

ANNUAL PUBLIC FILE EEO REPORT

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

NBCUniversal acquired the stations effective October 4, 2021. Accordingly, the period covered by this Annual EEO public file report is October 4, 2021 – May 31, 2022.

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

- 65477BR Customer Service Representative
- 63422BR Manager of Technology
- 63514BR Tech Operation Specialist
- 65956BR Assistant News Director
- 66631BR Systems Engineer
- 67685BR Digital Producer

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**

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

19 Total interviewees

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

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBCU Internal Career Site /Employee Referral/Referral	14
Online Advertising/Career Builder/Linked In/ Glass Door/Monster/Twitter etc.	2
Current NBC Employee /Former Employee/Freelancer/Intern	3
Career Fairs/ Diversity Events/ Mixers/ Associations	

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.

Employee Resource Groups

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 (People with Disabilities), Unidos@NBCUniversal, Veterans Network, The Women's Network @NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

Internal EEO Management 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 few weeks of employment. In addition, employees participated in Meet the Moment a shared virtual educational program aligned to our diversity, equity, and inclusion efforts company-wide; 2 sessions (10/5/2021 Commit to Acts of Inclusion & 4/26/2022 The Power of Collective Purpose) were completed during this reporting period.

Date: November 1-5,2021 NBCU Career Week

Career week offers daily sessions on how to grow your career within the company. Keynote speaker Frans Johansson kicked off career week, he will demonstrate why diversity and inclusion is a key driver of innovation, growth, and high performance. Career Week is an annual series of internal training and development events aimed to provide quality, interactive development experiences, knowledge and tools to promote success and career growth at Telemundo Enterprises, Stations & NBCU employees.

Date: October 2021-June 2022
Respect in the Workplace Training

NBCUniversal is committed to creating and fostering a culture that is respectful and inclusive. This course outlines the company's policies and relevant laws surrounding the prevention of harassment and discrimination in the workplace, and how to be part of fostering a positive work environment. The company is committed to creating an environment where everyone feels comfortable speaking up without fear of retaliation, and this course will ensure that employees are aware of the resources available to them.

Attendance: All employees.

EEO Training

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

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD

Job Title: 65477BR Customer Service Representative

Date Job Filled: February 16, 2022

Recruitment Source
That Referred

Ultimate Hire: NBCU Career Site

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/	Carmen Jerez	Carmen.Jerez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD

Job Title: 63422BR Manager of Technology

Date Job Filled: November 2, 2021

Recruitment Source
That Referred

Ultimate Hire: NBCU Career Site

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/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD

Job Title: 63514BR Tech Operation Specialist

Date Job Filled: December 2, 2021

Recruitment Source
That Referred

Ultimate Hire: NBCU Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD

Job Title: 65956BR Assistant News Director

Date Job Filled: December 8,2021

Recruitment Source
That Referred

Ultimate Hire: Current NBCU Employee

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD

Job Title: 66631BR Systems Engineer

Date Job Filled: January 7,2022

Recruitment Source
That Referred

Ultimate Hire: NBCU Career Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KASA-TV, KUPT, KTEL-TV, KTEL-CD, KRTN-TV, KUPT-LD & KRTN-LD

Job Title: 67685BR Digital Producer

Date Job Filled: May 16, 2022

Recruitment Source
That Referred

Ultimate Hire: Referral

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No