

ANNUAL PUBLIC FILE EEO REPORT
August 1st ,2021 – July 31st ,2022

Call Sign of Stations: KMUM-CD, KCSO-LD & KMMW-LD

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

POSITIONS:
EXECUTIVE PRODUCER
PRODUCER
PHOTOGRAPHER/EDITOR
ACCOUNT EXECUTIVE
PRODUCER
MULTIMEDIA/JOURNALIST
PRODUCTION SPECIALIST
DIGITAL PRODUCER
MULTIMEDIA JOURNALIST
ASSIGNMENT DESK MANAGER
PRODUCTION SPECIALIST
CONTENT PRODUCER
PRODUCER
MULTIMEDIA JOURNALIST
ASSIGNMENT DESK EDITOR

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

Forms found at the end of this report.

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

Total Interviewees 17

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
Career Fairs/ Diversity Events / Mixers / Associations	0
I am a Current / Former NBCUniversal Intern	0
Search Firm Agency	0
I am a Current DreamWorks Employee	0
I am a Current NBCUniversal Contractor/ Freelancer	1
I am a Former Employee	0
NBCUniversal Affinity Groups	0
NBCUniversal Careers Site	7
Current NBCUniversal Employee	6
Online Advertising	0
Referral	3
Social Media Site	0
Campus Job Board/Event	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.

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

Job Fairs: The Employment Unit participated in job fairs to tap into top talent and inform prospects of various opportunities within the Unit and other NBCOTS stations during the reporting period as follows:

- The National Association of Black Journalists Convention and Career Fair from August 18 – 21, 2021. Participants: Anzio Williams, SVP Diversity Equity and Inclusion; Scott Williams, Manager, Talent Acquisition.
- The National Asian American Journalists Association from July 27-30, 2022. Participants: Anzio Williams, SVP Diversity Equity and Inclusion; Scott Williams, Manager, Talent Acquisition.

Other Activities Reasonably Calculated to Further the Goal of Disseminating Information as to Employment Opportunities: In furtherance of the station's goal of disseminating information as to employment opportunities, the Unit engaged in the following activity designed to disseminate information about employment opportunities in broadcasting.

- March 25, 2022: State of Hispanics, Sac Hispanic Chamber: Lead panel discussion of state of business and Hispanic growth in the area with key business leaders. Participant: Jose Suarez, President & General Manager

EEO Training: Unit employees and management are required to attend annual trainings (by each September) on methods to ensure equal employment opportunities and to prevent employee harassment and discrimination. *Respect in the Workplace* is a training course that outlines the company's policies regarding the prevention of harassment and discrimination in the workplace.

Internet Recruiting: The Unit lists all full-time job vacancies on www.nbcunicareers.com and a hyperlink to this site is placed on the Unit's website-- www.telemundofresno.com. Additionally, the Unit routinely posts job vacancies to other career-focused sites such as wwwIndeed.com and www.LinkedIn.com.

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

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. JUMP is a six-month program designed to orient new leaders within NBCUniversal and target skills necessary to succeed in roles. During the reporting period, Nora Lerma --Human Resources Manager for the Employment Unit-- participated in JUMP on September 30, 2021.

NBCUniversal has also recently launched *InDevelopment*. *InDevelopment* aims to help a select group of Directors within each of the NBCUniversal businesses build and manage an individualized development plan, engage with leaders in support of career growth, and identify experience and exposure opportunities to deepen and expand critical skillsets. Paul Schatz, Sr. Director of Technology has been participating in this program since January 2022.

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

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

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ EXECUTIVE PRODUCER _____

Date Job Filled: _____ December 2nd, 2021 _____

Recruitment Source
That Referred

Ultimate Hire: _____ Current NBCUniversal Employee _____

Total Number of
Interviewees:

_____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site				NO
I am a Current/ Former				NO

NBCUniversal Intern				
Current NBCUniversal Employee	Current NBCUniversal Employee			NO
I am a Current NBCUniversal Contractor/ Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ PRODUCER _____

Date Job Filled: _____ December 8th, 2021 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Current NBCUniversal Employee _____

Total Number of

Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /DiversityEvents/Mixers/ Associations				NO
Campus Job Board				NO

Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site				NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee	Current NBCUniversal Employee			NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ PHOTOGRAPHER/EDITOR _____

Date Job Filled: _____ August 19th, 2021 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Current NBCUniversal Employee _____

Total Number of

Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site				NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee	Current NBCUniversal Employee			NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ ACCOUNT EXECUTIVE _____

Date Job Filled: _____ September 23rd, 2021 _____

Recruitment Source
That Referred

Ultimate Hire: _____NBCUniversal Career Site_____

Total Number of Interviewees: _____3_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site	Nbcunicareers.com			NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee				NO
I am a Current NBCUniversal Contractor/Freelancer				NO
Referral	N/A			

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ PRODUCER _____ Date Job Filled:
_____ August 3rd, 2021 _____

Recruitment Source
That Referred

Ultimate Hire: _____ Current NBCUniversal Employee _____

Total Number of
Interviewees: _____

1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site				NO
I am a Current/ Former NBCUniversal Intern				NO

Current NBCUniversal Employee	Current NBCUniversal Employee			NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ MULTIMEDIA/JOURNALIST _____

Date Job Filled: _____ September 10th, 2021 _____

Recruitment Source
That Referred

Ultimate Hire: _____ Current NBCUniversal Employee _____

Total Number of

Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO

Former NBCUniversal Employee				NO
NBCUniversal Careers Site				NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee	Current NBCUniversal Employee			NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____KCSO_____

Job Title: _____ PRODUCTION SPECIALIST _____

Date Job Filled: _____ September 3rd, 2021 _____

Recruitment Source
That Referred

Ultimate Hire: ___ I am a Current NBCUniversal Contractor/Freelancer _____

Total Number of
Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO

Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site				NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee				NO
I am a Current NBCUniversal Contractor/Freelancer	I am a Current NBCUniversal Contractor/Freelancer			NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ DIGITAL PRODUCER _____

Date Job Filled: _____ October 21st, 2021 _____

Recruitment Source
That Referred

Ultimate Hire: _____ Current NBCUniversal Employee _____

Total Number of Interviewees: _____1_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site				NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee	Current NBCUniversal Employee			NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ MULTIMEDIA JOURNALIST _____

Date Job Filled: _____ January 21st, 2022 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Referral _____

Total Number of

Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site				NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee				NO

I am a Current NBCUniversal Contractor/Freelancer				NO
Referral	Contacted by NBCUniversal HR			NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ ASSIGNMENT DESK MANAGER _____

Date Job Filled: _____ December 10th, 2021 _____ Recruitment Source That Referred

Ultimate Hire: _____ NBCUniversal Career Site _____

Total Number of Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO

Former NBCUniversal Employee				NO
NBCUniversal Careers Site	Nbcunicareers.com			NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee				NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____ Job Title:

_____ PRODUCTION SPECIALIST _____

Date Job Filled: _____ February 4th, 2022 _____

Recruitment Source
That Referred

Ultimate Hire: _____ NBCUniversal Career Site _____

Total Number of
Interviewees:

_____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?

Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site	Nbcunicareers.com			NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee				NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ CONTENT PRODUCER _____

Date Job Filled: _____ March 10th, 2022 _____

Recruitment Source

That Referred

Ultimate Hire: _____ NBCUniversal Career Site _____

Total Number of Interviewees: _____1_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site	Nbcunicareers.com			NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee				NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ PRODUCER _____

Date Job Filled: _____ March 9th, 2022 _____

Recruitment Source
That Referred

Ultimate Hire: _____ NBCUniversal Career Site _____

Total Number of

Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site	Nbcunicareers.com			NO
I am a Current/ Former NBCUniversal Intern				NO

Current NBCUniversal Employee				NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ MULTIMEDIA JOURNALIST _____

Date Job Filled: _____ April 19th, 2022 _____

Recruitment Source
That Referred

Ultimate Hire: _____ NBCUniversal Career Site _____

Total Number of
Interviewees: _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO
Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO

Former NBCUniversal Employee				NO
NBCUniversal Careers Site	Nbcunicareers.com			NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee				NO
I am a Current NBCUniversal Contractor/Freelancer				NO

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ ASSIGNMENT DESK EDITOR _____

Date Job Filled: _____ April 4th, 2022 _____ Recruitment Source S
That Referred

Ultimate Hire: _____ NBCUniversal Career Site _____

Total Number of
Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site				NO

Career Fairs /Diversity Events/Mixers/ Associations				NO
Campus Job Board				NO
Search Firm Agency				NO
Former NBCUniversal Employee				NO
NBCUniversal Careers Site	Nbcunicareers.com			NO
I am a Current/ Former NBCUniversal Intern				NO
Current NBCUniversal Employee				NO
I am a Current NBCUniversal Contractor/Freelancer				NO