

ANNUAL PUBLIC FILE EEO REPORT 2019-2020

Call Signs of Stations in Employment Unit: **KNBC & KVEA**

1. List all full-time job vacancies filled by any station covered by this report during the past year
August 1, 2019 – July 31, 2020.

KNBC Hires	
Position Title	Date Filled
Manager of Technology	8/26/2019
Assistant News Director	9/9/2019
Assignment Desk Editor	9/12/2019
Coverage & Content Manager	9/30/2019
Platform Manager	10/28/2019
Creative Digital Content Producer	11/4/2019
Content Producer	11/18/2019
Manager, Media Ops & Content Acquisition	1/6/2020
Platform Manager	1/27/2020
Managing Editor	2/3/2020
Content Producer	3/23/2020

KVEA Hires	
Position Title	Date Filled
Integrated Sales Marketing Specialist	8/19/2019
Assignment Desk Editor	8/29/2019
Promotions & Marketing Coordinator	9/3/2019
Entertainment Host	9/16/2019
Assignment Desk Editor	11/4/2019
Sales Planner	2/3/2020
Traffic Assistant	2/3/2020
News Producer	2/17/2020
Associate Producer	3/9/2020

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

See Attached Recruitment Source Data Forms.

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

KNBC: 74 Interviewees

KVEA: 40 Interviewees

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

KNBC:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Employee Referral	4
Internal (Promotion or Internal Transfer)	16
NABET-CWA Conversion	0
NBCUNICAREERS.com	43
Search Firm/Agent Referral	3
Yoh/Agile 1/Daily Hire Temp Pool Conversion	8
Station's Distribution List of Organizations	0

KVEA:

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NABET-CWA Conversion	0
Employee Referral	3
Current Intern	3
Internal (Promotion or Internal Transfer)	7
NBCUNICAREERS.com	16
Search Firm/Agent Referral	0
YOH/Agile 1 Temp Pool Conversion	11
Station's Distribution List of Organizations	0

5. Recruiting Methods:

- Online Recruitment: All positions are posted on NBCUniCareers.com.
- Agency Outreach: KNBC and KVEA sends a list of all NBC/Telemundo posted positions to the following agencies:
 - American Career College
 - Beloit College
 - CA Department of Rehabilitation - Workforce Development
 - California Chicano News Media Association
 - Eastern Illinois University
 - Elgin Community College
 - Empowering Latinas
 - Friday Morning Quarterback
 - Illinois Broadcasters Association
 - INBA News Letter
 - Indiana State University
 - International Women's Media Foundation
 - John Wood Community College
 - Lewis University
 - Los Angeles Urban League
 - NABET Local 53
 - National Association of Broadcast Employees & Technicians
 - National Association of Broadcasters
 - National Lesbian & Gay Journalists Association
 - Parkland College
 - Roosevelt University
 - Saga Communications of Illinois
 - School of the Art Institute
 - Specs Howard School of Broadcast Arts
 - Springfield Center for Independent Living
 - The Imagen Foundation
 - Triton College
 - University of California Riverside
 - University of Colorado at Boulder, School of Journalism and Mass Communication
 - Valparaiso University
 - Workforce Development Section
- Telephone Job Line: The Stations maintains a phone number that individuals interested in job opportunities with the Stations can call to receive recorded information that directs callers to the Stations employment web pages.

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

Job Fairs

KNBC and KVEA Human Resources and News Management personnel participated in the following job fairs and conferences throughout the year:

- NABJ – conference held August 7-11, 2019. In attendance Renee Washington- KNBC VP News. Renee was also part of a panel “The News Director will See You Now”.
- NAHJ – conference held September 5-7, 2019. In attendance Carlos Hopkins, Senior Executive Producer & Ruben Keoseyan, KVEA VP, News served in a panel for NBC University.
- The USC Annenberg School for Communication and Journalism Annenberg Career Connection Internship & Job Fair held on October 22, 2019. Attended by, Karina Avila – HR Generalist and Tatiana Leon, HR Manager.
- NABJ/ LA Career Summit Conference: Held on October 27, 2019. In attendance NBCU Talent Acquisition recruiters Emily Porter & Stephen Acosta.

KNBC and KVEA Internship Program

Internships are the perfect way to gain real world experience while learning what a career at KNBC and KVEA in Los Angeles might hold in store for them. Interns have produced tangible results as they begin building their professional networks, and for many, the internship experience confirms their professional goals. We offer opportunities throughout the News, Creative Services, Local Integrated Media, Human Resources and Sales departments. We provide college students with the opportunity to showcase their many talents and allow KNBC and KVEA to identify high potential talent for future staff hiring as well as YOH associate employees and the NBC Page program. KNBC and KVEA look for students who are committed to a career in media/broadcasting through experiences in their major studies, college clubs/organizations, prior media based internships or prior media work experience. Grade point average, community service, and leadership experience are also an important part of the total assessment of student applicants. KNBC and KVEA work closely with local and out of state colleges and universities to build an active internship training program. During the current Annual Reporting year, a total of **71 Interns** have participated in the Internship program. Karina Avila, Human Resources Manager coordinates with Campus 2 Career for internship placement throughout KNBC & KVEA. The program is offered during spring, summer, and fall semesters and is designed to accommodate a student's school schedule. Students are paid and may also receive college credit. Each internship period usually lasts two to three months.

Internal Skills Enhancement Programs

Employees of the stations are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCUniversal-sponsored programs. Station employees participated in the following development/leadership skills courses: START, JUMP, LEAD, INFLUENCE, INVEST, STREAM, CASE, PIVOT, DRIVE, CREATE, CONNECT, AMPLIFY, ELEVAR and SHINE NBC Universal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, My Abilities network Asian Pacific Americans, Black Employee Network, Out, Women's Network, Unidos, Veterans Network and Young Professional Network provide professional networking and skill development courses to employees. In addition, online training is available. All employees can access our 41 free managerial skills modules via Harvard Manage Mentor. Courses include: Budgeting, Business Case Development, Business Plan Development, Career Management, Change Management, Coaching, Crisis Management, Customer Focus, Decision Making, Delegating, Developing Employees, Difficult Interactions, Diversity, Ethics at Work, Feedback Essentials, Finance Essentials, Global Collaboration, Goal Setting, Hiring, Innovation and Creativity, Innovation Implementation, Leading People, Leveraging Your Networks, Managing Your Boss, Marketing Essentials, Meeting Management, Negotiating, Performance Appraisal, Performance Measurement, Persuading Others, Presentation Skills, Process Improvement, Project Management, Retaining employees, Strategic Thinking, Strategy planning & execution, Stress Management, Team Creation, Team management, time management & Writing skills.

EEO/Human Resources Training Program

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, the trainings have included the following for all employees: OSHA-Incident Investigation, OSHA Driver Safety, EHS Awareness Orientation, Anti-Bribery/Anti-Corruption 2020, Code of Conduct Acknowledgement 2020, Comcast NBC Universal Listens 2020, Complying with Competition Laws 2020, Conflicts of Interest Questionnaire 2020, Cyber Security & You 2020, Gifts & Business Entertainment 2020, Our Commitment to Privacy 2020, Political Activities 2020 and Protecting Our Creative Content 2020.

Local Event Participation/Outreach

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

Event Date	Event Name	Names of Company Attendees	Brief Description of Event
8/3/19	El Dia del Salvadoreño	Saul Rodriguez, Jose Balbino, Alejandro Navarro	Telemundo 52 / KVEA teamed up with UNICOMEDES/USA to host the “El Dia del Salvadoreño” festival in Los Angeles. The event, which gathered nearly 50,000 attendees over the weekend, featured various activities, including traditional Salvadorian food and music
8/10/19	Imagen Awards	Mekahlo Medina	Support Latinos in the entertainment industry; Mekahlo was an attendee
8/17/19	Desocupar los Albergues	Michelle Trujillo, Guillermo Ochoa, Alejandra Ortiz, Ana Patricia Candiani, Dunia Elvie, Alejandro Navarro, Tania Leal, Enrique Chiabra	Desocupar los Albergues is a Telemundo & NBC nationwide initiative where nearly 3,000 pets were adopted in Southern California and almost 20,000 pets were adopted in the United States, including Puerto Rico
8/20/19	American Cancer Society Making Strides Against Breast Cancer Kick-off Event	Azalea Iniguez	Telemundo 52 / KVEA teamed up with the American Cancer Society to host the “Making Strides Against Breast Cancer Kick-off Breakfast” to raise awareness and support the fight against breast cancer
8/21/19	Telemundo 52 T Visita	Sandra O’Neill	Telemundo 52 / KVEA hosted this assembly and donated backpacks and school supplies to more than 200 students at Synergy Charter Elementary
8/22/2019	National Hispanic Media Coalition Impact Awards	Michelle Valles, Belen De Leon	Support of Latino journalists; Michelle was the emcee and Belen was an attendee
8/22/19	NHMC Impact Awards Luncheon	Dunia Elvir and Azalea Iniguez	Telemundo 52’s Dunia Elvir served as this year’s Emcee and Telemundo 52 Responde’s Azalea Iniguez was an Honoree at the NHMC Impact Awards Luncheon
8/27/19	“Conoce Tus Derechos” Phone Bank		Telemundo 52 held a Phone Bank w/Consulado de Mexico & T52 News
8/28/19	SoCal Media Summit: Securing a Complete Census Count	Ruben Keoseyan	Telemundo 52’s VP of News served as a panelist at the So Cal Media Summit.
9/6/19	Celebración de Independencia Centroamericana	Balbino Aviles	Telemundo 52 participated in this year’s annual Central American Independence Celebration and Telemundo 52’s Reporter Balbino Aviles served as the Emcee
9/8/19	LAMusArt Stars for the Arts	Silvia Hemingway	Telemundo 52 Los Angeles was the sponsor of Los Angeles Music and Art School’s 2019 Benefit Dinner. The event was held on September 8 at the York Manner in Los Angeles to support music and arts programs for youth in East LA.
9/8/19	East Los Ángeles Mexican Independence Parade	Michelle Trujillo and Enrique Chiabra	Telemundo 52 joined Comité Mexicano and the County of Los Angeles in hosting the East L.A. Mexican Independence Day Parade. With 72 years of Fiestas Patrias celebrations, the event is one of the oldest

			and largest parades in the nation that celebrates Mexican culture and heritage within the Latino community.
9/8/19	Mexican Independence Day Parade	Alysha Del Valle	Latino cultural celebration
9/13/19	City of Los Angeles Latinas in Media Recognition	Dunia Elvir and Azalea Iniguez	Telemundo 52's Dunia Elvir and Azalea Iniguez were recognized by the City of Los Angeles for their service to the community.
9/14/19 & 9/15/19	Fiestas Patrias (Santa Ana)	Alejandra Ortiz, Guillermo Ochoa, Tania Leal	Telemundo 52 was honored to have been part of Fiestas Patrias in Santa Ana and was on-site to promote Hazte Contar.
9/15/19	Desfile Centroamericano (Los Angeles)	Dunia Elvir, Balbino Aviles, Alejandro Navarro	Telemundo 52 participated in this year's annual parade in Downtown Los Angeles celebrating the cultural es
9/15/19	Fiestas Patrias (Plaza Mexico)	Elva Saray	Telemundo 52 participated in this year's annual event held at Plaza Mexico.
9/15/19	El Grito Los Angeles City Hall	Stephanie Himonidis	Telemundo 52 Los Angeles partnered with the City of Los Angeles to host "El Grito," a ceremony honoring Mexico's Independence Day. The celebration was held at City Hall and Grand Park in Los Angeles, California where thousands gathered to enjoy special appearances and live music acts. Stephanie Himonidis from Telemundo's Un Nuevo Dia served as the emcee of the event.
9/17/19	"Hazte Contar" Citizenship Phone Bank w/NALEO		Telemundo 52 partnered with NALEO to host a Community phone bank to help viewers questions regarding Citizenship.
9/18/19	Cal State Fullerton Latino Communications Institute Alumni Recognition	NBC4	Support for Latino journalists and communication professionals
9/19/19	Friends of the Asian American Museum Gala	Ted Chen	Support Asian American community; Ted was the emcee
9/24/19	"Hazte Contar" Voter Registration High School Assembly	Alejandra Ortiz, Lizette Carbajal, Cecilia Jativa-McKim	Telemundo 52 partnered with Secretary of State Padilla and Power California to hold a voter registration assembly at Mendez High School.
9/25/19	City of Los Angeles Hispanic Heritage Recognition	Dunia Elvir, Azalea Iniguez and Lizette Carbajal	Telemundo 52's Dunia Elvir and Azalea Iniguez were recognized by City of Los Angeles Councilwoman Nury Martinez for their contributions to the Los Angeles community as leading Latina's in media.
9/25/19	DIY Girls Annual Benefit Event	Sandra O'Neill	Telemundo 52 was a proud sponsor of the 3 rd Annual DIY Girls Cocktail Benefit Dinner. Telemundo 52's Weekend News Anchor Sandra O'Neill was the event Emcee
9/28/19	City of LA Council District 9 Annual Latina Conference	Elva Saray	Telemundo 52 Acceso Total Host, Elva Saray, served as the moderator for the "Latina Conference", hosted by Los Angeles District 9.

9/28/19	American Heart Association Walk (Pasadena)	Tania Leal	Telemundo 52 Los Angeles partnered with the American Heart Association to host the “Pasadena Heart Walk” and support the American Heart Association’s lifesaving work by fundraising for cardiovascular research, education outreach, healthcare initiatives and advocacy. Weekday morning weather anchor Tania Leal was the co-emcee of the event and greeted event participants.
9/29/19	A-MAN, Inc. STEM Apollo 11 50th Anniversary	Toni Guinyard	Support the African American community; Toni was the emcee
10/1/19	LA Latino Business Chamber “Hazte Contar” Speaker Series	Lizette Carbajal	Telemundo 52 partnered with the Los Angeles Latino Business Chamber and NALEO to host an information session on the 2020 Census.
10/3/19	InnerCity Struggle Awards Dinner	Dunia Elvir	Telemundo 52 sponsored this award dinner and celebration. InnerCity Struggle works with youth and the community to promote safe and healthy communities in the Eastside. Telemundo 52 News Anchor Dunia Elvir served as the event Emcee.
10/4/19	6th Annual Latin Jazz & Music Festival		Telemundo 52 was a proud sponsor of this free to the public event that included different styles of music.
10/5/19 & 10/6/19	Sabor de Mexico Lindo	Elva Saray	Telemundo 52 participated in this festival that offered the community delicious food, live music, carnival rides and entertainment for the entire family in Huntington Park
10/8/19	Imagen Annual Powerful & Influential Latinos in Entertainment Awards	Alysha Del Valle	Support for Latinos in the entertainment industry; Alysha was an attendee
10/10/19	CHIRLA Annual Gala	Lizette Carbajal	Telemundo 52 was proud to sponsor the 33 rd Annual Gala, a fundraiser that brings together hundreds of community and elected leaders, advocates, supporters, and organizations to celebrate the contributions of key leaders for the advocacy, integration and rights of immigrants.
10/10/19	Asian Business Association	Hetty Chang	Support Asian American owned businesses; Hetty was the emcee
10/10/19	La Casa de San Gabriel	Kim Baldonado	Provide support and services for Latino families in need; Kim was the emcee
10/13/19	Am Cancer Society Breast Cancer Awareness and Survivors event	Alysha Del Valle	Support women's health; Alysha was an attendee
10/15/19	“Hazte Contar” Voter Registration Assembly	Lizette Carbajal	Telemundo 52 partnered with Secretary of State Alex Padilla to hold a voter registration assembly at Helen Bernstein School Complex in Los Angeles and pre-register students to vote.

10/17/19	Advancing Justice Gala	Ted Chen	Support for Asian American programs and services; Ted was a presenter
10/19/19	ACS Making Strides Against Breast Cancer Los Angeles 5K Walk	Azalea Iniguez	Telemundo 52 Los Angeles teamed up with the American Cancer Society to host the “Making Strides Against Breast Cancer Walk of Los Angeles” to raise awareness and support the fight against breast cancer. Telemundo 52’s reporter Azalea Iniguez served as co-emcees for the walk alongside Lolita Lopez from sister station, NBC4 Southern California / KNBC.
10/19/19	League of Women Voters Leadership Awards	Dunia Elvir; Lizette Carbajal	Telemundo 52 News Anchor, Dunia Elvir served as the event emcee for the League of Women Voters Annual event.
10/19/19	Halloween Parade	Michelle Trujillo	Telemundo 52 Meteorologist Michelle Trujillo participated in the annual Halloween parade which took place in the city of Norwalk.
10/19/19	American Cancer Society Breast Cancer Walk	Lolita Lopez, Carolyn Johnson, and Alysha Del Valle	Support for women's health; Lolita and Carolyn were the co-emcees and Alysha was a participant
10/19/19	Taste of Soul	Toni Guinyard and Beverly White	African American cultural celebration; NBC4 hosted a booth at festival with Toni and Beverly as participants
10/19/19	Philippine Dev. Foundation Gala	Shanna Mendiola	Support for services in the Filipino American community; Shanna emceed
10/23/19	St. Anne’s Summit	Robert Kovacik	Support at risk women; Robert was the moderator
10/25/19	MAOF Aztec Awards	Daniella Guzman	Support services for Latino community; Daniella emceed
10/26/19	NABJ-LA Media Summit	Michael Brownlee, Toni Guinyard, Beverly White	Support of African American journalists; Michael, Toni and Beverly participated as a panelists
10/26/19	Good Shepherd Shelter	Patrick Healy	Support programs and services for women escaping domestic violence; Patrick was the emcee
10/25/19	SALEF Annual Scholarship Dinner	Lizette Carbajal	Telemundo 52 and NBC4 sponsored SALEF’s annual scholarship dinner which awards students from Latino communities in Los Angeles with funds to support higher education.
10/26/19	Wiley Center Dinner	Dunia Elvir	Telemundo 52 was a proud supporter of the Wiley Center Gala – Autism: Beyond the Label. The Wiley Center for Speech & Language Development provides services and support to children at-risk for developmental delays.
10/27/19	White Memorial Foundation Gala (Los Angeles) – D. Elvir Emcee + T52 Honoree	Dunia Elvir, Celia Chavez, Fatima Goncalves, Lizette Carbajal, Iris Arvizu, Luke Yang, Cecilia Jativa-McKim, Alejandra Gonzalez,	Telemundo 52 served as the proud sponsor and honoree for the Annual White Memorial Medical Center Charitable Foundation Gala which supplies the East Los Angeles community

		Amaya Pinto-Fernandez, Leticia Areizaga, Claudia Uballez	with quality healthcare and resources. Additionally, weekday evening news anchor Dunia Elvir served as the master of ceremonies.
10/27/19	SKECHERS Foundation Walk	Lolita Lopez	Support children with special needs; Shanna Mendiola and Anthony kicked off the opening program
11/6/19	Variety Boys & Girls Club Gala	Alysha Del Valle and Mario Solis	Support youth programs in the Latino community; Alysha and Mario were co-emcees
11/7/19	MALDEF Annual Los Angeles Awards Gala	Lizette Carbajal; Iris Arvizu	Telemundo 52 served as a sponsor for the annual MALEF dinner.
12/5/19	HOPE 30th Anniversary Awards Dinner	Dunia Elvir	Telemundo 52 Los Angeles was proud to support the Hispanas Organized for Political Equality 29 th Anniversary Awards Dinner. Proceeds to support operations and leadership development, advocacy and educational programs to benefit all communities and the status of women. Telemundo 52 Evening News Anchor Dunia Elvir served as the event's Emcee.
11/7/19	Mexican American Legal Defense and Educational Fund Gala	Michelle Valles	Support programs and services provided to Latinos; Michelle was the emcee
11/22/19	2020 Women on Boards Luncheon	Kim Baldonado and Colleen Williams	Support role of women in corporate boards; Kim and Colleen were participants
12/22/19	Toluca Lake Menorah	Fritz Coleman	Support Jewish community; Fritz was the emcee
1/17/20	YMCA MLK Brotherhood Breakfast	Beverly White	Honor Dr. King and support the African American community; Beverly was the emcee
1/18/20	City of Gardena MLK Parade	Toni Guinyard	Honor Dr. King and support the African American community; Toni was the grand marshal
1/20/20	MLK Kingdom Day Parade	Michael Brownlee, Toni Guinyard, Carolyn Johnson, Randy Mac, Beverly White	Honor Dr. King and support African American community; news talent participated in the parade
1/23/20	Hazte Contar Voter Registration Assembly	Guillermo Ochoa	Telemundo 52 partnered with Secretary of State Alex Padilla to hold a voter registration assembly at Garfield High School. Morning News Anchor, Guillermo Ochoa participated in the assembly.
1/28/20	NBCUniversal Black Employment Network and Young Professionals Network News Panel	Robert Kovacic and Conan Nolan, Panelists	Support African American employees; Robert and Conan participated as panelists
1/29/20	WISE LA Speed Networking Event	Lolita Lopez	Support women in business; Lolita participated as a speaker
1/29/20	Hazte Contar Voter Registration Assembly	Guillermo Ochoa	Telemundo 52 partnered with Secretary of State Alex Padilla to hold a voter registration assembly at Kennedy High School. Morning News Anchor,

			Guillermo Ochoa participated in the assembly.
2/1/20	Bilingual Foundation of the Arts	NBC4	Support the contributions of Latinos in the arts
2/1/20	Golden Dragon Parade	Hetty Chang, Ted Chen, Shanna Mendiola	Celebrate Chinese New Year
2/20/20	NBCU BEN & MyAbilities Network Olympic Spotlight	Lolita Lopez	Support African American employees and employees with disabilities; Lolita was the moderator
2/21/20	FBI Black History Month Celebration	Toni Guinyard	Celebrate Black History Month; Toni was a speaker
2/21/20	HOPE Street Margolis Family Center - Champions for Children Luncheon		Telemundo 52 sponsored the annual HOPE Street Champions for Children Luncheon.
2/26/20	Alliance College-Ready Middle Academy Career Day	Enrique Chiabra	Telemundo 52 News Anchor, Enrique Chiabra, served as a Keynote speaker for the middle school's annual career day.
2/27/20	Unidos Census Event w/ NALEO (NBCU)		
2/29/20	Metro YMCA Youth & Government Census Summit	Enrique Chiabra	Telemundo 52 News Anchor Enrique Chiabra served as the moderator for a panel discussion surrounding the 2020 census designed to help train students to become community ambassadors for the census.
3/1/20	Riverside Area Rape Crisis Center	NBC4	Support programs and emergency services to women
3/1/20	Historic Filipinotown Feeding Homeless	Shanna Mendiola	Support Filipino community; Shanna participated assembling meal kits
4/20/20	Women in Sports LA Virtual Panel Discussion	Lolita Lopez	Support women in the sports industry; Lolita was the moderator
5/5/20	March of Dimes: Being Pregnant in California During COVID-19 Digital Forum - SPANISH	Dunia Elvir	Telemundo 52 News Anchor, Dunia Elvir, served as a moderator for a digital panel hosted by the March of Dimes surrounding the topic "Being Pregnant in California during COvid-19". Session was held in Spanish.
5/13/20	March of Dimes: Being Pregnant in California During COVID-19 Digital Forum - ENGLISH	Dunia Elvir	Telemundo 52 News Anchor, Dunia Elvir, served as a moderator for a digital panel hosted by the March of Dimes surrounding the topic "Being Pregnant in California during COvid-19". Session was held in English.
5/1/20-5/31/20	Covid-19 Relief Fundraiser	Telemundo 52 & NBC4	To help meet the demand in neighborhoods across Southern California, Telemundo 52 and NBC4 have teamed up with Ralphs and Food 4 Less to raise funds through the Emergency COVID-19 Response Fund.

			Stations asked viewers to consider making a cash donation at any Ralphs or Food 4 Less store when checking out at the register. Over \$130,000 were raised to support non-profits in Southern California.
6/10/20	Asian American Journalists Association LA Virtual Panel	Mekahlo Medina	Support Asian American Journalists; Mekahlo was a speaker
6/12/20	HOPE Latina Action Day Virtual Event	Dunia Elvir	HOPE Latina Action Day Virtual Event - The Future of California's Workforce Panel moderated by Telemundo 52 News Anchor, Dunia Elvir. The virtual 26th Annual Latina Action Day hosted online sessions over the course of three days on June 10, 11 and 12 bringing together some of California's top thought-leaders and experts to discuss California's State Budget Crisis, the Future of Latina Education, and the Future of California's Economic & Workforce Recovery - diving into the impact of COVID-19 from the Latina perspective.
6/10/20	HOPE Latina Action Day Virtual Event	Sandra O'Neill	HOPE Latina Action Day Virtual Event - The Future of California's Economy Panel moderated by Telemundo 52 News Anchor and Reporter Sandra O'Neill. The virtual 26th Annual Latina Action Day hosted online sessions over the course of three days on June 10, 11 and 12 bringing together some of California's top thought-leaders and experts to discuss California's State Budget Crisis, the Future of Latina Education, and the Future of California's Economic & Workforce Recovery - diving into the impact of COVID-19 from the Latina perspective.
6/17/20	Hazte Contar Census Phone Bank		Telemundo teamed up with NALEO Educational Fund to provide a day-long phone bank to encourage viewers to complete their 2020 census. The phone bank was hosted nationwide across all Telemundo stations.
6/19/20	Juneteenth Parade	Michael Brownlee	Support the African American community
7/8/20	Girls Inc. Orange County Smart Ups Virtual Panel	Vikki Vargas	Support young women; Vikki was a panelist

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Manager of Technology (#49337BR)**

Date Job Filled: **08/26/2019**

Recruitment Source That Referred Ultimate Hire: **Internal Applicant, Transfer, or Promotion**

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/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Assistant News Director (#49569BR)**

Date Job Filled: **9/09/2019**

Recruitment Source That Referred Ultimate Hire: **Internal Applicant, Transfer, or Promotion**

Number of Interviewees: **10**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Assignment Desk Editor (#50557BR)**

Date Job Filled: **9/12/2019**

Recruitment Source That Referred Ultimate Hire: **Internal Applicant, Transfer, or Promotion**

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/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Coverage & Content Manager (#49843BR)**

Date Job Filled: **09/30/2019**

Recruitment Source That Referred Ultimate Hire: **NBCUNICAREERS.com**

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/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Platform Manager** **(#52035BR)**

Date Job Filled: **10/28/2019**

Recruitment Source That Referred Ultimate Hire: **Search Firm/Agent Referral**

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/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Creative Digital Content Producer (#49458BR)**

Date Job Filled: **11/4/2019**

Recruitment Source That Referred Ultimate Hire: **Internal Applicant, Transfer, or Promotion**

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/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Content Producer (#51077BR)**

Date Job Filled: **11/18/2019**

Recruitment Source That Referred Ultimate Hire: **Yoh/Daily Hire Temp Pool Conversion**

Number of Interviewees: **9**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Manager, Media Ops & Content Acquisition (#52454BR)**

Date Job Filled: **01/06/2020**

Recruitment Source That Referred Ultimate Hire: **NBCUNICAREERS.com**

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/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Platform Manager (#50235BR)**

Date Job Filled: **01/27/2020**

Recruitment Source That Referred Ultimate Hire: **Internal Applicant, Transfer, or Promotion**

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/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Managing Editor (#51581BR)**

Date Job Filled: **2/3/2020**

Recruitment Source That Referred Ultimate Hire: **Internal Applicant, Transfer, or Promotion**

Number of Interviewees: **10**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KNBC**

Job Title: **Content Producer (#54806BR)**

Date Job Filled: **03/23/2020**

Recruitment Source That Referred Ultimate Hire: **Yoh/Daily Hire Temp Pool Conversion**

Number of Interviewees: **6**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **Integrated Sales Marketing Specialist (#49909BR)**

Date Job Filled: **08/19/2019**

Recruitment Source That Referred Ultimate Hire: **Internal Applicant, Transfer, or Promotion**

Number of Interviewees: **4**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **Assignment Desk Editor (#49571BR)**

Date Job Filled: **08/29/2019**

Recruitment Source That Referred Ultimate Hire: **Yoh/Daily Hire Temp Pool Conversion**

Number of Interviewees: **4**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **Promotions & Marketing Coordinator** (**#49935BR**)

Date Job Filled: **09/03/2019**

Recruitment Source That Referred Ultimate Hire: **Current Intern/ Intern Conversation**

Number of Interviewees: **5**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **Entertainment Host (#47125BR)**

Date Job Filled: **09/16/2019**

Recruitment Source That Referred Ultimate Hire: **NBCUNICAREERS.com**

Number of Interviewees: **4**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **Assignment Desk Editor** **(#51576BR)**

Date Job Filled: **11/04/2019**

Recruitment Source That Referred Ultimate Hire: **Yoh/Daily Hire Temp Pool Conversion**

Number of Interviewees: **3**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **Sales Planner (#52810BR)**

Date Job Filled: **02/03/2020**

Recruitment Source That Referred Ultimate Hire: **Employee Referral**

Number of Interviewees: **8**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **Traffic Assistant (#52271BR)**

Date Job Filled: **02/03/2020**

Recruitment Source That Referred Ultimate Hire: **Yoh/Daily Hire Temp Pool Conversion**

Number of Interviewees: **6**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **News Producer (#54154BR)**

Date Job Filled: **02/17/2020**

Recruitment Source That Referred Ultimate Hire: **Internal Applicant, Transfer, or Promotion**

Number of Interviewees: **3**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: **KVEA**

Job Title: **Associate Producer (#54867BR)**

Date Job Filled: **03/09/2020**

Recruitment Source That Referred Ultimate Hire: **Yoh/Daily Hire Temp Pool Conversion**

Number of Interviewees: **3**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Telephone Job Line	818-520-6288	Karina Avila	Karina.Avila@nbcuni.com	No
nbcunicareers.com	http://www.nbcunicareers.com/	Gregory Karanastasis	212-413-6519	No
Station's Distribution List of Organizations				See list attached at end

KNBC and KVEA sends a list of all NBC/Telemundo posted positions to the agencies listed below:

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?	Email Address
California Chicano News Media Association	300 S. Grand Ave., Suite, Los Angeles, CA 90071-3175	Julio Moran	(213) 437-4408	YES	ccnmainfo@ccnma.org
Los Angeles Urban League	3450 Mount Vernon Dr, Los Angeles, 90008	Maiesha Kif	(323) 299-9660	YES	maiesha.kif@laul.org
CA Department of Rehabilitation - Workforce Development	721 Capitol Mall Sacramento, CA 95814	Valerie Massey	(916) 558-5846	YES	wdsinfo@dor.ca.gov
National Association of Broadcast Employees & Technicians	1918 W. Burbank Blvd. Burbank, CA 91506	Joe Ayala	(818) 846-0490	YES	javad.ayala@nabet53.org
University of Colorado at Boulder, School of Journalism and Mass Communication	584 UCB Boulder, CO 80309-0584	Elizabeth Gaeddert	(303) 492-0460	YES	elizabeth.gaeddert@colorado.edu
Beloit College	700 College Street Beloit, WI 53511	Field & Career Services	(608) 363-2000	YES	facs@beloit.edu
Eastern Illinois University	600 Lincoln Ave, Charleston, IL 61920	Nancy E. Dole	(217)581-5000	YES	csned@eiu.edu
Elgin Community College	1700 Spartan Drive Elgin, Illinois 60123	Jan Drennean	(847) 697-1000	YES	lriwa@elgin.edu
Illinois Broadcasters Association	200 Missouri Avenue Carterville, IL 62918	Human Resources	(618)985-5555	YES	grace@ilba.org
INBA News Letter	#1 University Circle, Macomb, IL	Terre Haute	(309)298-1891	YES	borowmaq@aol.com
Indiana State University	200 North 7th Street Terre Haute, Indiana 47809	Career Center	(812) 237-6311	YES	career-center@indstate.edu
International Women's Media Foundation	1625 K Street NW, Suite 1275 Washington, DC 20006	Career Center	(202) 496-1992	YES	info@iwmf.org
John Wood Community College	1301 South 48th Street Quincy, Illinois 62305	Susan Deege	(217) 224-6500	YES	hr@jwcc.edu
Lewis University	Lewis University Main Campus, Romeoville, IL	Eileen Tondini	(815) 836-5272	YES	careerservices@lewisu.edu
National Lesbian & Gay Journalists Association	2120 L St, NW Suite 850, Washington, DC 20037	Angie Young, Executive Assistant	(202)588-9888	YES	info@nlga.org
Parkland College	2400 W Bradley Ave Champaign, IL 61821	Sandy Spencer	(217) 351-2200	YES	sspencer@parkland.edu
Roosevelt University	430 S. Michigan Ave. Chicago, IL 60605	George Bagel	(312) 341-3500	YES	careersdt@roosevelt.edu
Saga Communications of Illinois	2603 West Bradley Ave. Champaign, IL 61821	Michelle Novak	(217) 352-4141	YES	mnovak@sagacom.com

School of the Art Institute	37 S Wabash Ave Chicago, IL 60603	Kate Schutta	(312) 443-3600	YES	careers@artic.edu
Specs Howard School of Broadcast Arts	19900 West 9 Mile Road #100 Southfield, MI 48075	Nancy Shiner	(248) 358-9000	YES	nshiner@specshoward.edu
Triton College	2000 Fifth Avenue River Grove, IL 60171	Career Services	(708) 456-0300	YES	careerservices@triton.edu
University of California Riverside	900 University Ave. Riverside, CA 92521	Human Resources	(951) 827-3631	YES	careerevents@ucr.edu
Eastern Illinois University	600 Lincoln Avenue Charleston, IL 61920	Allison Frees- Williams	(217) 581-7461	YES	afreeswilliams@eiu.edu
Empowering Latinas	5042 Wilshire Blvd #17102 Los Angeles, CA 90036	Dr. Yasmin Davidds	(866) 857-9879	YES	Yasmin@yasmindavidds.com
NABET Local 53	1918 West Burbank Boulevard Burbank, CA 91506	Nabet Membership	(818) 846-0490	YES	membership@nabet53.org
Workforce Development Section	721 Capitol Mall Sacramento, CA 95814	Customer Service	(916) 558-5400	YES	wdsinfo@dor.ca.gov
Valparaiso University	Valparaiso, IN 46383- 6493 USA	Tom Cath	(219) 464-5005	YES	tom.cath@valpo.edu
The Imagen Foundation	18034 Ventura Boulevard, Suite #261 Encino, CA 91316	Helen Hernandez	(626) 376-9751	YES	hhernandez@imagen.org
American Career College	4021 Rosewood Ave., Los Angeles, CA 90004	Gohar Abrahamiam	(323) 906-2244	YES	gohar@americancareercollege.edu

NBC/TELEMUNDO IS AN EQUAL OPPORTUNITY EMPLOYER