

ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station(s): **KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD**

Reporting Period: **June 1, 2022 – May 31, 2023.**

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

- **72177BR - News Producer**
- **51537488 - Promotions Producer**
- **51537490 - Tech Ops Specialist**
- **51538814 - Multimedia Journalist**
- **51552427 - Technical Operations Specialist**
- **51552500 - Weather Anchor**
- **51564107 - Account Executive**
- **51566710 - Meteorologist**

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

11 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	9
Linked In	1
Current NBC Employee	1
Career Fairs/ Diversity Events/ Mixers/ Associations	0

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

Internet Recruiting:

All positions are posted on nbcunicareers.com (the “Career Site”), a link to which is provided on the Stations’ websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

Employee EEO Training:

All Telemundo employees are required to complete courses online such as Respect in the Workplace, Diversity and Inclusion, Workplace Violence Prevention, Effective Communication, Code of Conduct, Integrity Training, Compliance Standards, Environmental Health and Safety Training. Employees Participate in these courses on a yearly basis. New hire employees are required to take the above-mentioned courses during their first weeks of employment. In addition employees participated in Meet the Moment- a shared virtual educational program aligned to our diversity, equity and inclusion efforts companywide on 4/25/2023 (The Power of Collective Purpose) was completed during this reporting period.

Skills Enhancement Training:

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

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

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD			
Job Title	72177BR – News Producer			
Date Job Filled	7/06/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD			
Job Title	51537488 – Promotions Producer			
Date Job Filled	2/22/2023			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	nbcunicareers.com	Carmen Jerez	Carmen.Jerez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Employee Portal			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD			
Job Title	51537490 - Tech Ops Specialist			
Date Job Filled	12/02/2022			
Recruitment Source that referred ultimate hire	Employee Portal			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	nbcunicareers.com	Wiliberto Ocasio	Wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Employee Portal			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD			
Job Title	51538814- Multimedia Journalist			
Date Job Filled	1/13/2023			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	nbcunicareers.com	Wiliberto Ocasio	Wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD			
Job Title	51552427 - Technical Operations Specialist			
Date Job Filled	8/25/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	nbcunicareers.com	Wiliberto Ocasio	Wiliberto.ocasio@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD			
Job Title	51552500 - Weather Anchor			
Date Job Filled	9/09/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	nbcunicareers.com	Carmen Jerez	Carmen.Jerez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD			
Job Title	51564107 – Account Executive			
Date Job Filled	4/17/2023			
Recruitment Source that referred ultimate hire	LinkedIn			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	nbcunicareers.com	Carmen Jerez	Carmen.Jerez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD			
Job Title	51566710 - Meteorologist			
Date Job Filled	4/26/2023			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	nbcunicareers.com	Carmen Jerez	Carmen.Jerez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No