

ANNUAL PUBLIC FILE EEO REPORT

KTMD TV-47

Call Sign of Station(s): 4/1/23-3/31/2024

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

- 51010246 Promotions Producer
- 51263255 Multi-Platform Assignment Desk Manager
- 51320047 Vice President of News
- 51405857 News Producer
- 51412746- News Producer
- 51499417 Local Sales Manager
- 51499420 Account Executive
- 51499842 Photographer/Editor
- 51513719 Multimedia Journalist
- 51530756 Producer
- 51541202 Multimedia Journalist/Anchor
- 51564405 Multimedia Journalist
- 51566111 APC Operator/Editor
- 51572396 NBCU Academy Multi-Platform Content Producer
- 51263067_2 Photographer/Editor

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**

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

69 Total interviewees

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

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBCU Career Site /Employee Referral/Employee Portal	41
Online Advertising/Career Builder/Linked In/ Glass Door/Monster/Twitter etc.	18

Current NBC Employee /Former Employee/Freelancer/Intern	10
Career Fairs/ Diversity Events/ Mixers/ Associations	
YOH Managed Staffing	0

- 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.

Date: Second Quarter (April, May, June)

Leyendo Con Telemundo- HISD School District

Crystal Ayala, Antonio Hernandez, Felix Hernandez, Ingrid Barrera, Juan Jose Rodas, Pablo Sanchez, Lluvia Gutierrez, Ubaldo Martinez

Telemundo Houston's literacy initiative continues to evolve: 11 years ago, Telemundo Houston news talent participated in monthly, in-person HISD classroom visits. During the pandemic, we shifted to an on-line reading format via facebook live. In the latest rendition, we pre-recorded our talent reading stories - the high production value segments are shared across our platforms on Tuesday and Thursdays. KTMD talent read children's books, 1 in English and 1 in Spanish, during segments that live on our social platforms, Fast Channels and digital properties.

Attendance: 6,500 average daily outreaches via Facebook.

Date: April 25, 2023

Meet the Moment

Speakers: Craig Robinson, Sharon Epperson, Emily Ladu Disability Rights Activist and Author.

In this session of Meet the Moment, speakers and external experts will explore the topic of disabilities and accessibility at both work and on screen. Use this guide to reflect, stimulate important conversation, and inspire further action you and your team can take toward building a more inclusive and equitable environment.

Attendance: NBCU employees

Date: May 1, 2023

Laptop and Internet Essentials Giveaways with Comcast

Telemundo Houston and Comcast gave 10 laptops and Internet Essentials to She's Happy Foundation. The Foundation is committed to helping low-income families achieve lasting independence and making a difference in the lives of inner-city youth and their families through consistent, caring mentoring relationships. In partnership with Comcast, 10 Dell laptop and a year of free Internet Essentials services were donated to the program.

Attendance: She's Happy Foundation , and JC Perez, VP of Marketing and Rick Boker,Market Social Media Specialist

Date: May 5, 2023

Cinco de Mayo Broadcast From Chavez High School

Telemundo Houston celebrated Hispanic culture in the community with a live newscast from HISD's Chavez High School. During the newscast, education programs, student groups, athletics and the arts were spotlighted with interview segments. During the newscast, new Chromebook laptops were donated the school courtesy of Comcast Internet Essentials. On air talent had the opportunity to answer questions about there careers.

Attendance: On Air Talent: Ingrid Barrera, Luis Nunez, Lluvia Gutierrez, and Luis Ortiz

Date: May 18, 2023

Laptop and Internet Essentials Giveaways with Comcast

Telemundo Houston, National University and Comcast gave 50 laptops and Internet Essentials to HISD Scarborough High School students. In partnership with Comcast, 50 Chromebook laptops and a year of free Internet Essentials services were donated to underserved students selected by the school.

Attendance: 50 students, plus parents, and teachers, as well as VP of Marketing JC Perez.

Date: Third Quarter (July, August, September)

Leyendo Con Telemundo- HISD School District

Crystal Ayala, Antonio Hernandez, Felix Hernandez, Ingrid Barrera, Juan Jose Rodas, Pablo Sanchez, Lluvia Gutierrez, Ubaldo Martinez

Telemundo Houston's literacy initiative continues to evolve: 11 years ago, Telemundo Houston news talent participated in monthly, in-person HISD classroom visits. During the pandemic, we shifted to an on-line reading format via facebook live. In the latest rendition, we pre-recorded our talent reading stories - the high production value segments are shared across our platforms on Tuesday and Thursdays. KTMD talent read children's books, 1 in English and 1 in Spanish, during segments that live on our social platforms, Fast Channels and digital properties.

Attendance: 16,000- average daily reach on Facebook

Date: July 5, 2023

Laptop and Internet Essentials Giveaways with Comcast

Telemundo Houston and Comcast gave 10 laptops and Internet Essentials to the City of Baytown Planning & Development Services for use during their 8/5 back-to-school event and initiative COB was gifted 10 new Dell laptops and a year of free Internet Essentials services.

Attendance: VP of Marketing, JC Perez, and Marketing Team

Date: July 12, 2023

Foro Virtual : Pre-K Education

KTMD's Deysi Alvarez moderated a virtual forum to discuss the importance of education starting from pre-kindergarten and spotlighting Aldine ISD. Children who go to pre-kindergarten are more prepared for reading and math in school, more likely to graduate from high school and attend college and earn more money in their career. Panelist included 3 Aldine ISD elementary school directors. Deysi also had an opportunity to speak about her career in news.

Attendance: Deysi Alvarez News, and Aldine ISD directors, 2,249 facebook live outreach.

Date: July 12-15th, 2023

NAHJ Conference

National Association of Hispanic Journalist conference encourages diversity in the newsroom. The conference offered networking activities, industry related workshops There are networking activities, industry related workshops (topical issues, educational workshops, trainings etc.) and the biggest Career Expo with representation of media outlets from around the country (TV, Radio, Cable, Digital and Print)

Attendance: NBCUniversal TA team, HR team. Talent and TA team participated in the NBCU Academy Day .

Date: July 19-22nd 2023

AAJA

AAJA conference brings together hundreds of participants, with unique in-person programming, training, networking and recruiting opportunities. Our NBCU Talent Acquisition Team participated in panels and talked about all our career opportunities.

Attendance: NBCU TA team.

Date: August 2-6, 2023

NABJ

National Association of Black Journalist supports excellence in journalism and media while enhancing training and advocating for equity in the treatment of and opportunities for Black journalists and communicators. The conference entailed networking activities, industry related workshops (topical issues, educational workshops, trainings etc.) and the biggest Career Expo with representation of media outlets from around the country (TV, Radio, Cable, Digital and Print)

Attendance : NBCU TA team.

Date: August 5, 2023
Mayors Back 2 School Expo

Back to school event that provides free school supplies and health & human services to underserved youth in Houston. Telemundo Houston supports the event with news features / live coverage, on-line and via social media and street team on-site. School aged youth receive free backpacks and school supplies. The event is part of the Supporting Our Schools campaign. Also talked to kids and parents about careers in journalism.

Attendance: Marketing team

Date: August 10, 2023
Laptop and Internet Essentials Giveaways with Comcast

Telemundo Houston and Comcast gave 10 laptops and Internet Essentials to the Petey Greene Program. Founded in 2008, the Petey Greene Program (PGP) supports the academic goals of incarcerated and formerly incarcerated people through high-quality volunteer tutoring programs, while educating volunteers on the injustice manifest in our carceral system and encouraging them to engage in justice-oriented activism to reimagine the criminal legal system. PGP was gifted 10 new Dell laptops and a year of free Internet Essentials services.

Attendance: VP of Marketing, JC Perez, and Marketing Team

Date: August 17, 2023
Foro Virtual: Pre-K Education

KTMD's Deysi Alvarez moderated a virtual forum to discuss the importance of education starting from pre-kindergarten and spotlighting Aldine ISD. Children who go to pre-kindergarten are more prepared for reading and math in school, more likely to graduate from high school and attend college and earn more money in their career. Deysi also had the opportunity to talk about her careers with the students.

Attendance: 3,345 Facebook live reach

Date: August 23-26th
Online News Association.

ONA's mission is to inspire and support innovation and excellence in digital journalism. The conference entailed networking activities, industry related workshops (topical issues, educational workshops, trainings etc.) and the biggest Career Expo with representation of media outlets from around the country (TV, Radio, Cable, Digital and Print)

Attendance: NBCU TA team

Date: September 7-10th, 2023

NLGJA

NLGJA is journalist-led association working within the news media to advance fair and accurate coverage of LGBTQ+ communities and issues. They promote diverse and inclusive workplaces by holding the industry accountable and providing education, professional development and mentoring. The conference entailed networking activities, industry related workshops (topical issues, educational workshops, trainings etc.) and the biggest Career Expo with representation of media outlets from around the country (TV, Radio, Cable, Digital and Print)

Attendance: NBCU TA team.

Date: Fourth Quarter (October, November, December)

Leyendo Con Telemundo- HISD School District

Crystal Ayala, Antonio Hernandez, Felix Hernandez, Ingrid Barrera, Juan Jose Rodas, Pablo Sanchez, Lluvia Gutierrez, Ubaldo Martinez

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Attendance: 16,000- average daily reach on Facebook

Date: October 5-6, 2023

Military Veterans in Journalism

Military Veterans in Journalism's mission is simple: get more military veterans working in America's newsrooms. The conference entailed networking activities, industry related workshops (topical issues, educational workshops, trainings etc.) and the biggest Career Expo with representation of media outlets from around the country (TV, Radio, Cable, Digital and Print)

Attendance: NBCU TA team

Date: November 9, 2023

Meet the Moment

Meet the Moment which will focus on coping emotionally during uncertain and volatile times, with meaningful insights on how the physiological and psychological impacts of trauma and crisis like violence and war are relevant to all of us, including at the workplace. At NBCU we prioritize your wellbeing and the inclusive culture that we have built here at NBCUniversal.

Attendance: NBCU employees

Date: February 13, 2024
University of Arizona Spring Career Days

Career Day at University of Arizona, students had the opportunity to network with various media outlets including NBCU. We spoke to students about job availabilities within our stations.

Attendance: Virginia Luna, Employee Experience Specialist.

EEO Training

All Station employees and management are required to attend an annual mandatory training (by each September) on methods to ensure equal employment opportunities and to prevent employee harassment and discrimination. “Respect in the Workplace” is a training course that outlines the company’s policies regarding the prevention of harassment and discrimination in the workplace.

INTERNAL SKILLS ENHANCEMENT PROGRAMS

NBCUniversal provides its employees with training that is designed to enable station personnel to acquire skills that could qualify them for higher level positions. The Talent Lab is NBCUniversal’s suite of nomination-based learning and developmental experiences that are uniquely designed to develop and engage NBCUniversal employees. It consists of five “tracks” with several underlying programs and experiences designed to develop leadership capabilities, enhance business acumen, and help shape and define culture within NBCUniversal.

INTERNET RECRUITING

All positions are posted on nbcunicareers.com (the “Career Site”), a link to which is provided on the Stations’ websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51010246 Promotions Producer

Date Job Filled: June 14, 2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.ocado@nbcuniversal.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51263255 Multiplatform Assignment Desk Manager

Date Job Filled: September 26, 2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51320047 Vice President of News

Date Job Filled: January 10,2023

Recruitment Source
That Referred

Ultimate Hire: Internal Employee Portal

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51405857 News Producer

Date Job Filled: June 12, 2023

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Career Site-Internal Candidate

Number of Interviewees:3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51412746 News Producer

Date Job Filled: March 20,2023

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51499417 Local Sales Manager

Date Job Filled: April 5, 2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site-Internal Candidate

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Manny Vasquez	Manny.vasquez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51499420 Account Executive

Date Job Filled: March 29, 2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Manny Vasquez	Manny.vasquez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51499842 Photographer/Editor

Date Job Filled: November 17, 2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 11

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Matthew Topuzes	Matthew.Topuzes@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51513719

Date Job Filled: January 18, 2024

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site-Internal Candidate

Number of Interviewees:4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Carmen Jerez	Carmen.jerez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51530756 Producer

Date Job Filled: June 23, 2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51541202 Multimedia Journalist/Anchor

Date Job Filled: April 14, 2023

Recruitment Source
That Referred

Ultimate Hire: LinkedIn

Number of Interviewees: 13

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51564405 Multimedia Journalist

Date Job Filled: April 21, 2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Page-Internal Candidate

Number of Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Manny Vasquez	Manny.vasquez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51566111 APC Operator/Editor

Date Job Filled: May 15,2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Kevin Marsal	Kevin.Marsal@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51572396 NBCU Academy Multi-Platform Content Producer Associate

Date Job Filled: February 16, 2024

Recruitment Source
That Referred

Ultimate Hire: LinkedIn

Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Carmen Jerez	Carmen,Jerez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51263067_2 Photographer/Editor

Date Job Filled: August 8, 2023

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Matthew Topuzes	Matthew.topuzes@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No