

ANNUAL PUBLIC FILE EEO REPORT

KTMD TV-47

Call Sign of Station(s): 4/1/20-3/31/2021

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

- 55959BR Multimedia Journalist
- 57538BR News Producer
- 57865BR Production Manager
- 58480BR Media Coordinator/Editor
- 58508BR Weather Anchor
- 58535BR OTT/Digital Content Producer
- 58798BR Meteorologist
- 59097BR Promotions/Marketing Producer

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?

18 Total interviewees

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

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBCU Internal Career Site /Employee Referral	5
Online Advertising/Career Builder/Linked In/ Glass Door/Monster/Twitter etc.	3
Current NBC Employee /Former Employee/Freelancer/Intern	10
Career Fairs/ Diversity Events/ Mixers/ Associations	
Houston Association of Hispanic Media Professionals	0

YOH Managed Staffing	0
Americas Job Bank	0
University of Houston Career Center	0

- 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.

**Date: Second Quarter (April, May, June)
Leyendo Con Telemundo- HISD School District**

Janet Bolivar, Ingrid Barrera, Ubaldo Martinez, Carlos A Robles, Crystal Ayala, and Alejandro Mendoza.

Due to the Covid19 pandemic, Telemundo Houston's literacy initiative evolves to the current climate: instead of monthly HISD classroom visits by our news talent/anchors, we've shifted to on-line daily readings. Every day at 12noon, a KTMD anchor or reporter read children's books, 1 in English and 1 in Spanish, during a 30-minute Facebook LIVE. The on-line version of the initiative launched April 1 with readings Wednesday, Thursday & Friday. On April 13 it expanded to 5 days with readings each weekday and on April 25 Leyendo con Telemundo became an on-line destination for Houston area families 7 days a week. Archived reading segments are included on the station website and strategic partners like HISD and other non-profits share our content.

Attendance: 16,000 average daily outreach via Facebook.

**Date: May 5-June 12, 2020
Salute to Valedictorians**

Telemundo Houston spotlighted valedictorians from Houston area schools and saluted them in a news segment during the 4p news and on social media. 112 Houston area valedictorians were saluted. School district highlighted: Houston ISD, Cy-Fair ISD, Aldine ISD, Alief ISD, Katy ISD, Spring Branch ISD, Humble ISD, Conroe ISD, Galena Park ISD, Goose Creek CISD, Pasadena ISD, Friendswood ISD, Stafford MSD, LaPorte ISD, Deer Park ISD, Galveston ISD

Attendance: Station website visits.

**Date: June 14-June 30, 2020
HISD Virtual Graduations.**

Due to the Covid19 pandemic graduations came to a halt. Telemundo Houston supported Houston Independent School District's virtual high school graduations. A page was built on the KTMD website that included links to all 45 of HISD's high school virtual graduation streams. Family members didn't

have to miss out on such a special day, it was available online. On-air recorded promos, social media posts and news segments publicize the virtual graduations.

Attendance: Station website visits.

Date: Third Quarter (July, August, September)
Leyendo Con Telemundo- HISD School District

Janet Bolivar, Ingrid Barrera, Ubaldo Martinez, Carlos A Robles, Crystal Ayala, and Alejandro Mendoza.

Due to the Covid19 pandemic, Telemundo Houston's literacy initiative evolves to the current climate: instead of monthly HISD classroom visits by our news talent/anchors, we've shifted to on-line daily readings. Every day at 12noon, a KTMD anchor or reporter read children's books, 1 in English and 1 in Spanish, during a 30-minute Facebook LIVE. The on-line version of the initiative launched April 1 with readings Wednesday, Thursday & Friday. On April 13 it expanded to 5 days with readings each weekday and on April 25 Leyendo con Telemundo became an on-line destination for Houston area families 7 days a week. Archived reading segments are included on the station website and strategic partners like HISD and other non-profits share our content.

Attendance: 16,000 average daily outreach via Facebook.

August 5, 2020 to August 8, 2020
2020 NABJ/NAHJ Virtual Convention & Career Fair
“The Power of the Past, Force of the Future”

Jerry Vazquez, VP of News, KTLN & Human Resources

The National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) joined forces for the virtual #NABJNAHJ20. A Convention for journalism education, career development and networking attracting leaders and influencers in journalism, media, technology, business, arts and entertainment. Our Management team was able to conduct various interviews of candidates in different stages of their careers. Most candidates were entry level, seeking feedback on their productions and potential job opportunities within our organization.

Attendance: Virtual attendance.

Date: August 13, 2020
Foro Virtual: Regreso a Clase

Crystal Ayala, News Anchor and Telemundo Houston News Team.

KTMD News Anchor Crystal Ayala moderated a virtual forum to discuss district plans for returning to school in the age of Covid. The hour-long forum was streamed via Facebook LIVE and on TelemundoHouston.com. Panelist representing 6 of the area's largest school districts answered questions about their plan to keep students safe. The event is part of the Supporting Our Schools campaign. School districts highlighted: Cy Fair ISD, Houston ISD, Aldine ISD, Conroe ISD, Alief ISD, Communities in Schools of Spring Branch ISD, El Poder En Ti, Apoyando A Nuestras Escuelas

Attendance: via Facebook.

Date: August 18, 2020
Anual de Regreso a Clases Feria en PlazAmericas 2020

Marketing Team attended.

Telemundo Houston partnered with Alliance for Multicultural Community Services to host the 13th Annual Back to School Drive at PlazAmericas. Due to COVID-19 the event was held as a drive-thru school supply distribution event in which the following items were distributed: backpacks, school supplies and other essential items to 3,000 students and their families on a first-come, first-served basis.

The event is part of the Supporting Our Schools campaign.

Attendance: 3,000 students.

Date: August 25, 2020
Cy-Fair ISD School Supply Drive-thru Distribution

Marketing team attended.

Drive-thru school supply distribution of 3,000 bags of school supplies for CyFair ISD Elementary School students at Bane, Danish, Francone, Frazier, Holbrook, Kirk, Matzke, Walker Elementary

Attendance: 3,000 students.

Date: September 3, 2020
Foro Virtual: Regreso a Clase

Crystal Ayala, News Anchor and Telemundo Houston News Team.

KTMD News Anchor Crystal Ayala moderated a virtual forum to discuss district plans for returning to school in the age of Covid. The hour-long forum was streamed via Facebook LIVE and on TelemundoHouston.com. Panelist representing 6 of the area's largest school districts answered questions about their plan to keep students safe. The event is part of the Supporting Our Schools campaign. School districts highlighted: Fort Bend ISD, Pasadena ISD, United Memorial Medical Center

Attendance: via Facebook.

Date: September 16- October 2, 2020
Respect in the Workplace Training

NBCUniversal has launched its annual Respect in the Workplace training for 2020 through live, virtual, interactive sessions. The Respect in the Workplace training discusses

Attendance: All employees.

Date: September 22, 2020
LEAD Virtual Training.

Jerry Vazquez, VP of News.

The attendees for the Lead Virtual talent lab training course were nominated by their managers. This three-week experience focused on building better leadership skills and capabilities. Our VP of News, Jerry Vazquez was an attendee.

Attendance: several NBCU employees selected by managers.

Date: Fourth Quarter (October, November, December)
Leyendo Con Telemundo- HISD School District

Janet Bolivar, Ingrid Barrera, Ubaldo Martinez, Carlos A Robles, Crystal Ayala, and Alejandro Mendoza.

Due to the Covid19 pandemic, Telemundo Houston's literacy initiative evolves to the current climate: instead of monthly HISD classroom visits by our news talent/anchors, we've shifted to on-line daily readings. Every day at 12noon, a KTMD anchor or reporter read children's books, 1 in English and 1 in Spanish, during a 30-minute Facebook LIVE. The on-line version of the initiative launched April 1 with readings Wednesday, Thursday & Friday. On April 13 it expanded to 5 days with readings each weekday and on April 25 Leyendo con Telemundo became an on-line destination for Houston area families 7 days a week. Archived reading segments are included on the station website and strategic partners like HISD and other non-profits share our content.

Attendance: 16,000 average daily outreach via Facebook.

Date: October 1, 2020
Influence Training.

Stephanie Bobadilla, Office Manager & Executive Assistant to GM

INFLUENCE is a 3-month developmental experience for individual contributors who need to influence and make an impact with the skills and expertise they bring to the organization. INFLUENCE is designed to provide Talent with the skills to effectively communicate, engage their stakeholders at all levels, build confidence and be smart and concise in their communication of ideas.

Attendance: several NBCU employees selected by their managers.

Date: October 5, 2020
Situational Awareness Training.

Henry Mendiola, Security Manager

Our security manager, Henry Mendiola, presented a situational awareness training module for Telemundo Houston photographers, MMJs and Producers. The module is a reminder of security and safety practices in the field for field personnel.

Attendance: 26 employees.

Date: October 14, 2020
Situational Awareness Training.

Henry Mendiola, Security Manager

Our security manager, Henry Mendiola, presented a situational awareness training module for Telemundo Houston photographers, MMJs and Producers. The module is a reminder of security and safety practices in the field for field personnel.

Attendance: 12 employees.

Date: October 15, 2020
Social Media Engagement Training.

Henry Mendiola, Security Manager

Our security manager, Henry Mendiola, conducted a social media engagement training with all staff at KTMD Telemundo Houston. This training module includes NBC Social media guideline presentation and social media engagement guidelines. The employees attended the training via Microsoft Teams.

Attendance: 68 employees.

Date: October 16, 2020
Línea de Ayuda para Regreso a la Clases con HISD

Antonio Hernandez, news anchor, & marketing team attended.

Telemundo Houston and Houston Independent School District hosted a call bank / help line to answer questions about back to school, how students can have a safe return to class.

News anchor Antonio Hernandez served as moderator and talked to a panel about the school districts reopening plans for the 2020-2021 academic year. The event is part of the Supporting Our Schools campaign.

Attendance: n/a via phone calls.

Date: October 20, 2020
Meet The Moment

Speakers: Sterling K Brown, Devon Carbado, and Professor Jerry Kang (UCLA Law)

Meet The Moment is an actionable Diversity, Equity, and Inclusion designed to challenge, inspire, and unite us in a way that create lasting meaningful change. This is our moment to come together as one company and commit to building a more diverse, equitable, and inclusive workplace, where everyone is treated with respect and our differences are embraced and celebrated. Our first MTM session is a candid conversation between Sterling K. Brown and Devon Carbado (UCLA Law) on this moment in Black history in America, how this moment can build a path forward, and our role at NBCUniversal as

content creators. Also, Professor Jerry Kang (UCLA Law) spoke on why we should talk about bias, what is it, and how to mitigate bias at the individual and institutional level.

Attendance: Corporate Wide employees.

November 9 thru November 13, 2020

NBCU Career Week 2020

Presenters: Special Speakers and Corporate Human Resources Team

Career Week is an annual series of internal training and development events aimed to provide quality, interactive development experiences, knowledge and tools to promote success at Telemundo Enterprises, Stations & NBCU employees.

Date: December 4, 2020

Virtual Weather Lab at Landis Elementary Career Day

Carlos Robles, meteorologist, and marketing team attended.

Telemundo Houston meteorologist Carlos Robles attended virtual career day at Landis Elementary in Alief ISD. He talked to the students in grades 3-5 about meteorology and presented the Weather Lab material to engage the students and encourage them to participate in STEM education. He also talked about careers in media and the importance of staying in school

Attendance: virtual with 350 students.

Date: Through Out the Year

She Leads

“She Leads” program launched by the NBCUniversal Owned Television Stations division in 2018 for high potential female sales leaders. It provides them with mentoring, tools and exposure to acquire leadership roles within the company.

Date: January 26, 2021

Meet The Moment

Speakers: Tricia Taylor, Talent Lab NBCU and Dr. Valerie Purdie Greenway from Columbia University.

Meet The Moment is an actionable Diversity, Equity, and Inclusion designed to challenge, inspire, and unite us in a way that create lasting meaningful change. This is our moment to come together as one company and commit to building a more diverse, equitable, and inclusive workplace, where everyone is treated with respect and our differences are embraced and celebrated. In our second MTM session a conversation led by the Talent Lab's Tricia Taylor on Social Identity, modeled by multiple NBCU employees, including how you can leverage the Social Identity wheel for personal reflection and future connection. Also, a lesson in Insider / Outsider Dynamics and how we can manage them from Dr. Valerie Purdie Greenaway of Columbia University.

Attendance: Corporate Wide employees

EEO Training

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. The TV stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination, including ongoing Diversity and Inclusion training, Integrity training and Code of Conduct training.

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTMD

Job Title: 55959BR Multimedia Journalist

Date Job Filled: August 12, 2020

Recruitment Source

That Referred

Ultimate Hire: Current NBCU 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/	James Arroyave	James.Arroyave@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No
University of Houston career center	http://www.uh.edu/ucs/		713-743-2255	No

Houston Association of Hispanic Media Professionals	http://hahmp.org/		713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.om	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 57538BR News Producer

Date Job Filled: February 12, 2021

Recruitment Source

That Referred

Ultimate Hire: Current NBCU Employee

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/	Wil Ocasio	Wiliberto.Ocasio@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	Wil Ocasio	Wiliberto.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No
University of Houston career center	http://www.uh.edu/ucs/		713-743-2255	No

Houston Association of Hispanic Media Professionals	http://hahmp.org/		713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 57865BR Production Manager

Date Job Filled: March 4, 2021

Recruitment Source

That Referred

Ultimate Hire: Current NBCU 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/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No
University of Houston career center	http://www.uh.edu/ucs/		713-743-2255	No

Houston Association of Hispanic Media Professionals	http://hahmp.org/		713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.om	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 58480BR Media Coordinator/Editor

Date Job Filled: February 2, 2021

Recruitment Source
That Referred
Ultimate Hire: Current NBCU Contractor

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/	James Arroyave	James.Arroyave@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No
University of Houston Career Center	http://www.uh.edu/ucs/		713-743-2255	No

Houston Association of Hispanic Media Professionals	http://hahmp.org/		713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.om	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 58508BR Weather Anchor

Date Job Filled: February 2, 2021

Recruitment Source
That Referred

Ultimate Hire: Former NBCU Intern

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/	James Arroyave	James.Arroyave@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No
University of Houston career center	http://www.uh.edu/ucs/		713-743-2255	No

Houston Association of Hispanic Media Professionals	http://hahmp.org/		713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.om	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 58535BR OTT/Digital Content Producer

Date Job Filled: February 13, 20021

Recruitment Source

That Referred

Ultimate Hire: Current NBCU 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/	James Arroyave	James.Arroyave@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No
University of Houston career center	http://www.uh.edu/ucs/		713-743-2255	No

Houston Association of Hispanic Media Professionals	http://hahmp.org/		713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.om	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 58798BR Meteorologist

Date Job Filled: February 13,2021

Recruitment Source
That Referred

Ultimate Hire: Current NBCU 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/	James Arroyave	James.Arroyave@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

University of Houston career center	http://www.uh.edu/ucs/		713-743-2255	No
Houston Association of Hispanic Media Professionals	http://hahmp.org/		713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 59097BR Promotion/Marketing Producer

Date Job Filled: March 12, 2021

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/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

University of Houston career center	http://www.uh.edu/ucs/		713-743-2255	No
Houston Association of Hispanic Media Professionals	http://hahmp.org/		713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunic.om	No