

# ANNUAL PUBLIC FILE EEO REPORT

## KTMD TV-47

Call Sign of Station(s): 3/31/18-4/1/19

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

- 40636BR APC Operator
- 41344BR Account Executive
- 41681BR NBCOTS Credit & Collection Manager
- 41780BR News Producer
- 42321BR News Producer
- 42860BR Anchor/Reporter
- 43405BR Photographer/Editor
- 44387BR News Producer
- 44434BR Sports Anchor
- 45036BR Account Executive
- 45039BR Weather Anchor
- 45738BR Producer Associate
- 46456BR 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?

42 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 Internal Career Site /Employee Referral	15
Online Advertising/Career Builder/Linked In/ Glass Door/Monster etc.	11
Internal Hire/Former Employee/Freelancer	16

Career Fairs/ Diversity Events/ Mixers/ Associations	
Houston Association of Hispanic Media Professionals	0
TVJobs.com	0
YOH Managed Staffing	0
Americas Job Bank	0
University of Houston Career Center	0

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

**Job Fairs and Career Days**

**Date: Second Quarter (April, May, June)**  
**Leyendo Con Telemundo- HISD School District**

Martin Berlanga, Augusto Bernal, Antonio Hernandez, Madison Torres, Ubaldo Martinez, and marketing team attended.

Telemundo Houston and HISD have partnered in this literacy initiative by having our news talent/anchors visit a school once a month and read to a class of elementary students who are eager to learn.

Attendance: 150.

**Date: Second Quarter (April, May, June)**  
**En La Prepa Houston ISD, Alief ISD, Pasadena ISD, Galena Park ISD, Humble ISD, and Cy-Fair ISD**

Ubaldo Martinez and Hector Zapata (Sports Anchors) and Promotions team attended.

Sports Anchor Ubaldo Martinez / Hector Zapata live in the community during the 4p, 4:30p, 5p & 10p news each Friday night visiting a different High School Varsity Soccer game. Ubaldo or Hector spotlight stories that would place emphasis on making good grades, staying in school and giving back to others

Attendance: Approximately 5,000 during the season.

**Date: May 6, 2018**  
**Lemonade Day**

Telemundo Houston supported Lemonade Day - a 501-c (3) non-profit that teaches financial literacy and entrepreneurial skills to youth. Telemundo Houston supported the program with PSA's, news segments, on-line and vial social media.

News anchor Augusto Bernal attended career day and talked to the students about media and communications careers.

Attendance: 374 students.

**Date: May 22, 2018**  
**Gallegos Elementary Career Day**

Augusto Bernal, News Anchor, and marketing team attended.

News anchor Augusto Bernal attended career day and talked to the students about media and communications careers.

Attendance: 374 students.

**Date: May 22, 2018**  
**Woodview Elementary Career Day**

Madison Torres, Meteorologist, and marketing team attended.

Meteorologist Madison Torres attended career day and talked to the students about media and communications careers

Attendance: 300 students.

**Date: Third Quarter (July, August, September)**  
**En La Prepa Houston ISD, Spring Branch ISD, Alief ISD, Pasadena ISD, Galena Park ISD, and Cy-Fair ISD**

Ubaldo Martinez and Hector Zapata (Sports Anchors) and marketing team attended.

Sports Anchors Ubaldo Martinez and Hector Zapata live in the community during the 4p, 4:30p, 5p & 10p news each Friday night visiting a different High School Varsity football game (summer / fall) and High School varsity Soccer (spring) Spotlight story places emphasis on making good grades, staying in school and giving back to others

Attendance: Approximately 5,000 during the season.

**Date: August 4, 2018**  
**Return to School Fair at PlazAmerica Mall**

Ubaldo Martinez, sport anchor, and marketing team attended.

Health Fair promoting free health screenings and preventative measures for life. 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. Telemundo Houston donated 756 “El Poder En Ti” backpacks

Attendance: 5,000.

**Date: August 7, 2018**  
**CFISD Leadership Conference**

Marketing team attended.

Telemundo Houston supported the CFISD Leadership Conference - a series of workshops and discussions of best practices to be successful - attended mostly by high school seniors that excel in all areas of school.

Attendance: 500.

**Date: August 11, 2018**  
**Back 2 School Jam**

Marketing team attended.

Back to school jam fair promoting free health screenings and preventative measures for youth and adults.

Attendance: 500.

**Date: August 11, 2018**  
**Mayor’s Back 2 School Expo**

Marketing team attended.

Annual event that provides free school supplies and health & human services to 25,000 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. Telemundo Houston donated 252 “El Poder En Ti” backpacks.

Attendance: 25,000 youth.

**Date: August 11, 2018**  
**Smitty's Day at the Park**

Marketing team attended.

This free camp, located at the historic Moody Park in Houston, Texas will serve students grades K-6th grade. It includes elite hands-on instruction in music, art, literacy, cheer, and football. Camp participants are required to read one age appropriate book, answer questions about the story, and are encouraged to bring one book to donate in order to take part in the camp. This camp encourages youth to read.

Attendance: 250.

**Date: August 16, 2018**  
**Back to School Phone Bank**

Antonio Hernandez, news anchor.

Telemundo Houston sponsored / supported the Back to School phone bank to answer question about school choice, enrollment, district policies

Attendance: 1000+ calls to English line / 390 calls to Spanish line.

**Date: September 21, 2018**  
**Red Duke Elementary Career Day**

Carlos Robles, Meteorologist, and marketing team attended.

Meteorologist Carlos Robles attended career day and talked to the students about media and communications careers.

Attendance: 300.

**Date: Fourth Quarter (October, November, December)**  
**En La Prepa Houston ISD, Spring Branch ISD, Alief ISD, Pasadena ISD, Galena Park ISD, and Cy-Fair ISD**

Ubaldo Martinez and marketing team attended.

Ubaldo Martinez live in the community during the 4:00p, 4:30p, 5p & 10p news each Friday night visiting a different High School Varsity football game. Packages profile student athletes succeeding on and off the field and the coaches/teachers that inspire their teams towards excellence.

Attendance: Approximately 10,000 during the season.

**Date: October 18, 2018**  
**Sanchez Elementary Career Day**

Carlos Robles, Meteorologist, and marketing team attended.

Telemundo Houston Meteorologist Carlos Robles attended career day at Sanchez Elementary in Houston ISD. He talked to the students about careers in meteorology, media and the importance of staying in school.

Attendance: 300.

**Date: October 23, 2018**  
**Bridging the Gap - Closing Cultural Barriers in Access to Care**

Antonio Hernandez, and marketing team attended.

Speakers Series and luncheon benefit for San Jose Clinic - with a mission to provide quality healthcare and education to those with limited access to such services in an environment which respects the dignity of each person. Telemundo Houston sponsored and news anchor Antonio Hernandez served as emcee.

Attendance: 500.

**Date: November 1, 2018**  
**Weather Lab at Collins Elementary Career Day**

Carlos Robles, Meteorologist, and marketing team attended.

Telemundo Houston meteorologist Carlos Robles and KPRC's Brita Merwin attended career day at Collins Elementary in Alief ISD. They talked to the students in grades 3-5 about meteorology and presented the Weather Lab material to engage the students and encourage them to participate in STEM education. They also talked about careers in media and the importance of staying in school.

Attendance: 350.

**Date: December 15, 2018**  
**9<sup>th</sup> Annual Spark of Love Children's Christmas Luncheon**

Ubaldo Martinez, Sports Anchor, and marketing team attended.

Annual holiday party for youth and their families in the community. Attendees are treated to a hot meal, free health screenings and toys for Christmas. Telemundo Houston supports the event with news coverage, PSAs, on-line and via social media. Telemundo Houston General Manager, Tony Canales also sits on the board for the non-profit.

Attendance: 350.

**Date: First Quarter 2019 (January, February, March)**

**Leyendo Con Telemundo- HISD School District**

Alejandro Mendoza, Crystal Ayala, Augusto Bernal, Ubaldo Martinez, Antonio Hernandez, and marketing team attended.

Telemundo Houston and HISD have partnered in this literacy initiative by having our news talent/anchors visit a school once a month and read to a class of elementary students who are eager to learn.

Attendance: 150 students each month.

**Date: First Quarter 2019 (January, February, March)**

**En La Prepa: Houston ISD, Spring Branch ISD, Alief ISD, Pasadena ISD, Galena Park ISD, and Cy-Fair ISD**

Ubaldo Martinez, Sports Anchor, and marketing team attended.

Sports Anchor, Ubaldo Martinez, is live in the community during the 4p, 4:30p, 5p & 10p news each Friday night visiting a different High School Varsity football game (summer / fall) and High School varsity Soccer (spring) Spotlight story places emphasis on making good grades, staying in school and giving back to others

Attendance: Approximately 5,000 during the season.

**Date: January 13, 2019**

**Youens Elementary Career Day**

Ubaldo Martinez, Sports Anchor, and marketing team attended.

Telemundo Houston sports anchor, Ubaldo Martinez, attended career day at Youens Elementary School in Alief ISD. He talked to the students about careers in media and the importance of staying in school.

Attendance: 250.

**Date: February 13, 2019**

**Barrick Elementary Career Day**

Esmeralda Medellin, reporter, and marketing team attended.

Telemundo Houston weekend anchor and reporter, Esmeralda Medellin, attended career day at Barrick Elementary School in Houston ISD. She talked to the students about careers in media and the importance of staying in school.

Attendance: 250.

**Date: February 16, 2019**  
**Houston Hispanic Forum Career and Education Day**

Janet Bolivar (Weather Anchor), Ubaldo Martinez (Sports Anchor), and marketing team attended.

Telemundo Houston anchors and reporters served on informative panels and acted as key note speakers at the annual fair for students and parents that provides information about college preparation.

Attendance: 10,000 students.

**Date: February 28, 2019**  
**Oak Forest Elementary Career Day**

Janet Bolivar, weather anchor, and marketing team attended.

Telemundo Houston weather anchor, Janet Bolivar, attended career day at Oak Forest Elementary in Houston ISD. She hosted a weather presentation for the students and talked to them about careers in media and the importance of staying in school.

Attendance: 250.

**Date: February 28, 2019**  
**Oak Forest Elementary Career Day**

Janet Bolivar, weather anchor, and marketing team attended.

Telemundo Houston weather anchor, Janet Bolivar, attended career day at Oak Forest Elementary in Houston ISD. She hosted a weather presentation for the students and talked to them about careers in media and the importance of staying in school.

Attendance: 250.

**Date: March 4, 2019**  
**Paige Elementary Career Day**

Ilse Gonzalez, assignment editor, and marketing team attended.

Telemundo Houston attended career day at Paige Elementary School in Houston ISD. Ilse Gonzalez talked to the students about careers in media and the importance of staying in school.

Attendance: 250.



## **EEO Training**

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. The TV stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination, including ongoing Diversity and Inclusion training, Integrity training and Code of Conduct training.

Internship Program –Telemundo47 has launched a successful paid internship program. The students are able to earn college credit, and hands on experience. Our internship program also gives us qualified diverse candidates. Stephanie Bobadilla, Office Manager/Executive Assistant supervises this program



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 41344BR Account Executive

Date Job Filled: June 17, 2018

Recruitment Source  
That Referred

Ultimate Hire: Former Employee

Number of Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Alex Lopez	Alex.Lopez@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	Alex Lopez	Alex.Lopez@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunic.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 41681BR NBCOTS Credit and Collection Manager

Date Job Filled: September 13, 2018

Recruitment Source  
That Referred

Ultimate Hire: NBCU Internal Career Site

Number of Interviewees: 6

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Alexandra Ierovolino	Alexandra.Iervolino@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	Alexandra Ierovolino	Alexandra.Iervolino@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 41780BR News Producer

Date Job Filled: July 17, 2018

Recruitment Source

That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 3

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	James Arroyave	James.arroyave@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	James Arroyave	James.arroyave@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston Career Center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 42321BR News Producer

Date Job Filled: October 16, 2018

Recruitment Source  
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 5

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	James Arroyave	James.arroyave@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	James Arroyave	James.arroyave@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunic.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 42860BR Anchor/Reporter

Date Job Filled: September 10, 2018

Recruitment Source  
That Referred

Ultimate Hire: Employee Referral

Number of Interviewees: 1

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Karen Mendez	Karen.Mendez@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	Karen Mendez	Karen.Mendez@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 43405BR Photographer/Editor

Date Job Filled: October 25, 2018

Recruitment Source  
That Referred

Ultimate Hire: Employee Referral

Number of Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Wilberto Ocasio	Wilberto.Ocasio@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	Wilberto Ocasio	Wilberto.Ocasio@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 44387BR News Producer

Date Job Filled: January 30, 2019

Recruitment Source  
That Referred

Ultimate Hire: NBCU Internal Career Site

Number of Interviewees: 3

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	James Arroyave	James.arroyave@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	James Arroyave	James.arroyave@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 44434BR Sports Anchor

Date Job Filled: January 8, 2019

Recruitment Source  
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 4

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	James Arroyave	James.arroyave@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	James Arroyave	James.arroyave@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 45036BR Account Executive

Date Job Filled: January 16, 2019

Recruitment Source  
That Referred

Ultimate Hire: Employee Referral

Number of Interviewees: 8

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Wilberto Ocasio	Wilberto.Ocasio@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	Wilberto Ocasio	Wilberto.Ocasio@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 45039BR Weather Anchor

Date Job Filled: December 11, 2018

Recruitment Source

That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 1

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Karen Mendez	Karen.Mendez@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	Karen Mendez	Karen.Mendez@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 45738BR Producer Associate Telemundo Houston

Date Job Filled: January 12, 2019

Recruitment Source  
That Referred

Ultimate Hire: Employee Referral

Number of Interviewees: 1

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Karen Mendez	Karen.Mendez@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	Karen Mendez	Karen.Mendez@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 46456BR Photographer/Editor

Date Job Filled: Still Open

Recruitment Source

That Referred

Ultimate Hire: N/A

Number of Interviewees: 1

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Nbcunicareers.com</b>	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Wilberto Ocasio	Wilberto.Ocasio@nbcuni.com	No
<b>Americas Job Bank</b>	<a href="http://www.ajb.dni.us/">http://www.ajb.dni.us/</a>	Wilberto Ocasio	Wilberto.Ocasio@nbcuni.com	No
<b>Employee Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Hire</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>University of Houston career center</b>	<a href="http://www.uh.edu/ucs/">http://www.uh.edu/ucs/</a>		713-743-2255	No
<b>Houston Association of Hispanic Media Professionals</b>	<a href="http://hahmp.org/">http://hahmp.org/</a>		713-568-5604	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Vanessa Escalante	Vanessa.escalante@nbcunicom	No