

ANNUAL PUBLIC FILE EEO REPORT

KVDA T-60

Call Sign of Station(s): KVDA 5/1/14 – 03/31/15

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

- 15933BR Production Assistant/Audio Operator
- 15617BR Production Manager
- 15342BR News Director
- 15347BR News Anchor
- 15350BR Business and Traffic Manager
- 15338BR Audio Operator
- 15331BR Account Manager
- 15325BR Master Control Operator
- 15344BR Video Journalist
- 15332BR Sales Assistant
- 15422BR Truck Operator
- 15327BR Local Sales Manager
- 15343BR Sports Anchor
- 15335BR Video Journalist
- 15421BR Production Assistant
- 15333BR Marketing Manager
- 15340BR Weather Anchor
- 15348BR President and General Manager
- 15420BR Technical Director
- 15337BR Video Journalist
- 15346BR News Producer
- 15326BR Production Manager
- 15339BR Technical Director
- 15330BR Account Manager
- 15345BR News Photographer
- 15324BR Master Control Operator
- 15329BR Account Manager
- 15328BR Account Manager
- 15336BR Video Journalist
- 15932BR Technical director
- 17810BR Anchor
- 16628BR Video Journalist
- 16079BR Production Assistant
- 17811BR Executive Producer
- 18475BR Assignments Desk Editor
- 17584BR News Producer
- 17578 BR Production Assistant
- 17576BR Master Control Operator
- 19320BR Broadcast Engineer
- 17809BR Video Journalist

- 19004BR Sales Assistant – KVDA
- 18543BR Account Manager – KVDA

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?

50 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	42
NBC Universal Website/Employee Referral	0
Career Builder	0
Internal (NBCUniversal Contractor / Freelancer)	8
TVJobs.com	0
YOH Managed Staffing	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

March 4, 2015
TAB’s Career Expo at Texas State University
1:00pm – 4:00pm

Oralia Barboza, Executive Assistant / Office Manager & Christopher Sanchez, Marketing Assistant

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

KVDA Telemundo of San Antonio offers a Booth where attendees can learn of the station and its operations. Attendees are also referred to the NBC/Telemundo website for current local and national open positions within the company. Many of the students were interested in internship opportunities.

Attendance: Approximately 3000 students, teaching staff and parents.

March 19, 2015

San Antonio College Students Field Trip

12:30-2P

Oralia Barboza, Nancy Lozano, Alex Hernandez, Arlena Amaro, Astrid Mendez and Alberto Treviño

Students from the San Antonio College were given a tour of KVDA. Nancy Lozano, Alex Hernandez, Arlena Amaro, Astrid Mendez and Alberto Treviño from our News department made themselves available to speak with the students and teachers to give them an overview of the different operation procedures and gave them advise on what courses to take to be able to secure a job within the television industry.

Attendance: 20 students and two teachers

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: KVDA TV-60

Job Title: 15331BR Account Manager

Date Job Filled: 4/28/2014

Recruitment Source
That Referred

Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	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

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-600

Job Title: 15327BR Local Sales Manager

Date Job Filled: 4/29/2014

Recruitment Source
That Referred

Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	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

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 15333BR Marketing Manager

Date Job Filled: 4/28//2014

Recruitment Source
That Referred

Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	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

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 15328BR Account Manager

Date Job Filled: 4/29/2014

Recruitment Source
That Referred
Ultimate Hire: NBCUnicareers.com

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	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

