

2005 ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station: KXAS and KXTX

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

Customer Service Representative (4), Local Account Manager (6), Anchor / Reporter (2), Business Development Account Manager, Assignment Desk Editor, Sales Pricing Analyst, Traffic Anchor / Reporter, Reporter (2), Traffic Manger, Sports Anchor / Reporter, Senior Designer, Graphics Coordinator, Local Sales Manager, Technical Director, HR Director, Sports Producer,

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

3.) In total, how many interviewees did the station (or station group) interview for all of the full time job vacancies identified in Question 1? 174

4.) In total, how many persons interviewed by 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
Internal Posting	34
NBC5i.com	75
Employee Referral	9
Contract Employees	10
Industry Referral	6
Talent Agency	2
New Paper Add	2
Internship Program	1
Gecareers.com	3
Nbcjobs.com	4
Texas Christian Services	1

Unity	1
Telemundo39.com	9

5.) Please summarize the station's (or station group's) broad recruitment outreach initiative 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 of each initiative.

1.) Internship Program – NBC5 and Telemundo39 have a substantial Internship Program designed to assist members of the community acquire skills for broadcast employment. Every year the stations hire between 20 - 30 college students to earn college credit and hands on experience. Each station currently has three sessions – Winter, Summer and Fall. Our internship program also gives us qualified diverse candidates.

2.) Internet Recruiting –Both stations post all open positions on our own jobs page within the NBC5 website. The stations also post Jobs on-line at the following Websites: NBCJobs.com, Gecareers.com, Monster.com, Producerpage.com (where applicable), Medialine.com (where applicable), TVJobs.com (where applicable)

4.) Scholarship Program – NBC5 and Telemundo39 sponsor Emma Bowen Minority Scholarship Program Students, designed to provide part-time jobs and learning experience to high school and college students. In this program students are paid for the work they do plus receive matching dollars from the stations designed to assist them with their academic costs. Presently there are 2 students enrolled. with 2 news students starting the summer of

4.) Additional Internship Program – NBC5 also sponsors a Kaiser Student for the summer term that works primarily with our Medical reporting team. KXAS – TV participates in the Fort Worth Independent School District's Vital Link Program. In this program several seventh grade students from the FWISD spend one week at the station participating in various activities such as job shadowing, producing their own demo tape, and group projects.

5.) Additional Mentoring Program – KXAS conducts a job shadow day with Junior Achievement of Dallas. Students spend a day at the station and shadow in various departments to learn about different careers in broadcasting. Also, KXAS & KXTX participate in the JA in a Day program. We have around 40 employees that spend a day at an elementary school teaching a class. This has become a great outreach program with the Dallas ISD and Junior Achievement.

6.) Minority Job Fairs and Recruitment Events – NBC5 and Telemundo 39 have had recruitment personnel at many minority job fairs and events. Both stations have been represented for recruitment at Unity –July 2004, NABJ Annual Conference, National Association of Black College Broadcasters Career Fair, and the GE Hispanic Forum. We also participated in the Remington College career fair– May 2004

7.) Internal EEO Management Training -- All NBC and Telemundo Employees are required to attend a course designed to prevent Harassment and Discrimination at NBC5, training is offered quarterly to ensure 100% participation. We also conducted Coaching for Change Training for key front line managers and station leadership teams.

6.) Community Organization Notification Requests: We have the form on our website, as well as running newspaper ads notifying that organizations can request lists of our job openings. The organizations that we send our openings to regularly include:

- Texas Rehabilitation Commission
- Labor Council for Latin America
- LULAC Council # 601
- United Hispanic Council
- TWU
- Dallas Intertribal Center
- Youth Fair Chance
- Women's Center of Tarrant County
- Association for Retarded Citizens
- Goodwill Industries of Fort Worth
- Career Services TCU
- Career Center TCC Southeast Campus
- TCU Radio and Film Department
- Dallas Black Media Coalition
- Northside Interchurch
- Fort Worth Metro Black Chamber of Commerce
- North Fort Worth Business Association
- Texas A&M Department of Journalism
- Black Broadcasters Alliance
- City of Fort Worth
- Network of Hispanic Communicators
- TCC Arlington Southeast Campus
- The Leadership Institute

- American GI Forum
- Tarrant County Employment and Training
- NAACP
- North Lake College
- Center for Cultural Diversity
- Texas Workforce Commission
- Women's Issues Network
- UTA Employment Services
- University of North Texas
- E. New Mexico University
- TAB Job Ads
- Positive Outcomes
- National Association of Black Journalists
- Magnet Planning and Development
- Tarrant County Employment and Training
- National Black MBA Association
- La Cadena Network of Hispanic
- Dallas Black Chamber of Commerce
- FWISD Adult Education Center
- Dallas Community Leadership
- India Association of North Texas
- Art Institute of Dallas
- Asbury College
- Collegiate Communication Association
- NAACP Forth Worth Chapter
- Association of Mexican-American Students
- Texas Christian University

- Louisiana State University
- Texas Workforce Commission
- DFW Association of Black Communicators
- Tarrant County Asian American Chamber of Commerce
- Students for Asian Indian Cultural Awareness
- Native American Public
- American GI Forums-8th Regional N. Texas
- American GI Forum Women of Tarrant County
- Mexican-American Educational Advisory
- Hispanic Workmen's Network of Fort Worth
- Hispanic Friends of UNT
- LULAC Council # 4568
- Design Focus
- Black Graduate Student Association
- Dallas Black Chamber of Commerce
- Organization of Latin American Students
- American GI Forum Chapter of Tarrant Co.
- LULAC Arlington #4353
- Arlington Hispanic Advisory Council
- Graduate Student Communication Association – TCU
- Southwestern Adventist University
- Society of Professional Journalists
- Organizacion De Anianos Hispanicos
- Hispanic Organization of Leadership & Achievement
- Hispanic Awareness Club
- Sigma Lambda Alpha Sorority
- Muslim Student Association

- LULAC Council #4442
- Asian Student Association
- Image Magazine
- Texas Commission for the Blind
- Amarillo Hispanic Chamber of Commerce
- Resource for Connection Workforce Center
- Emma L. Bowen Foundation for Minority Interests in Media
- Lubbock Hispanic Chamber of Commerce
- National Association of Black Journalists
- South Asian Journalists Association
- National Black Programming Consortium
- National Association of Black Owned Broadcasters
- American Women in Radio and Television
- Expanco Employment Connection
- Fort Worth Hispanic Chamber of Commerce
- Midland Chamber of Commerce
- National Association of Hispanic Journalists
- National Lesbian and Gay Journalists
- The University of Texas at Austin
- Asian American Journalists Association
- Dallas Hispanic Chamber of Commerce
- International Women's Media Foundation
- National Association of Black College Broadcasters
- National Association of Minority Media Executives
- Native American Journalists Association
- National Association of Broadcasters

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Anchor / Reporter

Date Job Filled: 4/26/2004

Recruitment Source
That Referred

Ultimate Hire: Internal Job Posting (COS)

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Account Manager

Date Job Filled: 5/17/2004

Recruitment Source

That Referred

Ultimate Hire: nbc5i.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Business Development Account Manager

Date Job Filled: 5/18/2004

Recruitment Source
That Referred

Ultimate Hire: Industry Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: Telemundo 39

Job Title: Assignment Desk Editor

Date Job Filled: 6/15/2004

Recruitment Source

That Referred

Ultimate Hire: NBC Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Sales Pricing Analyst

Date Job Filled: 7/5/2004

Recruitment Source

That Referred

Ultimate Hire: Internal Job Posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Traffic Anchor / Reporter

Date Job Filled: 7/7/2004

Recruitment Source
That Referred

Ultimate Hire: NBC Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: Telemundo39

Job Title: Local Account Manager

Date Job Filled: 7/20/2004

Recruitment Source

That Referred

Ultimate Hire: nbc5i.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: Telemundo 39

Job Title: Traffic Manager

Date Job Filled: 3/5/2004

Recruitment Source

That Referred

Ultimate Hire: NBC Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Customer Service Representative

Date Job Filled: 7/26/2004

Recruitment Source
That Referred

Ultimate Hire: Internal Job Posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: Telemundo 39

Job Title: Sports Anchor / Producer

Date Job Filled: 7/26/2004

Recruitment Source
That Referred

Ultimate Hire: nbc5i.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: NBC Arthouse

Job Title: Senior Designer

Date Job Filled: 8/9/2004

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: NBC Arthouse

Job Title: Graphic Coordinator

Date Job Filled: 8/11/2004

Recruitment Source

That Referred

Ultimate Hire: NBC Job Posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: Telemundo 39

Job Title: Local Account Manager

Date Job Filled: 9/7/2004

Recruitment Source

That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Local Sales Manager

Date Job Filled: 7/15/2004

Recruitment Source

That Referred

Ultimate Hire: Internal Job Posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Anchor / Reporter

Date Job Filled: 5/28/2004

Recruitment Source

That Referred

Ultimate Hire: nbc51.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: Telemundo 39

Job Title: Technical Director

Date Job Filled: 7/20/2004

Recruitment Source

That Referred

Ultimate Hire: nbc5i.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Local Account Manger

Date Job Filled: 9/1/2004

Recruitment Source

That Referred

Ultimate Hire: nbc5i.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Local Account Manager

Date Job Filled: 9/10/2004

Recruitment Source

That Referred

Ultimate Hire: nbc5i.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Sports Producer

Date Job Filled: 11/15/2004

Recruitment Source
That Referred

Ultimate Hire: nbc5i.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Sports Producer

Date Job Filled: 12/12/2004

Recruitment Source
That Referred

Ultimate Hire: NBC Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Customer Service Representative

Date Job Filled: 12/10/2004

Recruitment Source
That Referred

Ultimate Hire: Internal Job Posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS NBC5

Job Title: Reporter

Date Job Filled: 11/21/2004

Recruitment Source

That Referred

Ultimate Hire: Unity

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
gecareers.com	www.gecareers.com	Joy Bellamy	212-664-4253	No
NBCjobs.com	http://www.nbcjobs.com/	Joy Bellamy	212-664-4253	No
Monster.com	www.monster.com	Joy Bellamy	212-664-4253	No
Americas Job Bank	http://www.ajb.dni.us/	Joy Bellamy	212-664-4253	No
NBC5 / T39 Jobline	Regular Updates, number given in above spots	Martha Stallard	817-654-6483	No
NBC5 website	http://www.nbc5i.com	Rebecca Young	rebecca.young@nbcuni.com or kbowie@ibsys.com , shienz@ibsys.com , byoung@ibsys.com	No
Newspapers	The Dallas Morning News		214-977-7183	No
Newspapers	The Star-Telegram		817-390-7761	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				

