

ANNUAL PUBLIC FILE EEO REPORT

KTLM TV-40

Call Sign of Station(s): KTLM 4/1/14 – 03/31/15

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

- 15041BR News Director
- 15044BR Sales Assistant
- 13758BR Account Executive
- 15373BR Finance Analyst
- 15837BR Production Assistant
- 15817BR Video Journalist
- 15838BR Production Assistant
- 15976BR Traffic Manager
- 15806BR Executive Producer
- 16190BR Master Control Operator
- 16354BR Master Control Operator
- 15985BR Weather Anchor
- 15820BR Anchor
- 15823BR Sports Anchor
- 15815BR Assignments Editor
- 16603BR Video Journalist
- 16613BR Account Executive
- 17577BR Video Journalist
- 15898BR Account Executive
- 12634BR Sales Assistant
- 17807BR Producer/Writer
- 17839BR News Director
- 18935BR Assignments Editor
- 18941BR Producer/Writer
- 15824BR Weekend Sports/Video Journalist
- 12190BR National Sales Manager
- 18982BR Video Journalist
- 19547BR Sales Assistant

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?

51 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 |
|---|---|
| NBC Universal Website | 40 |
| NBC Universal Website/Employee Referral | 1 |
| Career Builder | 0 |
| Internal (NBCUniversal) | 4 |
| TVJobs.com | 0 |
| YOH Managed Staffing | 6 |
| KTLM On Air Spots | 0 |
| UTPA Website | 0 |
| South Texas College Website | 0 |

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.

JOB FAIRS AND CAREER DAYS

April 30, 2014

2014 STC Spring Career Expo

"Hire an STC Graduate"

McAllen, TX Campus

Presenter: Jose Flores, General Manager, Noel Duran, Operations Manager and Martha Muniz, Office Manager attended this event.

South Texas College Career Planning and Employer Services organized this event was to expose all students and graduates to the vast employments and internship opportunities in our area.

Attendance: Estimated attendance 1000 students and graduates.

April 30, 2014

Hidalgo Elementary Career Day

8am-2pm

Presenter: Marlen Sosa, Weather Anchor

5th grader students were divided into groups for presentation of the different careers opportunities available at a Television station. There were six different presentation sessions.

Attendance: Estimated attendance 150 students.

May 1, 2014
2014 STC Spring Career Expo
“Hire an STC Graduate”
Rio Grande City, TX Campus

Noel Duran, Operations Manager attended this event.

South Texas College Career Planning and Employer Services organized this event was to expose all students and graduates to the vast employments and internship opportunities in our area.

Attendance: Estimated attendance 500 students and graduates.

May 19, 2014
Evangelina Garza Elementary School Career Day
La Joya ISD
9am-11am

Presenter: Ana Cecilia Mendez, News Anchor

5th Grader students were divided into 6 groups of 20-25 students for presentations to expose the different career opportunities available at a Television station.

Attendance: Estimated attendance 150 students.

May 22, 2014
Perez Elementary Career Day
8:30am – 11:00 am

Presenters: Dalila Garza, Anchor and Laura Repreza

3rd Grade Student Presentations divided into 6 groups of classrooms between 20-25 students. Each presentation was focused on the different career opportunities available at a Television station.

Attendance: Estimated attendance 150 students

June 20, 2014
Department of Rehabilitation
Job Placement Specialist
“Project Hire” Facility Tour

Presenter: Martha Muniz, Office Manager and Noel Duran, Operations Manager

“Project Hire” is a special project that helps students with disabilities goes to school. There are some students that are going into different fields such as Marketing, Multimedia, Computer Design, Finance, Engineering, etc.

Attendance: 50 students and 20 teachers and parents

September 15, 2014
McAllen ISD Science and Technology Career Day
McAllen Convention Center
5:30 pm – 8:30 pm

Presenters: Noel Duran, Operations Manager, Heydi Amador, Account Executive and Norma Espinoza, Account Executive

Telemundo 40 hosted a booth at this event for Middle and High School Students from all over the McAllen Independent School District. Students who attended this Career Fair had the opportunity to hear experienced Professionals about the different career opportunities at the TV station.

Attendance: Approximately 3000 students and parents

October 10, 2014
University of Texas Pan-American
HESTEC Job Fair
9:00 am – 4:00 pm

Presenters: Jose Flores, GM., William Rosales, VPOS, Martha Muniz, Office Manager, Felida Villarreal, Finance Analyst, Telemundo Team

Telemundo 40 hosted a booth during HESTEC week for University (undergraduate and graduate) students where they had the opportunity to ask questions pertaining the different career opportunities at a TV Station; Hiring managers did interviews on site. Students also had the opportunity to speak to professionals on topics relevant to their career field as well as encouraging students to aim for higher career options.

Attendance: Approximately 1500 students

October 17, 2014
Alvarez Elementary Career Day
Anti-Bullying Rally Campaign
Presenters: News Department Talent

News talent made a presentation to students from grades K thru 5th. Presentation was focused on the different career opportunities at a TV Station as well as educating the students on “Bullying”.

Attendance: Approximately 700 students.

October 27, 2014
Dr. Esquino Rodriguez HCISD Career Day
Harlingen, TX
Presenter: Dalila Garza

Presentation to 4th grade students divided into 4 classrooms of 25 students each-Focusing on the importance of the Spanish Language and the different careers in our industry.

Attendance: Approximately 100 students

October 29, 2014

**Texas State University –Fall Mass Communication Fair
San Marcus, Texas**

Noel Duran, Operations Manager and Isamar Terrazas, Assignments News Desk

This event emphasizes on career opportunities and the audience is on average college students. This event offers different sessions conducted by professionals from a variety of fields that provide detailed descriptions of their careers. These include accounting, engineering, journalism, technology, and many more. The event is from 1pm to 4:00pm

KTLM Telemundo of McAllen offers a Booth where attendees can learn of the station and its operations, but they can also fill out job applications for current and future job openings. Attendees are also referred to the NBC/Telemundo website for current local and national open positions within the company.

Attendance: Approximately 3000 students, teaching staff and parents

November 21, 2014

**Loyd and Dolly Bentsen Elementary
Career Day**

Presenter: Ana Cecilia Mendez

Career Day was focus on 5th graders divided into 5 classrooms of 25 students each. Students had the opportunity to play different roles as Reporters, Anchors, Weather Anchors and Sports to get an insight of the different career opportunities at a TV Station.

Attendance: 125 students

December 10, 2014

**B.L Gray Junior High Career Day
8:30 am to 11:45 am**

Presenter: Martha Muniz, Office Manager

This career day was attended and divided into 4 groups of Middle Schools students from 6th to 8th grade. Students were able to ask questions regarding career opportunities, salary levels, education requirements and experience needed.

Attendance: Approximately 800 students

March 4, 2015

TAB's Career Expo at Texas State University

1:00pm – 4:00pm

Noel Duran, Operations Manager and Isamar Terrazas, Assignments News Desk

This event emphasizes on career opportunities and the audience is on average college students. This event offers different sessions conducted by professionals from a variety of fields that provide detailed descriptions of their careers. These include accounting, engineering, journalism, technology, and many more. The event is from 1pm to 4:00pm

KTLM Telemundo of McAllen offers a Booth where attendees can learn of the station and its operations, but they can also fill out job applications for current and future job openings. Attendees are also referred to the NBC/Telemundo website for current local and national open positions within the company.

Attendance: Approximately 3000 students, teaching staff and parents.

March 11, 2015

Arturo Cantu Elementary Career Day

8:30am – 11:30 am

Presenter: Cynthia Vaquera, News Producer & Alicia Ledesma, Administration Dept.

This career day was attended by 2nd, 3rd, 4th & 5th graders. Presentations were divided into 64 groups of 150-200 students. Presenters were focused on giving information on the different career opportunities available at a Television station.

Attendance: Approximately 600 students

March 13, 2015

IDEA Mission Career Day

College & Career Choices Fair

Presenters: Jose Flores, General Manager and Martha Muniz, Office Manager

Idea Academy and College Preparatory hosted students from grades 9th to 12th. Students attending Career Fair were divided in groups by grade level. Career Fair Day was intended to inform students of Education and Skills needed for the different professions in the Television industry, Salary scales, Level of demand for people in Advertising and Broadcasting.

Attendance: Approximately 500 students

March 20, 2015

Hidalgo Early College High School Career Day

8:45am – 11:15 am

Presenter: Ana Cecilia Mendez, News Anchor

Students were divided in different sessions for three 30 minute presentations depending on career choices.

Attendance: Students from 9th thru 12th grades

March 28, 2015

UTB Student Leadership Conference Spring 2015

10am – 12pm

Presenter: Noel Duran, Operations Manager

The University of Texas at Brownsville in conjunction with the offices of Career Services and Student Engagement is hosting a “Student Leadership Conference” to help students to prepare themselves in their careers and answer the following questions:

- “What are Employers Looking for When They Hire New Graduates?”
- Top skills and values Employers Seek from Job Seekers
- How to Interview/providing the right resume to the company?

Attendance: Expected attendance of 500-700 students, staff members and parents.

EMPLOYEE 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: KTLM TV-40

Job Title: 15041BR News Director

Date Job Filled: 4/7/2014

Recruitment Source
That Referred

Ultimate Hire: External/Industry Referral

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone / e-mail | Has this source requested notices? |
|---|---|-----------------------|--|---|
| nbcunicareers.com | http://www.nbcunicareers.com/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15044BR Sales Assistant

Date Job Filled: 4/14/2014

Recruitment Source
That Referred

Ultimate Hire: NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollge.edu/careerservices | Melody Portillo | mportill@southtexascollge.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 13758BR Account Executive

Date Job Filled: 4/28/2014

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal/Contractor Freelancer

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15373BR Finance Analyst

Date Job Filled: 6/2/2014

Recruitment Source

That Referred

Ultimate Hire: NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15837BR Production Assistant

Date Job Filled: 4/9/2014

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal Employee

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone / e-mail | Has this source requested notices? |
|---|---|-----------------------|--|---|
| nbcunicareers.com | http://www.nbcunicareers.com/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15817BR Video Journalist

Date Job Filled: 6/9/2014

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal/Contractor/Freelancer

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollge.edu/careerservices | Melody Portillo | mportill@southtexascollge.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15838BR Production Assistant

Date Job Filled: 6/16/2014

Recruitment Source
That Referred

Ultimate Hire: NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollge.edu/careerservices | Melody Portillo | mportill@southtexascollge.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15976BR Traffic Manager

Date Job Filled: 6/23/2014

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal Contractor/Freelancer

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15806BR Executive Producer

Date Job Filled: 7/7/2014

Recruitment Source

That Referred

Ultimate Hire: Current NBCUniversal Employee

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone / e-mail | Has this source requested notices? |
|---|---|-----------------|--|------------------------------------|
| nbcunicareers.com | http://www.nbcunicareers.com/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollge.edu/careerservices | Melody Portillo | mportill@southtexascollge.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 16190BR Master Control Operator

Date Job Filled: 7/21/2014

Recruitment Source
That Referred
Ultimate Hire:

 NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 16354BR Master Control Operator

Date Job Filled: 7/21/2014

Recruitment Source
That Referred

Ultimate Hire: NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15823BR Sports Anchor

Date Job Filled: 9/2/2014

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal Employee

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone / e-mail | Has this source requested notices? |
|---|---|-----------------------|--|---|
| nbcunicareers.com | http://www.nbcunicareers.com/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 16603BR Video Journalist

Date Job Filled: 9/29/2014

Recruitment Source
That Referred
Ultimate Hire:

 NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 17577BR Video Journalist

Date Job Filled: 10/20/2014

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal Contractor/Freelancer

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15898BR Account Executive

Date Job Filled: 10/27/2014

Recruitment Source
That Referred
Ultimate Hire:

 NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 17807BR Producer/Writer

Date Job Filled: 10/27/2014

Recruitment Source

That Referred

Ultimate Hire: NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 17839BR News Director

Date Job Filled: 12/8/2014

Recruitment Source

That Referred

Ultimate Hire: Current NBCUniversal Employee

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone / e-mail | Has this source requested notices? |
|---|---|-----------------------|--|---|
| nbcunicareers.com | http://www.nbcunicareers.com/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 18935BR Assignments Editor

Date Job Filled: 2/2/2015

Recruitment Source

That Referred

Ultimate Hire: NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 15824BR Weekend Sports Video Journalist

Date Job Filled: 2/2/2015

Recruitment Source
That Referred

Ultimate Hire: Current NBCUniversal Contractor/Freelancer

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 18982BR Video Journalist

Date Job Filled: 3/2/15

Recruitment Source
That Referred

Ultimate Hire: NBCUni Careers Website

| 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 954-622-6839 | No |
| Americas Job Bank | http://www.ajb.dni.us/ | James Arroyave | James.arroyave@nbcuni.com 954-622-6839 | No |
| Internal Referral | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Internal Candidate | | Olga Aldape | Olga.aldape@nbcuni.com | No |
| Tvjobs.com | http://www.tvjobs.com/ | | | No |
| YOH Managed Staffing | | Adriana Salazar | adriana.salazar@nbcuni.com | No |
| KTLM- On Air Spot Internship Recruitment | http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf | Martha Muniz | Martha.muniz@telemundo.com 956-686-0040 | No |
| UTPA website | http://www.utpa.edu/careerservices | Ronnie Garcia | Rgarcia3@utpa.edu 956-665-2245 | No |
| South Texas College website | http://studentservices.southtexascollege.edu/careerservices | Melody Portillo | mportill@southtexascollege.edu | No |

