

KXAS NBC5 and KXTX Telemundo39

2023 - 2024 ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station: KXAS and KXTX

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

- MultiMarket Account Executive (76089354)
- Producer (51456741)
- Multiplatform Producer (51566245)
- Photographer (51565640)
- Content Producer (51565446)
- Assignment Desk Editor (51566384_1)
- Reporter (51565672)
- Brand Marketing Producer (51514015)
- Director, Research (51565728)
- Systems Engineer (51565703)
- Executive Producer – KXTX (51565828)
- Multiplatform Digital Producer (51413947)
- Content Producer (51549753_1)
- Assignment Desk Manager (51566149)
- Multi-Platform Producer (51566811)
- Multi-Platform Producer (51566665)
- Political Reporter (51414049)
- Multi-Market Account Executive (51566406)
- VP, Brand & Strategic Marketing (51566366)
- Director, Technology (51521336)
- Digital Producer (51482531)
- Producer/overnights/weekend (51414031)
- Asst. News Director (51572683)
- Studio Specialist (51570081)
- Reporter (51467707)
- Photographer (51570729)
- Telemundo Sports Anchor/VJ (51218826)
- Multimedia Brand Designer (51414066)
- Photographer (51417108_1)

- VP, News KXTX (51575264)
- Multiplatform Producer (51575702)

2.) For each vacancy listed, attach to this report the relevant Recruitment Source Data Form. See below

3.) In total, how many interviewees did the station (or station group) interview for all of the full time job vacancies identified in Question 1? 113

4.) In total, how many persons interviewed by 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
NBCUniversal Careers Site	69
Contractor	3
Current Employee	18
Google Search	0
LinkedIn	18
Search Firm Agency	1
Employee Referrals	2
Former intern	0
Recruiter Sourced	2

Please summarize the station's (or station group's) broad recruitment outreach initiative 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 of each initiative.

1.) **A. Internship Program – KXAS and KXTX have a paid Internship Program. We have a total of 2 -5 interns per semester. The students are able to earn college credit and hands on experience. Our internship program also gives us qualified diverse candidates. Martha Stallard, Manager, HR supervises this program.**

B. Emma Bowen Foundation: We employ interns for their last two years of college or for their full four years. This is a paid internship and we also contribute funds to Emma Bowen for them to distribute to the student for school related expenses. This is a 2 or 4 year commitment to our company by the intern. We don't have any interns returning for this summer and we will be hiring 1 new student this year. Martha Stallard, Manager, HR supervises this program.

2.) **Internet Recruiting –On both stations' websites, a link is posted to the nbcunicareers.com job site directing traffic to that website to apply for a job.**

The stations also post Jobs on-line at the following Websites: nbcunicareers.com, Linkedin.com, Indeed.com, Glassdoor.com (where applicable), Producerpage.com (where applicable), MediaBistro.com (where applicable), TVJobs.com, Spots-N-Dots (where applicable), Journalismjobs.com (where applicable) and TVNewsCheck.com (where applicable). All on-line ads are directed back to nbcunicareers.com to apply.

3.) **Mentoring Program – Lauren Franklin, Producer Associate, with the NBCDFW Black Employee Network, mentored students about NBC and the various jobs that we have at the station. We hosted 2 sessions with the kids last year, one in Spring and one in the Fall.**

The Telemundo Local Academy had 2 local events with The University of Texas in Arlington. The first event was on Sept. 30, 2023 and focused on working as a Video Journalist. Participants for this event were Wil Ocasio – NBCU Talent Recruiter, Fernando Mejia – KXTX Sr. Video Journalist and Gina Martinez, KXTX Executive Producer. Our second event was held Nov. 3 & 4, 2023. This event focused on Multi Media Journalists. NBCU Participants were: Gina Martinez, KXTX Executive Producer, Wil Ocasio – NBCU Talent Recruiter, Ozzie Martinez - SVP, Telemundo News.

4.) **Scholarship Program –**

KXAS and KXTX sponsor Emma Bowen Minority Scholarship Program Students (see #1B above).

Hispanic Business Salute is an annual gala that honors local business entrepreneurs that make a difference in our community. KXTX provides \$15,000 in scholarships to outstanding students majoring in media/journalism.

- 5.) Minority Job Fairs and Recruitment Events – KXAS and KXTX had recruitment personnel at several minority job fairs and events. KXAS/KXTX had 5 employees (Valerie Guyton, KXAS Asst. News Director, Dadrian Robinson, Executive Producer, Candace Sweat, Reporter, Brittney Johnson, Anchor and Manuel Moreno, KXTX Asst. News Director) attend the NABJ/NAHJ event in 2023.**

We also had NBCUniversal Talent Acquisition Recruiters attend events in 2023 representing KXAS & KXTX and other NBCUniversal stations:

MILITARY VETERANS IN JOURNALISM – Career Fair, October 5 & 6, 2023, New York City, NY. NBCU recruiters from the company participated in a recruiting event for Military Veterans

NAHJ – July 12 – 15, 2023, Miami, FL. NBCU recruiters from the company participated in a recruiting event for Hispanic journalists. Manuel Moreno, KXTX Asst. News Director, also participated in this event.

NABJ – Aug. 2 – 6, 2023, Birmingham, AL. NBC’s businesses came together to meet with NABJ membership through recruiting events and training workshops. KXAS’ Valerie Guyton, Assistant News Director, Dadrian Robinson, Executive Producer, Candace Sweat, reporter, and Brittney Johnson, Anchor, participated in the recruiting event.

AAJA – July 19 – 22, 2023, Washington, DC. NBCU recruiters arranged meetings between AAJA members and people from our various businesses in addition to hosting a series of sessions.

NLGIA – Sept. 7 – 10, 2023, Philadelphia, PA. NBCU Talent Acquisition met with members of NLGJA during this recruiting event.

ONA – AUG. 23 – 26, 2023, Philadelphia, PA. NBCU Talent Acquisition met with members of ONA (On-Line News Association) during this recruiting event.

University of Oklahoma Gaylord College of Communication Career Fair – March 28, 2023, Bonnie Moon, KXAS Executive Producer attended.

University of Texas at Arlington Communications Career Fair – October 17, 2023 – Bonnie Moon, KXAS Executive Producer attended.

6.) Internal EEO Management Training -- All NBC and Telemundo Employees are required to complete a course designed to prevent Harassment and Discrimination, training is offered on-line and in a classroom setting presented by NBCU Legal. We also offer a separate training for Managers on this topic. We offer training for employees for various skills (e.g. Microsoft Training – Word, Excel, PowerPoint), and various training for certain skill sets such as Editing. All employees have free access to LinkedIn Learning through NBCU.

7.) Community Organization Notification Requests: We have the form on our website notifying that organizations can request lists of our job openings. For every job posted, we send to the below organizations:

- Texas Rehabilitation Commission
- Central Branch – Janis Townsend
- Labor Council for Latin America
- University of North Texas, ATTN: Rachel Smith
- South Asian Journalists Association
- TWU
- Commissioner Precinct 1 – Dionne Bagsby
- Hispanic Friends of UNT
- National Association of Black Journalists
- Women’s Center of Tarrant County
- Graduate Student Communications Association TCU
- Goodwill Industries of Fort Worth
- Career Services TCU
- Career Center TCC Southeast Campus
- University of North Texas Placement Coordinator
- Arlington Hispanic Advisory Council
- Northside Interchurch
- Fort Worth Metro Black Chamber of Commerce
- PrideStaff
- University of North Texas

- National Association of Broadcasters
- City of Fort Worth
- LULAC Arlington Council #4353
- Network of Hispanic Communicators
- City of Fort Worth Personnel
- Sigma Lambda Alpha Sorority
- The Leadership Institute
- Asian Student Association
- University of Texas – Arlington, ATTN: John Macejak
- Fort Worth Hispanic Chamber of Commerce
- NAACP, Denton ATTN: Cheylon Brown
- North Lake College
- Center of Cultural Diversity
- UT Arlington, Dept. of Communication
- Easter Seals North Texas
- UTA Employment Service
- Lulac Council #4442
- E. New Mexico University
- Midland Hispanic Chamber of Commerce
- University of Texas at Arlington
- National Association of Black Journalists
- University of Texas at Arlington, Attn/ Christopher Conway
- Muslim Student Association
- National Black MBA Association
- NAACP, Attn: Joe Coleman
- La Cadena Network of Hispanic Communicators

- North Texas LGBT Chamber of Commerce
- Work Ready, Texas
- Dallas Community Leadership, St. Luke United Methodist Church
- Organization of Latin-America Students TCU
- Art Institute of Dallas
- Asbury College
- Collegiate Communication Association
- NAACP Fort Worth Chapter, Attn: Ray Bell
- Association of Mexican-American Students
- Texas Christian University, Attn: Dr.Babbili
- Louisiana State University
- Texas Workforce Commission
- Design Focus
- Image Magazine
- Emma L. Bowen Foundation
- Students for Asian Indian Cultural
- University of North Texas, ATTN: Dr. Alan Albarran
- Dwight Butts Resources Connection Workforce Center
- Black Graduate Student Association – UNT
- Hispanic Awareness Club
- Dallas Black Chamber of Commerce
- Mexican-American Education Advisory
- Judy Bland Expanco Employment
- Society of Professional Journalist
- Dallas Hispanic Chamber of Commerce
- Hispanic Organization of Leadership & Achievement

- TAB Job Ads
- National Lesbian & Gay Journalists Association
- Amarillo Hispanic Chamber of Commerce

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: MultiMarket Account Executive (76089354)

Date Job Filled 4/3/2023

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Manny Vasquez	manly.vasquez@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Manny Vasquez	manly.vasquez@nbcuni.com	No
Linkedin	www.linkedin.com	Manny Vasquez	manly.vasquez@nbcuni.com	No
Indeed.com	www.indeed.com	Manny Vasquez	manly.vasquez@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.Ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.Ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Manny Vasquez	manly.vasquez@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: **Producer (51456741)**

Date Job Filled 11/8/2023

Recruitment Source

That Referred

Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Maryana Sirota	maryana.sirota@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
Linkedin	www.linkedin.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
Indeed.com	www.indeed.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.Ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.Ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Maryana Sirota	maryana.sirota@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Multiplatform Producer (51566245)

Date Job Filled 7/10/2023

Recruitment Source

That Referred

Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Maryana Sirota	maryana.sirota@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
Linkedin	www.linkedin.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
Indeed.com	www.indeed.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.Ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.Ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Maryana Sirota	maryana.sirota@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Photographer (51565640)

Date Job Filled 5/15/2023

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source require notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No
Linkedin	www.linkedin.com	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No
Indeed.com	www.indeed.com	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.Ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.Ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Content Producer (51565446)

Date Job Filled 4/29/2023

Recruitment Source

That Referred

Ultimate Hire: Current Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
careers.com	http://www.nbcunicareers.com/	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No
jobs.com	https://www.tvjobs.com	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No
linkedin	www.linkedin.com	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No
indeed.com	www.indeed.com	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No
T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Posting was also sent to in # 6 of this report				
Bistro.com	https://www.mediabistro.com	Chelsea Reynolds	chelsea.reynolds@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Assignment Desk Editor (51566384_1)

Date Job Filled 8/28/2023

Recruitment Source
That Referred
Ultimate Hire: Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Manny Vasquez	manny.vasquez@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Manny Vasquez	manny.vasquez@nbcuni.com	No
Linkedin	www.linkedin.com	Manny Vasquez	manny.vasquez@nbcuni.com	No
Indeed.com	www.indeed.com	Manny Vasquez	manny.vasquez@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Manny Vasquez	manny.vasquez@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Reporter (51565672)

Date Job Filled 10/18/2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Emily Porter	emily.porter@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Emily Porter	emily.porter@nbcuni.com	No
Linkedin	www.linkedin.com	Emily Porter	emily.porter@nbcuni.com	No
Indeed.com	www.indeed.com	Emily Porter	emily.porter@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Emily Porter	emily.porter@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Brand Marketing Producer (51514015)

Date Job Filled 6/29/2023

Recruitment Source
That Referred
Ultimate Hire: Contractor

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Mae Meade	mae.meade@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Mae Meade	mae.meade@nbcuni.com	No
Linkedin	www.linkedin.com	Mae Meade	mae.meade@nbcuni.com	No
Indeed.com	www.indeed.com	Mae Meade	mae.meade@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Mae Meade	mae.meade@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Director, Research (51565728)

Date Job Filled 4/17/2023

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Mae Meade	mae.meade@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Mae Meade	mae.meade@nbcuni.com	No
Linkedin	www.linkedin.com	Mae Meade	mae.meade@nbcuni.com	No
Indeed.com	www.indeed.com	Mae Meade	mae.meade@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Mae Meade	mae.meade@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Systems Engineer (51565703)

Date Job Filled 11/30/2023

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Career Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Brittany Smeal	brittany.smeal@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Brittany Smeal	brittany.smeal@nbcuni.com	No
Linkedin	www.linkedin.com	Brittany Smeal	brittany.smeal@nbcuni.com	No
Indeed.com	www.indeed.com	Brittany Smeal	brittany.smeal@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Brittany Smeal	brittany.smeal@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Executive Producer - KXTX (51565828)

Date Job Filled 11/27/2023

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Kevin Marsal	kevin.marsal@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Kevin Marsal	kevin.marsal@nbcuni.com	No
Linkedin	www.linkedin.com	Kevin Marsal	kevin.marsal@nbcuni.com	No
Indeed.com	www.indeed.com	Kevin Marsal	kevin.marsal@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Kevin Marsal	kevin.marsal@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Multiplatform Digital Producer (51413947)

Date Job Filled 7/17/2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	wil.ocasio@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Linkedin	www.linkedin.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Indeed.com	www.indeed.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wil.ocasio@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Content Producer (51549753_1)

Date Job Filled 6/12/2023

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	wil.ocasio@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Linkedin	www.linkedin.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Indeed.com	www.indeed.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nncuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wil.ocasio@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Assignment Desk Manager (51566149)

Date Job Filled 5/9/2023

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Wil Ocasio	wil.ocasio@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Linkedin	www.linkedin.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Indeed.com	www.indeed.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wil.ocasio@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Multi-Platform Producer (51566811)

Date Job Filled 9/25/2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Maryana Sirota	maryana.sirota@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
Linkedin	www.linkedin.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
Indeed.com	www.indeed.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Maryana Sirota	maryana.sirota@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Multi-Platform Producer (51566665)

Date Job Filled 7/10/2023

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	wil.ocasio@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Linkedin	www.linkedin.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Indeed.com	www.indeed.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
NBC5 / T39 Jobline			210-303--5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wil.ocasio@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Political Reporter (51414049)

Date Job Filled 5/31/2023

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Emily Porter	emily.porter@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Emily Porter	emily.porter@nbcuni.com	No
Linkedin	www.linkedin.com	Emily Porter	emily.porter@nbcuni.com	No
Indeed.com	www.indeed.com	Emily Porter	emily.porter@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Emily Porter	emily.porter@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Multi-Market Account Executive (51566406)

Date Job Filled 7/10/2023

Recruitment Source

That Referred

Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Manny Vasquez	manny.vasquez@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Manny Vasquez	manny.vasquez@nbcuni.com	No
Linkedin	www.linkedin.com	Manny Vasquez	manny.vasquez@nbcuni.com	No
Indeed.com	www.indeed.com	Manny Vasquez	manny.vasquez@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Manny Vasquez	manny.vasquez@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: VP, Brand & Strategic Marketing (51566366)

Date Job Filled 5/24/2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Jay Schinderman	jay.schinderman@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Jay Schinderman	jay.schinderman@nbcuni.com	No
Linkedin	www.linkedin.com	Jay Schinderman	jay.schinderman@nbcuni.com	No
Indeed.com	www.indeed.com	Jay Schinderman	jay.schinderman@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.Ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.Ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Jay Schinderman	jay.schinderman@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Ditector, Technology (51521336)

Date Job Filled 12/6/2023

Recruitment Source
That Referred
Ultimate Hire: Search Firm Agency

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Erin O'Brien	Erin.obrien@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Erin O'Brien	Erin.obrien@nbcuni.com	No
Linkedin	www.linkedin.com	Erin O'Brien	Erin.obrien@nbcuni.com	No
Indeed.com	www.indeed.com	Erin O'Brien	Erin.obrien@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.Ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.Ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Erin O'Brien	Erin.obrien@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: **Digital Producer (51482531)**

Date Job Filled 7/17/2023

Recruitment Source
That Referred
Ultimate Hire: LinkedIn

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Wil Ocasio	wil.ocasio@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Linkedin	www.linkedin.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Indeed.com	www.indeed.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wil.ocasio@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: **Producer/overnights/weeked (51414031)**

Date Job Filled 12/28/2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Maryana Sirota	maryana.sirota@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
Linkedin	www.linkedin.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
Indeed.com	www.indeed.com	Maryana Sirota	maryana.sirota@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Maryana Sirota	maryana.sirota@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Asst. News Director (51572683)

Date Job Filled 1/19/2024

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Emily Porter	emily.porter@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Emily Porter	emily.porter@nbcuni.com	No
Linkedin	www.linkedin.com	Emily Porter	emily.porter@nbcuni.com	No
Indeed.com	www.indeed.com	Emily Porter	emily.porter@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Emily Porter	emily.porter@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Studio Specialist (51570081)

Date Job Filled 9/26/2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Matthew Topuzes	matthew.topuzes@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Matthew Topuzes	matthew.topuzes@nbcuni.com	No
Linkedin	www.linkedin.com	Matthew Topuzes	matthew.topuzes@nbcuni.com	No
Indeed.com	www.indeed.com	Matthew Topuzes	matthew.topuzes@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Matthew Topuzes	matthew.topuzes@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Reporter (51467707)

Date Job Filled 8/17/2023

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Scott Williams	scott.williams@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Scott Williams	scott.williams@nbcuni.com	No
Linkedin	www.linkedin.com	Scott Williams	scott.williams@nbcuni.com	No
Indeed.com	www.indeed.com	Scott Williams	scott.williams@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Scott Williams	scott.williams@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: **Photographer (51570729)**

Date Job Filled 9/1/2023

Recruitment Source

That Referred

Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Haley Leigh	haley.leigh@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Haley Leigh	haley.leigh@nbcuni.com	No
Linkedin	www.linkedin.com	Haley Leigh	haley.leigh@nbcuni.com	No
Indeed.com	www.indeed.com	Haley Leigh	haley.leigh@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Haley Leigh	haley.leigh@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Telemundo Sports Anchor/VJ (51218826)

Date Job Filled 10/17/2023

Recruitment Source

That Referred

Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Wil Ocasio	wil.ocasio@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Linkedin	www.linkedin.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
Indeed.com	www.indeed.com	Wil Ocasio	wil.ocasio@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wil.ocasio@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Multimedia Brand Designer (51414066)

Date Job Filled 10/27/2023

Recruitment Source
That Referred
Ultimate Hire: LinkedIn

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Ali Stelzer	ali.stelzer@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Ali Stelzer	ali.stelzer@nbcuni.com	No
Linkedin	www.linkedin.com	Ali Stelzer	ali.stelzer@nbcuni.com	No
Indeed.com	www.indeed.com	Ali Stelzer	ali.stelzer@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Ali Stelzer	ali.stelzer@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: **Photographer (51417108_1)**

Date Job Filled 10/27/2023

Recruitment Source
That Referred
Ultimate Hire: Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Carmen Jerez	carmen.jerez@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Carmen Jerez	carmen.jerez@nbcuni.com	No
Linkedin	www.linkedin.com	Carmen Jerez	carmen.jerez@nbcuni.com	No
Indeed.com	www.indeed.com	Carmen Jerez	carmen.jerez@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Carmen Jerez	carmen.jerez@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: VP, News KXTX (51575264)

Date Job Filled 1/23/2024

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	james.arroyave@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	James Arroyave	james.arroyave@nbcuni.com	No
Linkedin	www.linkedin.com	James Arroyave	james.arroyave@nbcuni.com	No
Indeed.com	www.indeed.com	James Arroyave	james.arroyave@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	James Arroyave	james.arroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Multiplatform Producer (51575702)

Date Job Filled 3/14/2024

Recruitment Source
That Referred
Ultimate Hire: LinkedIn

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	Carmen Jerez	Carmen.jerez@nbcuni.com	No
TVJobs.com	https://www.tvjobs.com	Carmen Jerez	Carmen.jerez@nbcuni.com	No
LinkedIn	www.linkedin.com	Carmen Jerez	Carmen.jerez@nbcuni.com	No
Indeed.com	www.indeed.com	Carmen Jerez	Carmen.jerez@nbcuni.com	No
NBC5 / T39 Jobline			214-303-5066 Leticia.ramirez@nbcuni.com	No
NBC5 website	http://www.nbcdfw.com	Leticia Nunez Ramirez	Leticia.ramirez@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
MediaBistro.com	https://www.mediabistro.com	Carmen Jerez	Carmen.jerez@nbcuni.com	No