

ANNUAL PUBLIC FILE EEO REPORT

Station call letter: WKAQ

Reporting Period: October 1st, 2022, to September 30, 2023

1. List all full-time job vacancies filled by any station covered by this report during the past year.
 - APC Director (1)
 - Engineering Technician (2)
 - Traffic Clerk (1)
 - HR Assistant (1)
 - Studio Technician (1)
 - Systems Engineer (1)
 - Local Sales Manager (1)
 - Reporter (1)
 - Producer (1)

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

See attached

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

27 interviewees

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

NAME OF RECRUITMENT SOURCE	TOTAL NUMBER OF INTERVIEWEES REFERRED DURING YEAR
Administración Derecho al Trabajo	0
Asociación Ejecutivos Ventas y Mercadeo	0
Comité Asuntos de la Mujer	0
Veterans Resource Center	0
Servicios de Personas con Impedimentos	0
Internal Posting	16
External Posting	0
Internship Program	0
Union Internal Posting	11

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

INTERNSHIP PROGRAM: WKAQ works closely with local and US colleges and universities to build and active and healthy internship program. The station is currently working with the following institutions with this initiative: University of Puerto Rico (Carolina Campus), Sacred Heart University, Mississippi State University, Colegio de Cinematografía, Artes y Televisión, Northwestern University y American University. During the current Annual Report Year, 9 interns have participated in the WKAQ internship program: 6 with the News Department and 3 with independent productions.

MANAGEMENT PROGRAM TRAINING: WKAQ has partnered with an in-house counsel to provide educational legal training programs for Telemundo of Puerto Rico managers and supervisors. The courses are designed to assist the station with employee training around employment law for their managers and supervisors to gain a working knowledge and understanding of various legal issues, which include methods to ensure equal opportunity, prevent discrimination.

Employee EEO Training:

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

Skills Enhancement Training:

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

NBCUniversal'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, including APA@NBCUniversal, BPA@NBCUniversal, Out@NBCUniversal, The NBCUniversal PWD (People with Disabilities), Unidos@NBCUniversal,

Veterans Network, The Women's Network @NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

During the reporting period, WKAQ employees participated in the following leadership and development courses:

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

Organization	Date	Title	Participant(s)
Puerto Rico Wire	September 2022	Certificación Plataformas Aéreas	Julio Torres, Studio Technician Jesús Mulero, Studio Technician Xavier González, Scenery Héctor Torres, Engineering Technician Nastasha Martínez, Engineering Technician
SHRM	October 2022	Training: Ética y cumplimiento: Deberes generales de los gerentes, supervisores y líderes de grupo	Rubén Torres, News Operations Manager Edgar Socias, Engineering Supervisor
NBCU	November 2022	Annual Audio metrics and Bloodborne Pathogens	Javier Gonzalez - Carpenter Xavier Gonzalez - Scenery Fernando Capblanca - Scenery Julio Sánchez - Scenery Linda Arcay – Makeup Artist Minerva Negrón – Makeup Artist
SHRM	April 2023	2023 Labor Symposium	Sonya England, VP of Human Resources
NAB	April 2023	National Broadcast Association Annual Convention	Osvaldo Linares, Production Services Director
NBCU	May 2023	New Leader Immersion Program (NLIP)	Rubén Torres, News Operations Manager Edgar Socias, Engineering Supervisor
APRL 2023	June 2023	Discusión formal de desarrollos laborales	Glenda Morales, HR Assistant Marjorie Ramos, HR Assistant Sonya England, VP of Human Resources
ESCAPE	June 2023	Conversatorio Laboral	Sonya England, VP of Human Resources
RT EHS Consulting & Management, Corp.	July 2023	29 CFR 1904 Registro de Lesiones y Enfermedades Ocupacionales	Abraham Zavala, EHS Manager Sonya England, VP of Human Resources Glenda Morales, HR Assistant Marjorie Vázquez, HR Assistant
SHRM	August 2023	SHRM Annual Convention	Sonya England, VP of Human Resources

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	APC Director			
Date Job Filled	February 27, 2023			
Recruitment Source that referred ultimate hire	Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	Engineering Technician			
Date Job Filled	March 1, 2023			
Recruitment Source that referred ultimate hire	Union Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	Traffic Clerk			
Date Job Filled	March 20, 2023			
Recruitment Source that referred ultimate hire	Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	Engineering Technician			
Date Job Filled	May 8, 2023			
Recruitment Source that referred ultimate hire	Union Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	HR Assistant			
Date Job Filled	May 15, 2023			
Recruitment Source that referred ultimate hire	Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	Studio Technician			
Date Job Filled	May 29, 2023			
Recruitment Source that referred ultimate hire	Union Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	Systems Engineer			
Date Job Filled	June 5, 2023			
Recruitment Source that referred ultimate hire	Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	Local Sales Manager			
Date Job Filled	July 3, 2023			
Recruitment Source that referred ultimate hire	Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	Reporter			
Date Job Filled	July 24, 2023			
Recruitment Source that referred ultimate hire	Union Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WKAQ			
Job Title	Producer			
Date Job Filled	August 14, 2023			
Recruitment Source that referred ultimate hire	Internal Posting			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
N/A	N/A	N/A	N/A	N/A