

**ANNUAL PUBLIC FILE EEO REPORT**

**KCSO AND KMUM**

March 5, 2019 through July 31, 2019

**NBCUniversal acquired KCSO and KMUM effective March 5, 2019. Accordingly, the period covered by this Annual EEO public file report for KCSO and KMUM is March 5, 2019 – July 31, 2019.**

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

<b>Positions:</b>
It Analyst
Director of Technology
Director of Finance
President & General Manager
Weather Anchor
News Technical Ops Specialist
Multimedia Journalist
Producer
Human Resources Manager
Master Control Operator
Vice President of News
Production Specialist
Creative Service Manager

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

**Total interviewees: 29**

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

<b>Name of Recruitment Source</b>	<b>Total Number of Interviewees Referred During Year</b>
Campus Job Board/Event	
NBCUnicareers.com	11
Employee Referral	4
Contacted directly by NBCUniversal HR Repre	

stative	
Social Media	5
Career Fairs / Diversity Events / Association	1
Direct Employers	
Current/Former NBCUniversal Intern	
Current Comcast Cable/Comcast Corporate Employee	
Current Dreamworks Employee	
Current NBCUniversal Contractors/Freelancers	1
Current NBCUniversal Employee	4
Former Employee	2
NBCUniversal Affinity Groups	
Online Advertising	1
Search Firm Agency	
The Animation Guild	

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

**Internet Recruiting** – The stations post Jobs on-line at the following websites: jobs were posted on [www.indeed.com](http://www.indeed.com) prior to March 5th with previous company ownership. After March 5<sup>th</sup>, they were posted at [www.nbcunicareers.com](http://www.nbcunicareers.com).

**Internal Posting** – Job openings are posted at each station and are shared with other stations for a broad distribution. Email is also used to distribute job openings internally.

**Internal EEO Management Training** -- All Telemundo employees are required to complete courses online such as: Preventing Workplace Harassment, Diversity and Inclusion 2019, Workplace Violence Prevention, Effective Communication, Code of Conduct, Integrity Training, Compliance Standards and Environmental Health and Safety Training. Employees participate on these courses on a yearly basis. New hire employees are required to take the above-mentioned courses during their first few weeks of employment.

**Employee Skills Training**

NBCUniversal, the parent company of the Station, offers online learning resources at no cost to all employees to enhance personal and professional skills. Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCUniversal-sponsored programs.

In addition, online courses on a variety of topics are available to all employees. Courses include: Safety Training, Crucial Conversations, Effective Coaching Skills, Feedback with Impact, Executive Presentation Skills, Influencing Skills, and Presentation Skills, Hiring the Right People, Project Management, Time Management, Microsoft Office, Microsoft Word, Microsoft PowerPoint, and Microsoft Excel.

NBCUniversal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, including APA@NBCUniversal, BPA@NBCUniversal, Out@NBCUniversal, The NBCUniversal PWD (People with Disabilities), Unidos@NBCUniversal, Veterans Network, The Women's Network @NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ IT Analyst \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ May 26, 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?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ Director of Technology \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ April 17, 2019 \_\_\_\_\_

Recruitment Source That Referred Ultimate Hire: \_\_\_\_\_ NBCUnicareers.com \_\_\_\_\_

Number of Interviewees: \_\_\_\_\_ 4 \_\_\_\_\_

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	<a href="http://www.nbcuniversal.com">www.nbcuniversal.com</a>	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ Director of Finance \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ April 25, 2019 \_\_\_\_\_

Recruitment Source That Referred Ultimate Hire: \_\_\_\_\_ NBCUnicareers.com \_\_\_\_\_

Number of Interviewees: \_\_\_\_\_ 3 \_\_\_\_\_

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ Weather Anchor \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ May 19, 2019 \_\_\_\_\_

Recruitment Source That Referred Ultimate Hire: Current NBCUniversal Contractor/Freelancer

Number of Interviewees: \_\_\_\_\_ 1 \_\_\_\_\_

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No





**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ Multimedia Journalist \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ May 10, 2019 \_\_\_\_\_

Recruitment Source That Referred Ultimate Hire: \_\_\_\_\_ NBCUnicareers.com \_\_\_\_\_

Number of Interviewees: \_\_\_\_\_ 2 \_\_\_\_\_

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station:                                 KCSO/KMUM/KMMW                                

Job Title & Number:                                 Multimedia Journalist                                

Date Job Filled:                 May 14, 2019                

Recruitment Source That Referred Ultimate Hire:                 NBCUnicareers.com                

Number of Interviewees:                 4                

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station:   KCSO/KMUM/KMMW  

Job Title & Number:   Producer  

Date Job Filled:                         May 23, 2019                        

Recruitment Source That Referred Ultimate Hire:                 NBCUnicareers.com                

Number of Interviewees:                 1                

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ Human Resources Manager \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ July 11, 2019 \_\_\_\_\_

Recruitment Source That Referred Ultimate Hire: \_\_\_\_\_ Online Advertising \_\_\_\_\_

Number of Interviewees: \_\_\_\_\_ 3 \_\_\_\_\_

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ Master Control Operator \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ June 28, 2019 \_\_\_\_\_

Recruitment Source That Referred Ultimate Hire: \_\_\_\_\_ NBCUnicareers.com \_\_\_\_\_

Number of Interviewees: \_\_\_\_\_ 1 \_\_\_\_\_

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ Vice President of News \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ June 25, 2019 \_\_\_\_\_

Recruitment Source That Referred Ultimate Hire: \_\_\_\_\_ Current NBCUniversal Employee \_\_\_\_\_

Number of Interviewees: \_\_\_\_\_ 1 \_\_\_\_\_

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KCSO/KMUM/KMMW

Job Title & Number: Production Specialist

Date Job Filled: July 9, 2019

Recruitment Source That Referred Ultimate Hire: Current NBCUniversal Contractor/Freelancer

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: \_\_\_\_\_ KCSO/KMUM/KMMW \_\_\_\_\_

Job Title & Number: \_\_\_\_\_ Creative Service Manager \_\_\_\_\_

Date Job Filled: \_\_\_\_\_ July 27, 2019 \_\_\_\_\_

Recruitment Source That Referred Ultimate Hire: Current NBCUniversal Employee

Number of Interviewees: \_\_\_\_\_ 1 \_\_\_\_\_

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
<b>Indeed</b>	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	No
<b>NBCUniversal Careers</b>	www.nbcuniversal.com	N/A	N/A	No
<b>LinkedIn</b>	<a href="http://www.linkedin.com">www.linkedin.com</a>	N/A	N/A	No