

ANNUAL PUBLIC FILE EEO REPORT

KTLM TV-40

Call Sign of Station(s): KTLM 4/1/18 - 03/31/19

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

- 39072BR Weekend Sports Anchor & VJ
- 38273BR APC Operator
- 38272BR Video Journalist
- 41257BR Content Producer
- 36214BR Producer
- 41006BR APC Operator
- 6748BR National Sales Assistant
- 41258BR Photographer/Editor
- 41105BR Weather Anchor
- 42130BR Finance Analyst
- 42810BR Digital Sales Planner
- 42199BR Video Journalist
- 43388BR National Sales Assistant
- 45322BR Video Journalist
- 46027BR APC Operator
- 43054BR Anchor/VJ

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?

86 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 Careers Website	30
Employee Referral	10
Career Builders	0
Internal Hire/Former Employee	10
TVJobs.com	0

YOH Managed Staffing	8
KTLM On Air Spots	6
UTRGV Website	8
STC Website	5
Internal Hire (Internship Program)	2
Career and Job Fairs	5
Social Media Site	2

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, CAREER DAYS & RECRUITMENT EVENTS

April 12, 2018

Carmen Avila Elementary

Career Day

Presenter: Denisse Salinas, Anchor

Presenter talked to students, fourth and fifth graders about her career path and how she was able to achieve her goals and dreams.

Attendance: 300 students

April 17, 2018

E.B. Reyna Elementary

Station Tour Presentation – Production Class

Presenter: Jose Flores, President & GM

A group tour presentation to 20 students ranging from second to fifth graders to gain insight on behind the scenes in news production, reporting and career opportunities within a Television Station. These production students had been working on production work and edition to create a final product.

Presenter spoke to students about the different departments and careers on television, the importance of being bilingual, a typical day in the News room and the most important aspects of a Television Station.

Attendance: Group tour of 20 students and teachers

April 25, 2018

Arturo Cantu Elementary – Mission CISD

Annual Career Fair

Presenter: Hugo Magallan, Anchor/Video Journalist

This career day was one-on-one presentations for 3rd, 4th and 5th grade students. Career's Day goal was to motivate and educate students about the many different career options available to them. Presenter gave a brief description regarding his broadcasting career, responsibilities in his position and education.

Attendance: 20 to 25 students per classroom.

April 27, 2018

Ideas Tres Lagos College Prep.

Career Day

Presenters: Lluvia Vidana, Weather Anchor & Sarah Garcia, VJ

The objective of this career day was to expose students to a variety of career options for their futures to help them understand the value of higher education in preparing for their chosen careers. Presenters talked to students about the impact their careers have in the community; how their education in college and beyond prepared them for their career field; gave advice to the students that will be seeking a career in broadcasting; Presenters also talked to them about obstacles they had faced to succeed in this career and how they overcame those obstacles.

Attendance: Group presentations of 15 students per classroom

May 18, 2018

Valley View Early College

Annual Career Day 2018

Presenter: Yulieth Botello, News Anchor

Presenter talked to 8th and 9th graders about the different career paths in the television world. She answered questions to students regarding level of education required for a broadcasting career, employment outlook, opportunities for advancement, expected salary/wages and job responsibilities. Presenter's goal was to help students with their goal setting for achieving a successful career.

Attendance: 336/8th graders & 224/9th graders

June 13 – 17, 2018

Investigative Reporters & Editors Conference & Workshops

Ana Cecilia Mendez, Telemundo Responde Reporter the IRE Conference in Orlando, Florida

July 17 - 21, 2018

National Association of Hispanic Journalist

Yearly Career Conference

Presenters: Jose Flores, President/GM, KTLM

Miguelangel Lopez, VP of News, KTLM

KTLM Management team met and interviewed various candidates in different stages of their careers. Most candidates were entry level, seeking feedback on their productions and potential job opportunities within our organization.

Estimated Attendance: Over 800 Career seekers

July 20, 2018

NAHJ 2018

Workshop

Presenter: Jose Flores, President and GM, KTLM

Workshop – hands on education to help advance careers and develop leaders in the Newsroom focusing on improving candidate's skill set in various aspects of their role. This included writing skills, being a good storyteller, camera and editing skills, finding the right content and how to develop a great story.

Attendance: Over 200 attendees

September 20, 2018

Texas Southmost College, ITEC Center

16th Annual Education and Career Expo 2018

Presenters: Martha Muniz, Office Manager & Sofia Ayala, Finance Analyst

This event is hosted by the Education & Career Expo Leadership Committee at the ITEC Center. For more than 15th years, the Career EXPO has been a community-wide effort by businesses, educators, and community leaders working together to help Valley high School students prepare for career success. The partners come together to provide students with information about career opportunities available in the RGV and the educational institutions providing programs of study for those careers.

Estimated attendance: 1100 students

October 15, 2018

Texas State University

Annual Mass Communication Week- Panel

Presenter: Isamar Terrazas, Assignments Desk Editor

Participation in a panel of former students who now work in news. Panel was titled "Local News: Is it still relevant?" Spoke to a group of 30 students and staff about the importance of local news compared to national news and the effects in the community they cover. Questions were asked by those in attendance about the job and the different stories that only local news outlets covered and why they are chosen.

Attendance: 30 students and staff

October 25, 2018

Vanguard Academy Rembrandt Secondary School

Audio/Video Production Group Tour

Presenter: Jose Flores, President & GM

Group of 16 students who were taking a practicum class in Audio/Video Production visited our News Production Studios. This particular group of seniors (grade 12) is looking to major in Broadcasting Journalism after High School. Presenter spoke to them about the behind the scenes in news production, reporting and career opportunities within a Television Station. Students' main goal was to gain valuable "real world" industry experience from visiting a TV station.

Attendance: 16 Students and 2 teachers

January 17, 2019

Veterans Memorial High School

CTE Career Fair

Presenters: Martha Muniz, Office Manager & Melanie

This event was focus on giving out information to High School Students, grades 8th to 11th about the different career opportunities within a Television Station. Participating students came from two local high schools.

Estimated Attendance: 500 students

January 28, 2019

Saint Mary's Catholic School

Career Day

Presenter: Martha Lopez, Video Journalist

Purpose of this Career Fair was to inspire and educate young students, 1st to 6th graders about the different careers and opportunities. Presenter spoke to students about her career journey on a typical workday, the education requirements necessary and a step by step on how to accomplish their education goals.

Attendance: 300 plus students

February 1, 2019

Dr. Javier Saenz Middle School

World Read Aloud Career Day

Presenter: Brenda Cantu, Weather Anchor

Presenter read to a small group of students on the "World Read Aloud Day". She also spoke to them about her professional career as a Weather Anchor, education degree plan and her future goals to become a Meteorologist.

Attendance: 80 to 100 students

January 29, 2019

Roma High School Tour

Special Education Students – News/Media

Presenter: Jose Flores, President & GM and Javier Guerra, Director of Technology

Presenters gave a tour and presentation of the facility to a group of Special Education Students so they could experience a true setting/work place environment of a TV Station. Students were able to ask questions regarding their career pathway. During a 30 minute presentation, each student had the opportunity to learn about a variety of careers within a broadcasting industry.

Attendance: 17 students & 12 School Members

February 28, 2019
The University of Texas Rio Grande Valley
Annual Sophomore Career Day
Talent Search Presentation
Presenter: Brenda Cantu, Weather Anchor

Presenter had a booth where she was able to speak to sophomores students and distribute promotional props, informational brochures regarding her career as a Weather Anchorwoman with Telemundo. Students were able to visit her booth and ask questions pertaining her career path, education requirements, special trainings or academics required, rank, professional experiences, salary, job outlook and career advancement opportunities.

Attendance: 150 students

March 7, 2019
Carl C. Waitz Elementary Mission CISD
Annual Career Fair
Presenters: Ana Cecilia Mendez, Responde Investigative Reporter and Sergio Garcia, News Photographer

Presenters setup a booth to speak to students from 3rd, 4th and 5th grade to expose them to the different careers opportunities within the Television industry. Students were separated by grade levels and were prepared with questions regarding the different career and job opportunities, salary ranges and education needed to be able to work for a Television station.

Estimated attendance: 300 students

March 8, 2019
Lucile McKee Hendricks Elementary School
Annual Career Day
Presenters: Valeria Ayala, Marketing Coordinator and Gabriel Lugo, News Photographer

Presenters set up a booth, distributed promotional items, pamphlets, spoke to PK-1st, 2nd – 5th grade students about the different jobs at a TV station. Students asked questions and won promotional gifts for participating.

Estimated attendance: 480 students

March 8, 2019
Vernon Middle School
Career Fest
Presenter: Ana Cecilia Mendez, Responde Investigative Reporter

Presenter set up a booth to speak and give information to students about the benefits of going into the media career.

Estimated Attendance: 300 participants and staff

March 29, 2019
Juarez-Lincoln High School
Career Expo Fair – “Empowering Our Youth”
Presenter: Carlos Revelo, Sports Anchor

The purpose of this Expo is to target students who are at-risk of dropping out of High School. Their main goal is empower and motivate students to seek post-secondary education whether by obtaining a certificate in a career in technical education; earn an Associate’s degree, or a Bachelor’s degree of their choice. Q&A after presentation.
Estimated Attendance: 500 students

1. INTERNET RECRUITING

Telemundo 40 posts all open positions on www.nbcunicareers.com and on our website, www.telemundo40.com. We also post openings on the following websites: www.indeed.com, www.careerbuilders.com, www.TVjobs.com, www.utrgv.edu/careercenter, www.collegecentral.com/southtexascollege and other social media sites.

2. INTERNSHIP PROGRAM **Spring, summer and Fall 2018– Spring 2019**

Telemundo 40 has established an internship program for qualified undergraduate and graduate students interested in the TV broadcasting industry. Interns gain hands-on experience while working on challenging projects, and are able to network with professionals and learn from some of the brightest minds in the business. We had five interns participating in our Internship Program during the 04/01/18 to 03/31/19 period.

3. SCHOLARSHIP PROGRAM

Telemundo 40 participates annually with 2 local High Schools and in the past year, has awarded 4 qualified seniors pursuing careers in Mass Communications and Broadcasting with Scholarships of \$1000 each.

4. Internal Outreach Publications

Telemundo 40 continuously announces all job openings and internship opportunities on air.

5. INTERNAL EMPLOYEE EEO TRAINING

KTLM regularly offers trainings to employees addressing methods to ensure equal employment opportunities and prevent discrimination. All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. Such trainings include: Diversity and Inclusion training, Integrity training, and Code of Conduct training.

6. INTERNAL SKILLS ENHANCEMENT PROGRAMS

Station employees are provided with training and development opportunities designed to enhance their abilities to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, station employees participated in the Talent Lab, and the Harvard Mentor Tool training opportunities. In addition, NBCUniversal offers online courses on a variety of topics which are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills, and Conflict Management.

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KTLM TV-40

Job Title: 39072BR Weekend Sports Anchor/VJ

Date Job Filled: 04/30/2018

Recruitment Source
That Referred

Ultimate Hire: Employee 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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No

YOH Managed Staffing		Mariela.montoya@nbcuni.com	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollege.edu/careerservices	Melody Portillo	mportill@southtexascollege.edu	No
Career and Job Fairs		Laura Repreza	Laura. Repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 38273BR APC Operator

Date Job Filled: 05/01/18

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

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/	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		Mariela Montoya	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollege.edu/careerservices	Melody Portillo	mportill@southtexascollege.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha,muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 38272BR Video Journalist

Date Job Filled: 5/14/18

Recruitment Source
That Referred

Ultimate Hire: NBCU Careers Website

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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

Career and Job Fairs		Laura Repreza	Laura.repreza@tlemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@tlemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 41257BR Content Producer

Date Job Filled: 5/28/18

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No

YOH Managed Staffing		Mariela Montoya	mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 36214BR Producer

Date Job Filled: 05/28/18

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 41006BR APC Operator

Date Job Filled: 06/04/18

Recruitment Source
That Referred

Ultimate Hire: Internal Hire (former Intern)

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/	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		Mariela Montoya	mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
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South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

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Social Media Sites		Martha Muniz	Martha.muniz@elemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 36748BR National Sales Assistant

Date Job Filled: 06/05/2018

Recruitment Source
That Referred

Ultimate Hire: NBCU Careers Website

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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
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Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 41258BR Photographer/Editor

Date Job Filled: 07/16/18

Recruitment Source
That Referred

Ultimate Hire: Employee 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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 41105BR Weather Anchor

Date Job Filled: 07/30/18

Recruitment Source

That Referred

Ultimate Hire: NBCU Careers Website

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 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

Career and Job Fairs		Laura Repreza	Laura.repreza@elemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@elemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 42130BR Finance Analyst

Date Job Filled: 08/13/18

Recruitment Source
That Referred

Ultimate Hire: Employee 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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No

YOH Managed Staffing		Mariela Montoya	mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 42810BR Digital Sales Planner

Date Job Filled: 08/27/18

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 42199BR Video Journalist

Date Job Filled: 08/27/18

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 8

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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

Career and Job Fairs		Laura Repreza	Laura.repreza@elemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@elemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 43388BR National Sales Assistant

Date Job Filled: 10/08/18

Recruitment Source
That Referred

Ultimate Hire: Internal Hire (Former Yoh/Contract Employee)

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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No

YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 45322BR Video Journalist

Date Job Filled: 01/21/19

Recruitment Source
That Referred

Ultimate Hire: Internal Hire (former Yoh/Contract 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/	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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 46027BR APC Operator

Date Job Filled: 02/18/19

Recruitment Source

That Referred

Ultimate Hire: Internal Hire (former 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 954-622-6839	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com 954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No

Career and Job Fairs		Laura Repreza	Laura.repreza@elemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@elemundo.com 956-686-0040	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTLM TV-40

Job Title: 43054BR Anchor/Video Journalist

Date Job Filled: 03/21/19

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 8

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
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No

YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No
Internship Program	http://media.telemundo40.com/documents/Telemundo+40+Internship+Program.pdf	Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No
UTRGV website	https://www.utrgv.edu/careercenter	Ronnie Garcia	Ronnie.garcia@utrgv.edu 956-665-2245	No
South Texas College website	http://studentservices.southtexascollge.edu/careerservices	Melody Portillo	mportill@southtexascollge.edu	No
Career and Job Fairs		Laura Repreza	Laura.repreza@telemundo.com 956-686-0040	No
Social Media Sites		Martha Muniz	Martha.muniz@telemundo.com 956-686-0040	No