidates for Staff position openings

Donated 10 tickets to Columbia University students to attend dinner and convention

**Unity 2004 – Journalist Convention, July 14, 2004**

**WNBC**

**Syracuse University, September 29-31, 2004**

**Diversity Business Summit**

**And Fall Career Internship Path**

*A diversity initiative between the divisions of undergraduate Studies and student affairs to broaden the understanding of Diversity and promote healthy dialogue about related issues At Syracuse University*

Millie Quiles, Human Resources Generalist, participant

Recruit students for Internships and part time positions

**University of Rochester, October 12-14, 2004**

**And Genesee Community College**

**Communications and Internships**

Participant on the panel “How do I seek an Internship”

Millie Quiles, Human Resources Generalist, participant

Recruit students for Internships and part time positions

**Howard University – October 21-22, 2004**

**Job Fair in Communications**

**Attending Colleges:** *North Carolina A&T State University, Pennsylvania State, George Mason University Winston-Salem State University, Southern Illinois State University, Carbondale, Tennessee State University, Delaware State University, Central State University, University of Maryland - Eastern Shore, Oakwood College, Lincoln University, Virginia Polytechnic Institute and State University (Virginia Tech University), Morgan State University*

WNBC, WRC & NBC, participants

Millie Quiles, WNBC Human Resources Generalist, participant

Janifer Claytor, WRC, HR Administrator

Joy Bellamy, NBC Employment Coordinator

Recruit students for Internships and part time positions

## APPENDIX A

### WNBC RECRUITMENT SOURCE LIST

General Electric Company Career Opportunity System <a href="http://www.gecareers.com">www.gecareers.com</a>	America's Job Bank <a href="http://www.ajb.org">www.ajb.org</a>	WNBC Weekly Job Hotline 1/866-392-1028.
NBC Jobs.com <a href="http://www.wnbc.com">www.wnbc.com</a> .	Community Film Workshop Council 525 West 125 Street - 2nd Floor New York, NY 10027 212/531-3786 CFWC@DRUMTV.Com	The New York Daily News Special Ads- Recruitment day 4/18,7/18,8/15,9/27,10/17,11/7, 12/9- 2004
Mark Shilstone, Manager Box 51909 Pacific Grove, CA 93950, #800-237-8073 MediaLine <a href="mailto:www.Medialine@medialine.com">www.Medialine@medialine.com</a>	Broadcasting & Cable Weekly Magazine <a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a>	Shoptalk TVSpy.Com "Job of the Day"
WNBC Careers and Jobs Television promotional Jobline Public Service Announcement 5 - 7 days per week	El Diario Spanish Language Newspaper Sunday Edition JobLine August 8th, and 9 <sup>th</sup> , 2004	Media Post Advertising & Media Directory
TV Spots'n'Dots <a href="http://www.spotsndots.com">www.spotsndots.com</a>		

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

Station: WNBC 4

Job Title: Traffic Ops Administrator

Date Job Filled: February 9, 2004

Recruitment Source  
That Referred

Ultimate Hire: NBC Internal Transfer

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDEX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: Account Manger - PAX

Date Job Filled: May 3, 2004

Recruitment Source

That Referred

Ultimate Hire: NBC Internal Transfer

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDEX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>				
<b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: Assignment Desk Supervisor

Date Job Filled: April 3, 2004

Recruitment Source  
That Referred

Ultimate Hire: YOH Agency (Internal Temporary Employee Conversion)

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>				
<b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: IT Analyst

Date Job Filled: March 22, 2004

Recruitment Source  
That Referred

Ultimate Hire: YOH Agency (Internal Temporary Employee Conversion)

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: Finance Manager

Date Job Filled: 2004

Recruitment Source  
That Referred

Ultimate Hire: NBC Internal Transfer

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
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Station: WNBC 4

Job Title: Account Manager

Date Job Filled: June 7, 2004

Recruitment Source

That Referred

Ultimate Hire: NBC Internal Transfer Promotion

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDEX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: Morning Show Producer

Date Job Filled: November 15, 2004

Recruitment Source

That Referred

Ultimate Hire: YOH Agency (Internal Temporary Employee Conversion)

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>				
<b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: Nabet, Photographer (2)

Date Job Filled: July 17, 2003 and July 24, 2004

Recruitment Source

That Referred

Ultimate Hire: WNBC Daily Hire Internal Promotions

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: National Sales Manager

Date Job Filled: 2004

Recruitment Source  
That Referred

Ultimate Hire: WNBC Internal Promotion

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<b>SEE APPENDEX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: Weekend Producer

Date Job Filled: October 15, 2004

Recruitment Source  
That Referred

Ultimate Hire: WNBC Daily Hire Internal Promotions

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNBC 4

Job Title: Sports Producer (2)

Date Job Filled: December 20, 2004 & February 7, 2005

Recruitment Source  
That Referred

Ultimate Hire: YOH Agency (Internal Temporary Employee Conversion) and  
KNSD Internal Transfer

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p><b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b></p> <p><b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b></p>				

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

Station: WNBC 4

Job Title: Manager News Operations

Date Job Filled: December 20, 2004

Recruitment Source

That Referred

Ultimate Hire: WVIT Internal Transfer

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
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Station: WNBC 4

Job Title: Planning Manager

Date Job Filled: November 29, 2004

Recruitment Source

That Referred

Ultimate Hire: WNBC Employee Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WNBC 4

Job Title: Account Manager

Date Job Filled: December 13, 2004

Recruitment Source

That Referred

Ultimate Hire: KNTV Internal Transfer

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNJU 47 Telemundo

Job Title: News Anchor

Date Job Filled: January 12, 2004

Recruitment Source

That Referred

Ultimate Hire: WNJU Employee Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDEX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNJU 47 Telemundo

Job Title: Local Sales Manager

Date Job Filled: March 15, 2004

Recruitment Source

That Referred

Ultimate Hire: WNJU Employee Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDEX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNJU 47 Telemundo

Job Title: General Sales Manager

Date Job Filled: March 15, 2004

Recruitment Source

That Referred

Ultimate Hire: TVSD (NSO) Internal Promotion

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WNJU 47 Telemundo

Job Title: Assignment Editor

Date Job Filled: May 3, 2004

Recruitment Source  
That Referred

Ultimate Hire: YOH Agency (Internal Temporary Employee Conversion)

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNJU 47 Telemundo

Job Title: Director, Finance & Administration

Date Job Filled: May 3, 2004

Recruitment Source

That Referred

Ultimate Hire: WNBC Internal Transfer

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNJU 47 Telemundo

Job Title: Associate Producer

Date Job Filled: June 14, 2004

Recruitment Source  
That Referred

Ultimate Hire: YOH Agency (Internal Temporary Employee Conversion)

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNJU 47 Telemundo

Job Title: Account Manager

Date Job Filled: July 5, 2004

Recruitment Source

That Referred

Ultimate Hire: PAX TV Internal Transfer

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WNJU 47 Telemundo

Job Title: Promotions Producer

Date Job Filled: July 12, 2004

Recruitment Source  
That Referred

Ultimate Hire: YOH Agency (Internal Temporary Employee Conversion)

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF WNBC/WNJU RECRUITMENT SOURCES</b>  <b>WNBC/WNJU ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

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

Station: WNJU 47 Telemundo

Job Title: National Sales Manager

Date Job Filled: July 12, 2004

Recruitment Source  
That Referred

Ultimate Hire: ZGS Internal Transfer

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WNJU 47 Telemundo

Job Title: Account Manager

Date Job Filled: September 27, 2004

Recruitment Source

That Referred

Ultimate Hire: WNJU Employee Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WNJU 47 Telemundo

Job Title: Producer

Date Job Filled: December 5, 2004

Recruitment Source

That Referred

Ultimate Hire: WNJU Internal Promotion

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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