

WMAQ and WSNS 2023 Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WMAQ and WSNS.

The information contained in this Report covers the time period beginning August 1, 2022 to and including July 31, 2023 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

2023 Annual EEO Public File Report

I. Vacancy Recruitment

Covering the Period from August 1, 2022 to July 31, 2023
Stations Comprising Station Employment Unit: WMAQ and WSNS

WMAQ Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	News Content Producer, NBC 5 Chicago	8/1/2022	See Recruitment Source Data Form	Sourced from LinkedIn by NBCU TA	1	3
1	Sales Account Executive - NBCU Local Chicago	8/1/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	3
1	Manager, Media Operations Center, NBC Chicago	8/1/2022	See Recruitment Source Data Form	Current NBCU Staff Employee	1	1
1	Manager, Broadcast Engineering - NBC 5 & Telemundo Chicago	8/1/2023	See Recruitment Source Data Form	Current NBCU Staff Employee	1	1
1	Media Specialist NBC Chicago	8/15/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	6
1	VP, Multi-Platform Content - Chicago	8/15/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	3
1	Platform Manager, NBC 5 Chicago	8/15/2022	See Recruitment Source Data Form	Current NBCU Staff Employee	1	1
1	Manager, Studio Operations	8/29/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	1
1	Multiplatform News Content Producer – NBC 5 Chicago	8/29/2022 & 10/10/2022	See Recruitment Source Data Form	Current Temp Employee & NBCUnicareers.com (and other job sites)	2	2
1	Digital/Social Media Producer	9/6/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	3
1	Director, Community Relations - Chicago	9/12/2022	See Recruitment Source Data Form	Current NBCU Staff Employee	1	4
1	News Reporter/Anchor - NBC 5 Chicago	11/7/2022	See Recruitment Source Data Form	Former Intern	1	4
1	TV Director, WMAQ-TV	11/7/2022	See Recruitment Source Data Form	Sourced from LinkedIn by NBCU TA	1	6
1	News Reporter, WMAQ-TV	11/14/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	1
1	Client Services Rep - NBC Chicago	11/21/2022	See Recruitment Source Data Form	Current Temp Employee	1	1
1	Director, Production Operations, NBC Chicago	12/5/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	6
1	Analyst, Strategy & Data – NBC Local Research	12/19/2023	See Recruitment Source Data Form	Current NBCU Staff Employee	1	2
1	Broadcast Systems Engineer	1/2/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	1
2	Media Specialist NBCU Local Chicago	1/16/2023 & 2/13/2023	See Recruitment Source Data Form	Current NBCU Staff Employee & Rehired Employee	2	4
1	Manager, Strategy & Analytics - NBC Chicago	1/17/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	3
1	Multiplatform News Content Producer - NBC 5 Chicago	1/30/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	3
1	VP, Human Resources NBCU Local Chicago	2/1/2023	See Recruitment Source Data Form	Current NBCU Staff Employee	1	5

1	Meteorologist/Weather Anchor - NBC 5 Chicago	4/17/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	4
1	Executive Producer (DayPart Manager) - NBC 5 Chicago	4/24/2023	See Recruitment Source Data Form	Sourced from LinkedIn by NBCU TA	1	8
2	News Field Photographer - NBC 5 Chicago	5/6/2023 & 7/1/2023	See Recruitment Source Data Form	Current Temp Employee	2	17
1	Financial Analyst, NBCU Local Chicago	5/15/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	9
1	Senior Vice President, News - NBCU Local Chicago	5/22/2023	See Recruitment Source Data Form	Rehired Employee	1	1
1	VP, Sales - NBCU Local Chicago	5/22/2023	See Recruitment Source Data Form	Current NBCU Staff Employee	1	7
1	Investigative News Reporter, NBC Chicago	5/22/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	5
1	Promotion Producer - NBCU Local Chicago	6/5/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	5
1	Assignment Editor- NBC Chicago	6/5/2023	See Recruitment Source Data Form	Employee/Personal Referral	1	6
1	Digital Managing Editor - Chicago	6/5/2023	See Recruitment Source Data Form	Current NBCU Staff Employee	1	1
1	Press/Project Manager, NBCU Local Chicago	6/20/2023	See Recruitment Source Data Form	Rehired Employee	1	3
1	Director of Technology, Broadcast IT Technology Sector, NBC Chicago	7/17/2023	See Recruitment Source Data Form	Current NBCU Staff Employee	1	2
1	Sports Content Producer, NBC 5 Chicago	7/17/2023	See Recruitment Source Data Form	Current NBCU Staff Employee	1	5
1	Consumer Investigative Reporter, NBC 5 Chicago	7/31/2023	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	3
WMAQ Total Number of Persons Interviewed						140

WSNS Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	News Producer, Telemundo Chicago	8/15/2022	See Recruitment Source Data Form	Current NBCU Staff Employee	1	2
1	Sales Account Executive - NBCU Local Chicago	8/15/2022	See Recruitment Source Data Form	Current NBCU Staff Employee	1	6
	Meteorologist, Telemundo Chicago	8/15/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	1
1	Weather Anchor - Telemundo Chicago	9/26/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	2
1	Digital/Social Media Producer - NBC Chicago	2/13/2022	See Recruitment Source Data Form	NBCUnicareers.com (and other job sites)	1	1
1	TV Director, Telemundo Chicago	4/10/2023	See Recruitment Source Data Form	Current NBCU Staff Employee	1	5
1	Field Photographer - Telemundo Chicago	5/6/2023	See Recruitment Source Data Form	Current Temp Employee	1	6
WSNS Total Number of Persons Interviewed						23

Total Number of Persons Interviewed During Applicable Period for WMAQ and WSNS: 163

II. Recruitment Source Information for Vacancies

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.

Covering the Period from August 1, 2022 to July 31, 2023
Stations Comprising Station Employment Unit: WMAQ and WSNS

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Current pool of temp employees: Yoh Staff, Daily Hires, freelancers	16
Employee Referrals (Employee Referral Program)	3
Industry and Business contacts referrals	0
NBCUnicareers.com - recruiting site External/Internal applicants	90
- Sourced LinkedIn by NBCU TA	15
- NBC & TLMD Internship Program	2
- Internal NBCU employee candidates	34
- Internal Comcast employee candidates	0
- Rehired/Former employees	3
Talent Agent representatives of on-air talent	0
Contract Recruiter - NABJ, NAHJ	0
TOTAL	163

III. Non-Vacancy Specific Recruitment Activities

Covering the Period from August 1, 2022 to July 31, 2023
Stations Comprising Station Employment Unit: WMAQ and WSNS

JOB FAIR PARTICIPATION			
Organization	Date	Event	Participant(s)
The National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ)	August 2-5, 2022	2021 Virtual NABJ Convention and Career Fair in Las Vegas	Kevin Cross, Frank Whittaker, Diana Maldonado, Akemi Harrison, Natalie Martinez, Carrie Walker
The Association of LGBTQ Journalists	September 7-10, 2022	NLGJA 2022 National Convention in Chicago	Frank Whittaker Akemi Harrison, Rick Stuckey, Talent Acquisition
The National Association of Hispanic Journalists (NAHJ)	July 12-15, 2023	2023 International Training Convention & Expo in Miami	Diana Maldonado, Natalie Martinez

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION			
Organization	Date	Event	Participant(s)
25 th Police District	August 2 nd , 2022	Observance of National Night Out	Greg Butler
NBCU Academy	June 25-27, 2023	Missouri School of Journalism High School Summer Workshop Program	Akemi Harrison

EMPLOYEE TRAINING: Employees of WMAQ-TV and WSNS-TV are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility or skills. Various programs are provided by external vendors and internal company-sponsored programs. Employees of both stations participated in the following courses:

- Economic and Trade Sanctions 2022 & 2023 open to WMAQ and WSNS Sales, Finance and News Department – (2002) 8/2, 8/3, 8/11, 8/15, 8/16, 8/26, 8/28-8/30, 9/6, 9/13, 9/14, 9/16, 9/17, 9/20-9/24, 9/26, 9/27, 9/29, 9/30, 10/14, 11/3 and (2023) 1/4, 4/24, 5/5, 7/10, 7/11, 7/12
- START Leading open to WMAQ and WSNS Managers open to WMAQ and WSNS Managers – 8/14/2022, 8/15/2022, 8/27/2022, 11/10/2022, 4/4/2023 & 4/8/2023
- START Leading: Building Engagement Coursework open to WMAQ and WSNS Managers – 8/30/2022, 9/13/2022, 9/15/2022, 9/26/2022, 9/27/2022, 11/10/2022, 3/2/2023 & 5/18/2023

- START Leading: Creating an Inclusive Culture Coursework open to WMAQ and WSNS Managers – 8/16/2022, 8/18/2022, 8/24/2022, 10/25/2022, 2/13/2023 & 5/16/2023
- START Leading: Driving Development Course work open to WMAQ and WSNS Managers -8/17/2022, 8/27/2022, 11/17/2022, 2/13/2023, 5/11/2023 & 5/18/2023
- D/6/Ad Sales Training open to WMAQ and WSNS Sale Department - 8/23/2022
- Kantar Ad Insights Training open to WMAQ and WSNS Sales Department – 9/9/2022
- Digital Office Hours: Chicago Core: Lisa Balde; Michael Allardyce open to WMAQ and WSNS Sales Department – 9/9/2022
- Comscore 101 Training open to WMAQ and WSNS Sales Department – 9/13/2022
- ANZU Training with Rawson Faux open to WMAQ and WSNS Sales Department – 9/20/2022
- Vivvix Application Update and Refresher open to WMAQ and WSNS Sales Department – 2/23/2023
- In2it Social / Quickpic open to WSNS News Producers, News Anchors and News Reporters – 3/2/2023 & 3/7/2023
- Vivvix Prospecting open to WMAQ and WSNS Sales Department – 3/9/2023
- Central Region Midwest Training Session open to WMAQ and WSNS Sales Department - 3/22/2023
- Nielsen to Comscore Update open to WMAQ and WSNS Sales Department – 4/5/2023
- Core Digital #2 open to WMAQ and WSNS Sales Department – 4/6/2023
- Respect in the Workplace 2023 open to WMAQ and WSNS all staff – 5/2/2023-5/4/2023 & 5/9/2023-5/11/2023
- Training #6 Selling Against Streaming/OTT Competition open to WMAQ and WSNS Sales Department – 6/15/2023
- Legal & News Standards Training open to WMAQ and WSNS all news editorial – 6/6/2023 through 6/8/2023

INTERNAL SKILLS ENHANCEMENT PROGRAMS: The Broadcast Stations of NBCUniversal is fortunate to be supported in learning and development opportunities through various corporate programs that are available to employees. These internal programs are designed to enhance their ability to assume positions of greater responsibilities or skills and help shape and deliver the future of NBCUniversal.

The Talent Lab is NBCUniversal's suite of learning and development experiences that are uniquely designed to develop and engage our employees to deliver for the future. These

sponsored programs focus on building personal leadership and business knowledge so that employees at all levels of the organization are equipped to meet the demands and expectations of our challenging, fast-paced, and evolving media and entertainment environment. We meet NBCUniversal talent where they are in their careers with experiences that align, build, accelerate and elevate what is needed for success from early-career professionals to executive-level leaders.

The Align Track is designed to align talent new to company/new to role to the expectations, business, and culture of NBCUniversal. Includes, Jump, Pivot, Spirit and Start. *The Build Track* is designed to build the core media skills, business acumen and capabilities needed by talent to drive the strategic business priorities forward. Includes Engage, Influence, Invest, Lead and Stream. *The Accelerate Track* is designed to accelerate high potential talent to creative, invent and deliver the future of media. Includes Connect, Create, Case and Drive. *The Elevate Track* is designed to engage, empower and elevate diverse talent in their careers. Includes, Amplify, Elevar and Shine. *The Unites Track* is designed to develop inclusive leaders through service learning and social impact. Includes Pro Bono, Serve and Inspire.

In addition to these core Learning & Development Programs, the Owned Stations division provides the following NBCU Stations Training and Development programs: Sales Associates Program and She Leads, Sales Development Program.

The broadcast stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. These offerings include Code of Conduct training, Protecting Company Information Training, Effective Communication Guidelines Training, Gifts and Business Entertainment Guidelines Training, Diversity, Equity and Inclusion Training and Conflict of Interest Prevention Training. The internal employee benefits website provides specific information regarding the Company's Tuition Reimbursement Program for continuing education and an online eLearning catalog of available training courses for employees' career development. The partnership between NBCUniversal, LinkedIn Learning and the Harvard Manage Mentor program continues and offers online professional development courses to all NBCUniversal employees.

Continual on-line training is required of all employees on the Company's EHS (Environmental Health & Safety) Programs.

INTERNSHIP PROGRAM: The Employment Unit maintains an established internship program designed to give exposure to college students about careers in the broadcast industry. During the FCC reporting period covered in this report, 16 college students participated in the program during the Fall and Summer session. The NBC/Telemundo Internship Program in Chicago is a paid internship program, providing real work experience and deliverables during their internship. Additionally, the internship program exposes interns to senior WMAQ and WSNS personnel who address the students and share key career information in addition to their real work experience. Interns participated in the following virtual seminar sessions during the 2023 summer session: Respect in the Workplace, News Management, Sales/Marketing Leadership, Summer Presentation Project. The Program coordinator is Aida Colón, Human Resources Generalist, WMAQ-TV & WSNS-TV, NBCU Chicago.

COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION: Employees of the Stations participate in extensive community relations activities, which also create opportunities to educate the community about broadcasting and employment opportunities with WMAQ-TV, WSNS-TV and within the broadcast field in general. Set forth below is a sampling of the community events in which the Employment Unit's personnel participated during the reporting period:

2022/2023 – WMAQ’s general sampling of sponsored community events and outreach:

2022

- August 5, 2022 Mike Berman and Stefan Holt participated in a Charity Softball Game for Chicago Baseball and Educational Academy.
- August 20, 2022 LeeAnn Trotter emceed the Lillian Marcia Summer Fest.
Natalie Martinez emceed the Ukrainian Independence Celebration at Navy Pier.
- August 21, 2022 Ilisha Scott emceed the Palm Sunday Music Series at Gallery Guichard.
LeeAnn Trotter hosted the Lyric Opera of Chicago at Millennium Park.
- September 11, 2022 Natalie Martinez was a special guest at the Schiller Park Fire Fighters Fundraiser.
- September 13, 2022 Ilisha Scott spoke to a group of students at St. Malachy School.
- September 16, 2022 Michelle Relerford moderated a South East Chicago Commission Symposium Keynote Conversation.
- September 17, 2022 Natalie Martinez emceed this year’s UNCF Walk for Education.
Allison Rosati emceed the 42nd Columbian Ball | Into the Unknown.
Leila Rahimi hosted a committee at this year’s Green Tie Ball | Tuxedos and Tennis Shoes.
Cortney Hall emceed this the Green Tie Ball | Tuxedos and Tennis Shoes.
Art Norman emceed the Bling & Bowties A Celebration of Autism Gala.
- September 18, 2022 LeeAnn Trotter emceed the final Palm Sunday Music Series of the season.
- September 22, 2022 Leila Rahimi Was a presenter at Resilient Evening of Impact 2022.
Lisa Parker emceed the Age Options events.
- September 23, 2022 Lauren Petty emceed the Home 2 Home Project Gala.
- October 15, 2022 Regina Waldroup emceed the Arthritis Foundation Freedom of Movement Gala.
- October 19, 2022 Stefan Holt was interviewed as a Naperville Notables for 630 Naperville.
- October 21, 2022 Lisa Chavarria participated at the BUILD La Mesa Latina 2022.
Michelle Relerford participated at St. Odilo’s Career Day.

Natalie Martinez emceed the CAWC (Connections for Abused Women and their Children) Sounds of Silence Gala.

- October 22, 2022 JC Navarrete emceed the Operation Warm Coat for CHA families.
- October 23, 2022 Art Norman emceed the SBARRO Health Research Organization event.
- October 27, 2022 Mike Berman participated as a mentor in the Revolving Tables Young Professional Networking event.
- LeeAnn Trotter was the master of ceremonies for Makeroom for Debate 25th Anniversary Gala.
- October 29, 2022 Maricela Vazquez emceed the Susan G. Komen Race for the Cure Walk/Run.
- LeeAnn Trotter emceed the Chicago Sinfonietta Ball.
- November 4, 2022 JC Navarrete emceed the HACE (Hispanic Alliance for Career Enhancement) 40th Annual Benefit, La Parranda.
- Allison Rosati presented at The Italian American Chamber of Commerce Gala.
- LeeAnn Trotter emceed the Opening Night of the Black Harvest Film Festival.
- November 5, 2022 Sandra Torres emceed the Puerto Rican Arts Alliance Cuatro Festival.
- November 6, 2022 Mike Berman participated in the SkyRise Chicago 2022 benefiting the Shirley Ryan Ability Lab.
- Regina Waldroup emceed the 7th Annual Community Awards Banquet.
- November 10, 2022 Kye Martin emceed the Ping Pong Ball.
- November 13, 2022 LeeAnn Trotter was a speaker at the Celebration of Sergio Mims Life.
- November 16, 2022 Rob Stafford and Allison Rosati presented an award for Chicago Innovation Awards.
- November 17, 2022 Samantha Rivera emceed A Night for the Kids Toy Drive.
- November 18, 2022 Regina Waldroup emceed the Shelter's Inc. Gala.
Matt Rodriguez and Cortney Hall hosted the Millennium Park Tree Lighting.
- November 19, 2022 Regina Waldroup emceed the 53rd Annual Dr. Martin Luther King Jr. Remembrance Dinner.
- November 29, 2022 Allison Rosati emceed the Infant Welfare Society Luncheon.

- December 3, 2022 Natalie Martinez and Alfonso Gutierrez co-emceed the Necahual Foundation Gala.
- December 8, 2022 Sandra Torres will emcee the Fiesta del Año.
- December 11, 2022 LeeAnn Trotter emceed the Timeless Gifts Christmas Duets Mentoring Concert and Fundraiser.
- December 18, 2022 Art Norman emceed the Christmas in the Wards event.

2023

- January 13, 2023 LeeAnn Trotter emceed the 4th Annual Foley & Lardner Dr. Martin Luther King, Jr. Oratory Competition.
- January 16, 2023 Evrod Cassimy emceed the PUSH Excel Martin Luther King Jr. Scholarship Breakfast.
- February 2, 2023 Zully Ramirez emceed the Hispanic Pro 2023 Renew and Reignite event.
- February 3, 2023 Steven Dolinsky emceed the Bounce Children's Foundation event.
- February 4, 2023 Art Norman hosted the Bolingbrook Black History Month Awareness Club.
- February 6, 2023 Natalie Martinez spoke to a class of Eight Graders at St Nicholas Ukrainian Catholic School.
- February 7, 2023 Leila Rahimi moderated the Chicago at a Crossroads: NASCAR at the Chicago Athletic Association.
- February 8, 2023 Art Norman emceed the Early Childhood Education Mayoral Forum Candidate Forum.
- February 18, 2023 LeeAnn Trotter moderated the 38th Annual Chicago Booth's African American MBA Association DuSable Conference.

Vi Nguyen emceed the AACCC 40th Annual Lunar New Year Celebration Dinner.

Iisha Scott will emcee this year's Museum of Science and Industry Black Creativity event.
- February 24, 2023 Leila Rahimi emceed the Easterseals Gala.
- March 1, 2023 Sandra Torres was a special guest at the Robert Frost Family Game Night.

Art Norman emceed the UNCF Superintendents' Commission on Diversity and Inclusion Scholarship "Invest in the Future" of students Gala.
- March 2, 2023 Alex Maragos emceed the Knockout Cancer Boxing Event for The Reaumont Foundation.

LeeAnn Trotter emceed the Landmarks Illinois Preservation Forward event.

March 4, 2023 Mike Berman emceed the Rolfe Pancreatic Cancer Foundation.

March 5, 2023 LeeAnn Trotter emceed No Matter What's 2nd Annual Culinary Futures Fundraising Event.

March 8, 2023 LeeAnn Trotter was a celebrity model for the Silver Lining Fashion Show Luncheon.

March 10, 2023 Evrod Cassimy was a Celebrity Dancer at the Dancing with Celebrities 2023.

March 15, 2023 Sandra Torres participated in the Elk Grove Women's History Month Panel.

March 16, 2023 Alex Maragos was a speaker at the Aptakisic Junior High's Career Day in Buffalo Grove.

March 21, 2023 Alfonso Gutierrez was a speaker at Un Nuevo Despertar in Cicero.

March 23, 2023 Evrod Cassimy was a presenter at Everett F. Kerr Middle School Career Day.

Iris Berrios emceed the Puerto Rican Arts Alliance Felisa Rincon de Gautier Awards.

March 24, 2023 Michelle Relerford emceed the Walter Payton College Prep Spring Fundraiser.

March 25, 2023 Michelle Relerford emceed the Together Chicago. Art Norman was a host at Rho Gamma Gamma Chicago Chapter of Omega Psi Phi Fraternity Inc. High School Talent Hunt.

March 30, 2023 Alex Maragos and LeeAnn Trotter co-emceed the Better Business Bureau Annual Dinner.

April 1, 2023 Lisa Chavarria emceed the SHENIX Brunch Networking Event.

April 15, 2023 Kye Martin emceed the Chicago Dragonfly Foundation "Dragonfly Royale" event.

April 18, 2023 Mike Berman emceed the B.R. Ryall YMCA's Annual Meeting and Champions Dinner.

April 19, 2023 Evrod Cassimy and Art Norman spoke at the Providence Englewood Charter School Career Day.

Lisa Chavarria emceed the Chicago Minority Supplier Development Council Breakfast.

April 20, 2023 Marion Brooks spoke to a group of students at McKay Elementary.

Mike Berman participated in a school Focus on The Arts event.

	Allison Rosati emceed the Celebration of Mundelein: An Evening of Tribute event.
April 21, 2023	Iisha Scott emceed this year's Chicago Commons Luncheon. Natalie Martinez emceed the HACE 2023 Summit Quinceañera Brunch. LeeAnn Trotter emceed the HACE United Summit Dinner.
April 22, 2023	Christian Farr moderated the Don't Suffer in Silence; Let's Talk About it event. Regina Waldroup emceed the Saduki Ball. Natalie Martinez emceed the National Runaway Safeline's Celebrating the Spirit of Youth event.
April 26, 2023	Art Norman emceed the BPI Annual event.
April 27, 2023	Lisa Chavarria moderated a panel at the Northwest Hispanic Chamber of Commerce.
April 29, 2023	Vi Nguyen emceed The Fall of Saigon, the official end of the Vietnam War event. JC Navarrete emceed the Hispanic Medical Association Gala.
April 30, 2023	Kye Martin emceed and lead the March of Dimes' March for Babies.
May 3, 2023	LeeAnn Trotter emceed this year's GADS Hill Center Gala.
May 4, 2023	Alicia Roman and Pete Sack participated at the White Sox Weather Day event.
May 5, 2023	Kye Martin emceed The Art Center Highland Park "Ignite Passion Spring Gala".
May 6, 2023	Lauren Petty emceed the Derby Day for the Hinsdale Auxiliary Benefits Children's Home & Aid. Natalie Martinez participated at the Latino Spirits Festival. Natalie Martinez emceed the Schaumburg Hoffman Estates Rotary Club Gala.
May 7, 2023	Lauren Petty emceed the Wellness House Walk.
May 10, 2023	Evrod Cassimy hosted the Mother's Day Makeover Leading Ladies event.
May 11, 2023	Phil Rogers emceed the Salvation Army Civic Luncheon.
May 13, 2023	Stefan Holt hosted the Housing Forward Have a Heart Gala.

May 20, 2023 Evrod Cassimy emceed the Foster Parent Recruitment event.
LeeAnn Trotter emceed As Good As Gold Golden Retriever Rescue event.

May 22, 2023 LeeAnn Trotter co-hosted the Disney Musicals in Schools "Student Share ".
LeeAnn Trotter emceed the 12th Annual Illinois High School Musical Theater Awards.
Vi Nguyen emceed the Asian American and Pacific Islander Heritage Month Awards ceremony.

May 31, 2023 Natalie Martinez was the keynote speaker at Mather High School Graduation.

June 1, 2023 Christian Farr emceed the Big Brothers Big Sisters Annual Graduation Ceremony.
Regina Waldroup was a guest speaker at the DARE Graduation at Pennoyer School.

June 4, 2023 Kate Chappell delivered the Commencement Speech at Big Foot High School.

June 6, 2023 LeeAnn Trotter was a panelist at the Choose Chicago Neighborhood Tourism Conference.

June 8, 2023 Alfonso Gutierrez emceed the Association House of Chicago Faces of Hope Gala.
Kate Chappell emceed the Gateway Green Gaming for Green Fundraiser.
Cortney Hall and Matthew Rodrigues co-emceed the Forward Momentum Chicago Fundraiser.

June 9, 2023 LeeAnn Trotter was the Master of Ceremonies for the Humboldt Park Health Gala.
Lauren Petty emceed the La Grange Rocks 5k Run Event.

June 10, 2023 Lisa Chavarria emceed the Rolfe Pancreatic Dash for Detection Walk/Run event.

June 12, 2023 Regina Waldroup emceed the Chicago Fire Department Graduation.

June 15, 2023 LeeAnn Trotter emceed the Timuel D Black Jr. Scholarship Luncheon.

June 17, 2023 Kate Chappell emceed the PanHellenic Scholarship Foundation 2023 Gala.
Michelle Relerford emceed the Sinai Community Institute Chicago Awards and Fundraising Gala.

- June 21, 2023 Lisa Chavarria was the Master of Ceremony at the Northwest Hispanic Chamber of Commerce Networking Event.
- June 24, 2023 Natalie Martinez hosted the City of Chicago House Music Fest Fitness Class.
- June 25, 2023 LeeAnn Trotter, Lisa Chavarria, Matt Rodrigues, Iris Berrios, Jessica Suarez, Zully Ramirez, Mariana Reyes, Ivon Espitia, Hernan Fratto, Jorge DeSantiago, and Alfonso Gutierrez amongst many others from the station participated at this year's PRIDE parade.
- June 28, 2023 Allison Rosati and others at the station VOLUNTEERED at Nourishing Hope.
- June 29, 2023 Stefan Holt, Evrod Cassimy and others at the station participated at the panelist at the Men Motivating Men Hood Tour.
- July 12, 2023 LeeAnn Trotter will emcee the 2023 Chicago Football Classic Scholarship Reception.
- July 23, 2023 LeeAnn Trotter will emcee the Palm Sunday Concert Series event.

2022/2023 - WSNS-TV's general sampling of sponsored community events and outreach:

2022

- August 28, 2022 Raul Delgado, Hernan Fratto, Mariana Reyes, and Ivon Espinosa all participated at Mexico en el Corazon at Millennium Park.
- September 8, 2022 Maria Elena Ponticiello emceed the National Latino Education Institute Golf Outing.
- September 16, 2022 Hernan Fratto emceed the Viva la Hispanidad! Hispanic Heritage Month Celebration.

2023

- May 5, 2023 Jessica Suarez emceed the Hispanic Pro Cinco de Mayo Networking Celebration.
- May 10, 2023 Alfonso Gutierrez emceed The Family Institute at Northwestern University Gratitude Gala.
- June 10, 2023 Maricela Vazquez was a special guest at The Resurrection Project "Ellas" event.

Iris Berrios, Alfonso Guttierrez, and others from the station participated in this year's Puerto Rican "The Peoples Parade".
- June 24, 2023 Jessica Suarez was a judge at the Michelada Festival in Harrison Park.

Appendix A: Recruiting Sources 2022 – 2023

<p>Ms. Alicia Plomin Marketing & Development Manager Austin Coming Together 5049 W. Harrison Chicago, IL 60644 apspitler@austincomingtogether.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Ms. Erin Dowland Kabwe CEDA – Community & Economic Dev. Associations of Cook County, Inc. 567 W. Lake Street, Suite 1200 Chicago, IL 60661 (312) 782-2332 (312) 795-1034 Fax ekabwe@cedaorg.net erswint@cedaorg.net</p> <p>Has this source requested notices? [Yes/No]</p>
<p>Ms. Pattlyn Beals Administrative Manager Chatham Business Association 806 E. 78th Street Chicago, IL 60619 (773) 794-5006 (773) 855-8905 Fax pattilynbeals@cbaworks.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Mr. Darius Ballinger Chasing23 Youth Empowerment Group 4501 S. Calument Ave., Apt # 3N Chicago, IL 60653 (312) 504-6719 info@chasing23.biz</p> <p>Has this source requested notices? [Yes/No]</p>
<p>c/o Mr. Will Davis Governors State University 1 University Parkway University Park, IL 60484 (708) 235-7494</p> <p>Wdauss3@govst.edu</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Ms. Kelly Anne Ohde Director of Communications Easter Seals Chicago 1939 W. 13th Street Chicago, IL 60608 (312) 491-4110 kellyanne.ohde@eastersealschicago.org</p> <p>Has this source requested notices? [Yes/No]</p>
<p>Ms. Lisa See Kim Mikva Challenge 200 S. Michigan Ave., Suite 100 Chicago, IL 60604 (312) 863-6340 mary@mikvachallenge.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Ms. Monica Hurtado St. Augustine College 1345 W. Argyle Street Chicago, IL 60640 (773) 878-8756 mhurtado@iwe.staugustine.edu</p> <p>Has this source requested notices? [Yes/No]</p>

<p>Ms. Tammy L. Deavours Chief Operations Officer United States Hispanic Leadership Institute 431 S. Dearborn Street, Suite1203 Chicago, IL 60605 (312) 427-8683 tdeavours@ushli.org</p> <p>Has this source requested notices? [Yes/No]</p>	<p>Elliot Ayres NLGJA: The Association of LGBTQ Journalists 2120 L Street NW STE 850 Washington, DC 20037 (202) 588-9888 info@nlgja.org elliott@nlgja.org</p> <p>Has this source requested notices? [Yes/No]</p>
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WMAQ

Job Title: Content Producer – NBC 5 Chicago

Date Job Filled: 8/1/2022

Recruitment Source That Referred Ultimate Hire: Sourced from LinkedIn by NBCU TA

Total Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No
See Appendix A:	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Sales Account Executive - NBCU Local Chicago

Date Job Filled: 8/1/2022

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (3)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A:	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Manager, Media Operations Center, NBC Chicago

Date Job Filled: 8/1/2022

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee

Total Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Manager, Broadcast Engineering - NBC 5 & Telemundo Chicago

Date Job Filled: 8/1/2022

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee (1)

Total Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Media Specialist NBC Chicago

Date Job Filled: 8/15/2022

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

Total Number of
Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (6)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A:	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: VP, Multi-Platform Manager, NBC 5 Chicago

Date Job Filled: 8/15/2022

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
See Appendix A:	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Platform Manager, NBC 5 Chicago

Date Job Filled: 8/15/2022

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee (1)

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Manager, Studio Operations

Date Job Filled: 8/29/2022

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (1)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Multiplatform News Content Producer – NBC 5 Chicago

Date Job Filled: 8/29/2022 & 10/10/2022

Recruitment Source
That Referred
Ultimate Hire: Current Temp Employee

Total Number of
Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers.com (1)	www.nbcunicareers.com	N/A	N/A	No
Current Temp Employee (1)	Yoh Temp	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Digital/Social Media Producer – NBC Chicago

Date Job Filled: 9/6/2022

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

Total Number of
Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Director, Community Relations – Chicago

Date Job Filled: 9/12/2023

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Staff Employee

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (3)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/a	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: News Reporter/Anchor – NBC 5 Chicago

Date Job Filled: 11/7/2022

Recruitment Source
That Referred
Ultimate Hire: Former Intern

Total Number of
Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com (3)	www.nbcunicareers.com	N/A	N/A	No
Former Intern (1)	N/A	N/A	N/A	N/A
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: TV Director, NBC 5 Chicago

Date Job Filled: 11/7/2022

Recruitment Source
That Referred
Ultimate Hire: Sourced from LinkedIn by NBCU TA

Total Number of
Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers.com (4)	www.nbcunicareers.com	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: News Reporter, WMAQ-TV

Date Job Filled: 11/14/2022

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (1)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Client Svc Rep, NBC Chicago

Date Job Filled: 11/21/2022

Recruitment Source
That Referred
Ultimate Hire: Current Temp Employee

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers	www.nbcunicareers.com	N/A	N/A	No
Current Temp Employee (1)	Yoh Temp	NA	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Director, Production Operations, NBC Chicago

Date Job Filled: 12/5/2023

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

Total Number of
Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers (5)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Analyst, Strategy & Data - NBC Local Research

Date Job Filled: 12/19/2022

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee

Total Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers (1)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Broadcast Systems Engineer

Date Job Filled: 1/2/2023

Recruitment Source
That Referred
Ultimate Hire: nbcunicareers.com

Total Number of
Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (1)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ & WSNS

Job Title: Media Specialist, NBCU Local Chicago

Date Job Filled: 1/16/2023 and 2/13/2023

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee & Rehired Employee

Total Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Rehired Employee (1)	N/A	N/A	N/A	N/A
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Manager, Strategy & Analytics, NBC Chicago

Date Job Filled: 1/17/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (3)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Multiplatform News Content Producer - NBC 5 Chicago

Date Job Filled: 1/30/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Former intern (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: VP, Human Resources NBCU Local Chicago

Date Job Filled: 2/1/2023

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff employee

Total Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers (3)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Meteorologist/Weather Anchor - NBC 5 Chicago

Date Job Filled: 4/17/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCunicareers (4)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Executive Producer (DayPart Manager) - NBC 5 Chicago

Date Job Filled: 4/24/2023

Recruitment Source That Referred Ultimate Hire: Sourced from LinkedIn by NBCU TA

Total Number of Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (3)	www.nbcunicareers.com	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (2)	N/A	N/A	N/A	No
Employee/Personal Referral (1)	N/A	Nichole Wasserman	N/A	No
Current NBCU Employee (2)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: News Field Photographer, NBC Chicago

Date Job Filled: 5/6/2023 & 7/1/2023

Recruitment Source That Referred Ultimate Hire: Current Temp Employee

Total Number of Interviewees: 17

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (6)	www.nbcunicareers.com	N/A	N/A	No
Current Temp Employee (9)	N/A	N/A	N/A	No
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Financial Analyst

Date Job Filled: 5/15/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 9

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (7)	www.nbcunicareers.com	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (2)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Senior Vice President, News - NBC Local Chicago

Date Job Filled: 5/22/2023

Recruitment Source That Referred Ultimate Hire: Rehired Employee

Total Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers	www.nbcunicareers.com	N/A	N/A	NO
Rehired Employee (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: VP, Sales - NBC Local Chicago

Date Job Filled: 5/22/2023

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee

Total Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (7)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Investigative Reporter, NBC Chicago

Date Job Filled: 5/22/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (3)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Promotion Producer-NBC Local Chicago

Date Job Filled: 6/5/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (2)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/a	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Assignment Editor, NBC Chicago

Date Job Filled: 6/5/2023

Recruitment Source That Referred Ultimate Hire: Employee/Personal Referral

Total Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (5)	www.nbcunicareers.com	N/A	N/A	No
Employee Personal Referral (1)	N/A	Gabriella Rodriguez	N/A	No
See Appendix A	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Digital Managing Editor, NBCU Local Chicago

Date Job Filled: 6/5/2023

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee

Total Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Press/Project Manager, NBCU Local Chicago

Date Job Filled: 6/20/2023

Recruitment Source That Referred Ultimate Hire: Rehired Employee

Total Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (1)	www.nbcunicareers.com	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No
Rehired Employee (1)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Director of Technology - Chicago

Date Job Filled: 7/17/2023

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee

Total Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Sports Content Producer, NBC 5 Chicago

Date Job Filled: 7/17/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (3)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WMAQ

Job Title: Consumer Investigative, Reporter, NBC 5 Chicago

Date Job Filled: 7/31/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (3)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: News Producer, Telemundo Chicago

Date Job Filled: 8/15/2022

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee

Total Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (2)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Sales Account Executive - NBCU Local Chicago

Date Job Filled: 8/15/2022

Recruitment Source That Referred Ultimate Hire: Current NBCU Staff Employee

Total Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (3)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Meteorologist, Telemundo Chicago

Date Job Filled: 8/15/2022

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (1)	www.nbcunicareers.com	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Weather Anchor, Telemundo Chicago

Date Job Filled: 9/26/2022

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (1)	www.nbcunicareers.com	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Digital/Social Media Producer - NBC Chicago

Date Job Filled: 2/13/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (1)	www.nbcunicareers.com	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: TV Director, Telemundo Chicago

Date Job Filled: 4/10/2023

Recruitment Source That Referred Ultimate Hire: nbcunicareers.com

Total Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (3)	www.nbcunicareers.com	N/A	N/A	No
Sourced from LinkedIn by NBCU TA (1)	N/A	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

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

Station: WSNS

Job Title: Field Photographer - Telemundo Chicago

Date Job Filled: 5/6/2023

Recruitment Source That Referred Ultimate Hire: Current Temp Employee

Total Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUnicareers (2)	www.nbcunicareers.com	N/A	N/A	No
Current Temp Employee (3)	N/A	N/A	N/A	No
Current NBCU Staff Employee (1)	N/A	N/A	N/A	No
See Appendix A	N/A	N/A	N/A	N/A

(ATTACH ADDITIONAL SHEETS AS NEEDED)