

KXAS NBC5 and KXTX Telemundo39

2020 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.

- **KXAS Customer Service Representative**
- **KXAS Anchor/Reporter**
- **KXAS Writer/Producer**
- **KXTX Video Journalist**
- **KXAS Writer/Producer**
- **KXAS Producer**
- **KXAS Producer**
- **KXAS Reporter**
- **KXTX Traffic Coordinator**
- **KXTX News Producer**
- **KXTX Traffic Coordinator**
- **KXAS Editor/Media Asset Manager**
- **KXTX Managing Editor**
- **KXAS Executive Producer**
- **KXAS Infrastructure Engineer**
- **KXAS/KXTX Account Executive**
- **KXAS/KXTX Account Executive**
- **KXAS Anchor/Reporter**
- **KXAS/KXTX Production Specialist**
- **KXAS/KXTX APC Operator**
- **KXAS Photographer, Special Projects**
- **KXAS Reporter**

- **KXAS Reporter**
- **KXTX Traffic Coordinator**
- **KXAS Photographer**
- **KXAS/KXTX Digital Planner**
- **KXTX Traffic Coordinator**
- **KXAS Producer**
- **KXAS Assignment Desk Editor**
- **KXAS/KXTX Account Executive**
- **KXAS Customer Service Representative**
- **KXTX Traffic Coordinator**
- **KXAS Editor/Media Asset Manager**
- **KXTX Lead Promotions Producer**
- **KXTX Video Journalist**
- **KXAS Multi Market Sales Director**
- **KXTX Video Journalist**
- **KXAS Executive Producer**
- **KXAS/KXTX/LX APC Operator**
- **KXAS Consumer Producer**
- **KXAS Photographer**
- **KXAS Producer, Brand Marketing**
- **KXAS Motion Graphics Editor**
- **KXAS Photographer**
- **KXAS Host NBC5 Daily Lifestyle Show**
- **KXAS/KXTX/LX APC Director**

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? 339

- 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
Current Employee Posting	34
Employee Referral	70
Contract/Freelancer	0
TV Jobs.com	0
Talent Agency/Industry Referral	4
Newspaper Ad / TV/On-Line Advertising	23
Former Employee	24
Linked In/Social Media	39
Internship Program	2
Media Bistro	0
nbcunicareers.com	121
Indeed.com	0
NBCU Sourced	13
Job Fairs	9

5.) 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 good paid Internship Program.

We have a total of 3 -6 interns per semester. The students are able to earn college credit and gain hands on experience. Our internship program also gives us qualified diverse candidates. Martha Stallard, Manager, HR supervises this program.

B. Emma Bowen Foundation for Minority Interest in Media: We employ interns for their last 2 years of college. The interns also receive a salary. The interns make a 2-year commitment to our company. We currently have 2 interns in the program (2 – KXAS). Martha Stallard, Manager, HR supervises this program.

2.) Internet Recruiting –There is a link to the nbcunicareers.com job site on our page.

The stations also post Jobs online 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 online ads are directed back to nbcunicareers.com to apply.

3.) Mentoring Program – Stephen Wright, KXAS News Operations Manager, works with the Dallas and Fort Worth Association of Black Journalists, along with the NBCDFW Black Employee Network, to mentor students about NBC and the various jobs that we have at the station.

KXAS/KXTX are in their fourth year for their mentoring program with the Thomas Jefferson Leadership Academy at Thomas Jefferson High School, a high school in the Dallas Independent School District, in conjunction with Dallas County Community College District. This partnership (P-Tech) has NBCUniversal employees mentoring students that are enrolled in the “Pathway to Technology” early college high school program at the school. The students will simultaneously graduate with a High School degree and an Associate degree after completing 4 years of high school.

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. KXAS provides laptops and software for those students.

- 5.) Minority Job Fairs and Recruitment Events – KXAS and KXTX had recruitment personnel at several minority job fairs and events. Both stations had representatives at the NAHJ and NABJ Annual Conferences. –NABJ in Miami, Aug. 7 - 11, 2019, John Stone, KXAS VP, News, Stephen Wright, KXAS News Operations Manager, Valerie Guyton, KXAS Assistant News Director, Evan Anderson, KXAS Anchor/Reporter, and Poinsha Barnes, KXAS Producer were in attendance representing KXAS & KXTX. NAHJ in San Antonio, TX September 5 - 7, 2019, Freddy Oldenburg, VP News KXTX, John Stone, KXAS VP, News, Karen Mendez, Telemundo Recruiter, and James Arroyave, Telemundo Recruiter attended. TCU Media Professional Networking Night, November 12, 2019, Martha Stallard, Manager, HR attended.**
- 6.) Current Employee 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. We offer training for employees for various skills (ex. Microsoft Training – Word, Excel, PowerPoint), and various training for certain skill sets such as Editing.**

6. Community Organization Notification Requests: We have the form on our website, as well as running newspaper ads 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
- South Asian Journalists Association
- TWU
- Commissioner Precinct 1 – Dionne Bagsby
- Dallas Intertribal Center
- National Association of Black Journalists
- Women’s Center of Tarrant County
- Graduate Student Communications Association
- Goodwill Industries of Fort Worth
- Career Services TCU
- Career Center TCC Southeast Campus
- University of North Texas
- Dallas Black Media Coalition
- Northside Interchurch
- Fort Worth Metro Black Chamber of Commerce
- PrideStaff
- National Association of Broadcasters
- National Association of Black College Broadcasters
- City of Fort Worth
- LULAC Arlington Council #4353
- Network of Hispanic Communicators
- City of Fort Worth Personnel
- TCC Arlington Southeast Campus
- The Leadership Institute
- TCU Asian Student Association
- University of Texas -Arlington
- Fort Worth Hispanic Chamber of Commerce
- NAACP
- North Lake College
- Center for Cultural Diversity
- UT Arlington, Department of Communications
- Easter Seals Greater Northwest Texas
- UTA Employment Services
- LULAC Council #4442
- E. New Mexico University
- Midland Hispanic Chamber of Commerce
- University of Texas Arlington – ATTN: Andrew Clark PhD.
- National Association of Black Journalists
- Kristin Christian
- National Black MBA Association
- NAACP – Fort Worth Chapter
- La Cadena Network of Hispanic Communicators
- Dallas Black Chamber of Commerce
- Work Ready, Texas
- Dallas Community Leadership

- Asian American Journalist Association
- Art Institute of Dallas
- Asbury College
- Collegiate Communication Association
- NAACP Fort Worth Chapter – ATTN: Mr. Ray Bell
- Association of Mexican-American Students
- Texas Christian University
- Louisiana State University
- Texas Workforce Commission
- Design Focus
- Image Magazine
- Emma L. Bowen Foundation for Minority Interests in Media
- Students for Asian Indian Cultural Awareness
- University of North Texas – Attn: Dr. Alan Albarran
- Resource Connection Workforce Center
- Expanco Employment
- Mexican-American Educational Advisory
- University of Texas at Arlington – Attn: Christopher Conway
- Hispanic Friends of UNT
- TAB Jobs Ad
- Black Graduate Student Association
- Ms. Emelita D. de la Rosa
- Dallas Black Chamber of Commerce
- University of Texas at Austin – ATTN: Matt Berndt
- North Texas GLBT Chamber of Commerce
- Arlington Hispanic Advisory Council
- Organization of Latin American Students
- National Lesbian and Gay Journalists Association
- Southwestern Adventist University
- Society of Professional Journalists - TCU
- Dallas Hispanic Chamber of Commerce
- Hispanic Organization of Leadership & Achievement
- Hispanic Awareness Club
- Sigma Lambda Alpha Sorority
- Muslim Student
- Amarillo Hispanic Chamber of Commerce
- National Lesbian and Gay Journalists Association

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Customer Service Representative (46246BR)

Date Job Filled: April 12, 2019

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
LinkedIn	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Anchor/Reporter (46398BR)

Date Job Filled: May 3, 2019

Recruitment Source
That Referred
Ultimate Hire: Current Employee

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Writer/Producer (46475BR)

Date Job Filled: August 26, 2019

Recruitment Source
That Referred
Ultimate Hire: Referral

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Video Journalist (46570BR)

Date Job Filled: April 4, 2019

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Glassdoor.com	http://glassdoor.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
LinkedIn	www.linkedin.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Indeed.com	www.indeed.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
MediaBistro.com	https://www.mediabistro.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Writer/Producer (46577BR)

Date Job Filled: July 19, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
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TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Producer (47036BR)

Date Job Filled: November 4, 2019

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Careers

Number of Interviewees: 11

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Producer (47670BR)

Date Job Filled: May 24, 2019

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Careers

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Reporter (47775BR)

Date Job Filled: July 10, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Traffic Coordinator (46577BR)

Date Job Filled: April 19, 2019

Recruitment Source
That Referred
Ultimate Hire: Referral

Number of Interviewees: 12

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: News Producer Telemundo 39 (48063BR)

Date Job Filled: May 17, 2019

Recruitment Source
That Referred
Ultimate Hire: Referral

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Glassdoor.com	http://glassdoor.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Linkedin	www.linkedin.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Indeed.com	www.indeed.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
MediaBistro.com	https://www.mediabistro.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Traffic Coordinator (48141BR)

Date Job Filled: May 30, 2019

Recruitment Source
That Referred
Ultimate Hire: Referral

Number of Interviewees: 11

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
LinkedIn	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Kelsie.freed@nbcuni.com 203-252-0992	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Editor/Media Asset Manager (48242BR)

Date Job Filled: April 26, 2019

Recruitment Source
That Referred

Ultimate Hire: Current/Former NBCUniversal Intern

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Managing Editor (48278BR)

Date Job Filled: June 19, 2019

Recruitment Source
That Referred
Ultimate Hire: Current NBCUniversal Employee

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
LinkedIn	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
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Notice of this job posting was also sent to organizations listed in # 6 of this report				
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MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Executive Producer (48534BR)

Date Job Filled: November 19, 2019

Recruitment Source
That Referred

Ultimate Hire: Former NBCUniversal Employee

Number of Interviewees: 19

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Infrastructure Engineer (48704BR)

Date Job Filled: June 5, 2019

Recruitment Source
That Referred

Ultimate Hire: Current/Former NBCUniversal Employee

Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Kelsie Freed	Kelsie.freed@nbcuni.com 203-252-0992	No
Glassdoor.com	http://glassdoor.com	Kelsie Freed	Kelsie.freed@nbcuni.com 203-252-0992	No
Linkedin	www.linkedin.com	Kelsie Freed	Kelsie.freed@nbcuni.com 203-252-0992	No
Indeed.com	www.indeed.com	Kelsie Freed	Kelsie.freed@nbcuni.com 203-252-0992	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Kelsie Freed	Kelsie.freed@nbcuni.com 203-252-0992	No
MediaBistro.com	https://www.mediabistro.com	Kelsie Freed	Kelsie.freed@nbcuni.com 203-252-0992	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Account Executive (49473BR)

Date Job Filled: July 14, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Account Executive (49474BR)

Date Job Filled: June 18, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Anchor/Reporter (49478BR)

Date Job Filled: July 2, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: KXAS/KXTX Production Specialist (49519BR)

Date Job Filled: July 17, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 17

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	wiliberto.ocasio@nbcuni.com 212-664-3246	No
Glassdoor.com	http://glassdoor.com	Wil Ocasio	wiliberto.ocasio@nbcuni.com 212-664-3246	No
Linkedin	www.linkedin.com	Wil Ocasio	wiliberto.ocasio@nbcuni.com 212-664-3246	No
Indeed.com	www.indeed.com	Wil Ocasio	wiliberto.ocasio@nbcuni.com 212-664-3246	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wiliberto.ocasio@nbcuni.com 212-664-3246	No
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wiliberto.ocasio@nbcuni.com 212-664-3246	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KXAS/KXTX

Job Title: APC Operator (49522BR)

Date Job Filled: August 14, 2019

Recruitment Source
That Referred

Ultimate Hire: Former Employee

Number of Interviewees: 16

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	wiliberto.ocio@nbcuni.com 212-664-3246	No
Glassdoor.com	http://glassdoor.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No
Linkedin	www.linkedin.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No
Indeed.com	www.indeed.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Photographer, Special Projects (49958BR)

Date Job Filled: September 4, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 9

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Reporter (49959BR)

Date Job Filled: September 27, 2019

Recruitment Source
That Referred

Ultimate Hire: Career Fairs/Diversity Events/Mixer/Associations

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Reporter (49960BR)

Date Job Filled: December 26, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Traffic Coordinator (50486BR)

Date Job Filled: August 23, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Photographer (50487BR)

Date Job Filled: September 9, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Digital Planner (50488BR)

Date Job Filled: September 2, 2019

Recruitment Source
That Referred

Ultimate Hire: Internal

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Traffic Coordinator (50520BR)

Date Job Filled: August 30, 2019

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal Employee

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Producer (50521BR)

Date Job Filled: January 2, 2020

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Assignment Desk Editor (50941BR)

Date Job Filled: September 5, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Glassdoor.com	http://glassdoor.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Linkedin	www.linkedin.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
Indeed.com	www.indeed.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No
MediaBistro.com	https://www.mediabistro.com	Jessica Martin	Jessica.martin@nbcuni.com (818) 777-7153	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX

Job Title: Account Executive (51073BR)

Date Job Filled: October 1, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Customer Service Representative (51162BR)

Date Job Filled: November 22, 2019

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 17

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Traffic Coordinator (51283BR)

Date Job Filled: September 12, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Editor/Media Asset Manager (51395BR)

Date Job Filled: October 15, 2019

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Lead Promotions Producer (51498BR)

Date Job Filled: December 18, 2019

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal Employee

Number of Interviewees: 11

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	wiliberto.ocio@nbcuni.com 212-664-3246	No
Glassdoor.com	http://glassdoor.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No
Linkedin	www.linkedin.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No
Indeed.com	www.indeed.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No
MediaBistro.com	https://www.mediabistro.com	Wil Ocasio	wiliberto.ocio@nbcuni.com 212-664-3246	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Video Journalist (52187BR)

Date Job Filled: November 27, 2019

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 11

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Glassdoor.com	http://glassdoor.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Linkedin	www.linkedin.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Indeed.com	www.indeed.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
MediaBistro.com	https://www.mediabistro.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KXAS

Job Title: Multi Market Sales Director (52719BR)

Date Job Filled: January 30, 2020

Recruitment Source
That Referred

Ultimate Hire: Campus Job Board/Event

Number of Interviewees: 17

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Glassdoor.com	http://glassdoor.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Linkedin	www.linkedin.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
Indeed.com	www.indeed.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No
MediaBistro.com	https://www.mediabistro.com	Grace Sierra	Grace.Sierra@nbcuni.com (818) 777-7265	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXTX

Job Title: Telemundo Video Journalist (53044BR)

Date Job Filled: January 30, 2020

Recruitment Source
That Referred

Ultimate Hire: Facebook

Number of Interviewees: 15

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Glassdoor.com	http://glassdoor.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Linkedin	www.linkedin.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
Indeed.com	www.indeed.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No
MediaBistro.com	https://www.mediabistro.com	Karen Mendez	Karen.mendez@nbcuni.com (954) 622-6026	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Executive Producer (53191BR)

Date Job Filled: January 16, 2020

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS/KXTX/LX

Job Title: LX APC Director (53352BR)

Date Job Filled: January 28, 2020

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 22

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Consumer Producer (53612BR)

Date Job Filled: January 21, 2020

Recruitment Source
That Referred

Ultimate Hire: Former NBCUniversal Employee

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Photographer (53690BR)

Date Job Filled: February 10, 2020

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 10

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Producer, Brand Marketing (53703BR)

Date Job Filled: February 27, 2020

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 5

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 (212) 664-3060	No
Glassdoor.com	http://glassdoor.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
Linkedin	www.linkedin.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
Indeed.com	www.indeed.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
MediaBistro.com	https://www.mediabistro.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Motion Graphic Editor (53979BR)

Date Job Filled: February 18, 2020

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
Glassdoor.com	http://glassdoor.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
Linkedin	www.linkedin.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
Indeed.com	www.indeed.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No
MediaBistro.com	https://www.mediabistro.com	Ali Stelzer	ali.stelzer@nbcuni.com (212) 664-3060	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Photographer (53980BR)

Date Job Filled: February 20, 2020

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: Host – NBC5 Daily Lifestyle Show (54229BR)

Date Job Filled: February 24, 2020

Recruitment Source
That Referred

Ultimate Hire: Former Employee of NBCUniversal

Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	Stephen.acosta@nbcuni.com (818) 777-7968	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KXAS

Job Title: KXAS/KXTX/LX APC Director (53356BR)

Date Job Filled: February 28, 2020

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 22

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers. com	http://www.nbcunicareers.com/	Stephen Acosta	stephen.acosta@nbcuni.com 818-777-7968	No
Glassdoor.com	http://glassdoor.com	Stephen Acosta	stephen.acosta@nbcuni.com 818-777-7968	No
Linkedin	www.linkedin.com	Stephen Acosta	stephen.acosta@nbcuni.com 818-777-7968	No
Indeed.com	www.indeed.com	Stephen Acosta	stephen.acosta@nbcuni.com 818-777-7968	No
NBC5 / T39 Jobline	Regular Updates	Martha Stallard	817-654-6384, Martha.Stallard@nbcuni.com	No
Notice of this job posting was also sent to organizations listed in # 6 of this report				
TVJobs.com	https://www.tvjobs.com	Stephen Acosta	stephen.acosta@nbcuni.com 818-777-7968	No
MediaBistro.com	https://www.mediabistro.com	Stephen Acosta	stephen.acosta@nbcuni.com 818-777-7968	No