

2022-2023 ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station(s): KVDA 4/2/2022 – 3/31/2023

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

- 67993BR Multimedia Journalist
- 69718BR Sports Anchor/ MMJ
- 68509BR News Producer
- 70180BR News Photojournalist
- 70128BR Sports Anchor/ MMJ
- 65632BR Director of Station Technology & Operations
- 70444BR National Sales Manager
- 70167BR News Anchor
- 71510BR Multimedia Journalist
- 71837BR Senior Producer
- 72217BR Anchor / MMJ
- 51429755 News Photojournalist
- 51533770 Producer
- 51525856 Senior Research Analyst
- 51541242 Web Editor
- 51401466 Media Specialist
- 51471930 APC Operator/ Editor
- 51499410 Account Executive
- 51402708 Office Manager / Executive Assistant
- 51512275 Multimedia Journalist
- 51546934 Account Executive
- 51499409 Customer Sales Representative
- 51541464 Assignment Desk/Digital Editor
- 51499851 Regional VP of Sales
- 43443 Anchor / MMJ
- 51430277 Photographer/Editor

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

Forms are 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?

58 Total Interviews

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
NBCUniversal Website	36
LinkedIn	16
Social Media	3
Google	1
YOH Managed Staffing	1
Indeed.com	0
Facebook	0
Monster Controlled Listings	0
ZipRecruiter	0
SmartRecruiters	0
Career Fairs/ Diversity Events	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.**

Internet Recruiting.

All positions are posted on nbcunicareers.com (the "Career Site"), a link to which is provided on the Stations' websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

Job Fairs:

1. NAHJ: 8/3/22 - 8/5/22 The culmination of a months-long virtual event featuring workshops and panels hosted by NBCU with recruiters from the company participating in a recruiting event for Hispanic journalists.
2. NABJ: 8/3/22 - 8/5/22 A three-day virtual event where NBC's businesses came together to meet with NABJ membership through recruiting events and training workshops.
3. AAJA - Los Angeles 7/27/22 - 7/30/22 Over the course of three days, NBCU recruiters arranged meetings between AAJA members and people from our various businesses in addition to hosting a series of virtual sessions.
4. NLGJA: 09/08-09/11 NBCU Talent Acquisition met with members of NLGJA during this one day virtual recruiting event.

Employee EEO Training

All Station employees and management are required to attend an annual mandatory training (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. All of the Unit's employees completed this training.

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. During the reporting period, the following station employees participated in the following skills training courses:

- Amy Alvarez and Joanna Benavidez attended the LEAD experience in Boston. LEAD is a 3-day live lab that focuses on what successful leadership looks like in a changing business, review personalized 360 feedback and focuses on building skills in key areas central to leadership success – leading through change, leading inclusively, developing talent, and engaging talent.
- Amy Alvarez and Joanna Benavidez also participated in a Management and Leadership training from the vendor SkillPath; the course is called [Management & Leadership Skills for First-Time Supervisors & Managers](#). The learning objectives of this course are:
 - Discover the challenges facing leadership today
 - Acquire a supervisor's mindset and image.
 - Learn helpful tips to prevent the problems that develop when supervising friends and co-workers.
 - Recognize and avoid the most common mistakes even seasoned managers make.

In addition, online courses on a variety of topics 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.

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Multimedia Journalist (67993BR)			
Date Job Filled	04/14/2022			
Recruitment Source that referred ultimate hire	Social Media Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Facebook	Facebook.com		ta.opsteam@nbcuni.com	No
Campus Job Board			ta.opsteam@nbcuni.com	No
Social Media Site			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Sports Anchor/ MMJ (69718BR)			
Date Job Filled	4/15/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Social Media Site			ta.opsteam@nbcuni.com	No
Campus Job Board			ta.opsteam@nbcuni.com	No
Career Fair			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	News Producer (68509BR)			
Date Job Filled	4/22/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Wiliberto Ocasio	Wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Social Media Site			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	News Photojournalist (70180BR)			
Date Job Filled	05/03/2022			
Recruitment Source that referred ultimate hire	LinkedIn			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Wiliberto Ocasio	Wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Sports Anchor/ MMJ (70128BR)			
Date Job Filled	05/05/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Search Firm Agency			ta.opsteam@nbcuni.com	No
Social Media Site			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Director of Station Technology & Operations (65632BR)			
Date Job Filled	05/13/2022			
Recruitment Source that referred ultimate hire	LinkedIn			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Brittany Smeal	Brittany.smeal@nbcuni.com	No
Career Fair			ta.opsteam@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Facebook	Facebook.com		ta.opsteam@nbcuni.com	No
Campus Job Board			ta.opsteam@nbcuni.com	No
Social Media Site			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	National Sales Manager (70444BR)			
Date Job Filled	06/03/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Carmen Jerez	Carmen.Jerez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	News Anchor (70167BR)			
Date Job Filled	06/10/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Social Media Site			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Multimedia Journalist (71510BR)			
Date Job Filled	6/10/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Campus Job Board			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Senior Producer (71837BR)			
Date Job Filled	06/21/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Anchor / MMJ (72217BR)			
Date Job Filled	07/02/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Social Media Site			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	News Photojournalist (51429755)			
Date Job Filled	08/12/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Sarah Shales	sarah.shales@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No
Employee Portal			ta.opsteam@nbcuni.com	No
Data Migration			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Producer (51533770)			
Date Job Filled	08/30/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Senior Research Analyst (51525856)			
Date Job Filled	10/07/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No
SmartRecruiters	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Web Editor (51541242)			
Date Job Filled	10/11/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Carmen Jerez	Carmen.Jerez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Media Specialist (51401466)			
Date Job Filled	10/21/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Wiliberto Ocasio	wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	APC Operator/ Editor (51471930)			
Date Job Filled	11/03/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Wiliberto Ocasio	wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Account Executive (51499410)			
Date Job Filled	11/09/2022			
Recruitment Source that referred ultimate hire	LinkedIn			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Wiliberto Ocasio	wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
SmartRecruiters	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Office Manager / Executive Assistant (51402708)			
Date Job Filled	11/18/2022			
Recruitment Source that referred ultimate hire	Google Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Wiliberto Ocasio	wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No
Monster Controlled Listings			ta.opsteam@nbcuni.com	No
Google Site			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Multimedia Journalist (51512275)			
Date Job Filled	12/01/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Carmen Jerez	carmen.jerez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No
SmartRecruiters			ta.opsteam@nbcuni.com	No
Employee Referral	Jose Puertolas Martinez		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Account Executive (51546934)			
Date Job Filled	12/21/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Manny Vasquez	manny.vasquez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Customer Sales Representative (51499409)			
Date Job Filled	12/30/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Carmen Jerez	carmen.jerez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Assignment Desk/Digital Editor (51541464)			
Date Job Filled	1/25/2023			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Wiliberto Ocasio	wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No
Zip Recruiters			ta.opsteam@nbcuni.com	No
Job Widget			ta.opsteam@nbcuni.com	No
Google Search			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Regional VP of Sales (51499851)			
Date Job Filled	1/25/2023			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Manny Vasquez	manny.vasquez@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Anchor / MMJ (43443)			
Date Job Filled	2/13/2023			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
YoH Managed Staffing		Viviana Morrone	nbcusowsupport@agile1.com	No
NBCUniversal Website	NBCunicareers.com			No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Photographer/Editor (51430277)			
Date Job Filled	3/16/2023			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Wiliberto Ocasio	wiliberto.ocasio@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
LinkedIn Limited Listings	LinkedIn.com		ta.opsteam@nbcuni.com	No
Direct Employers			ta.opsteam@nbcuni.com	No
Job Widget			ta.opsteam@nbcuni.com	No
Google Search			ta.opsteam@nbcuni.com	No