

2023-2024 ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station(s): KVDA 4/2/2023 – 3/31/2024

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

- 51499406 Account Executive
- 51566871 Customer Service Representative
- 51566329 Operations Manager
- 51565968 Manager of Technology
- 51511808 Multimedia Journalist
- 51566845 Producer
- 51467945 Multimedia Journalist / Anchor
- 51517736 Assignment Desk / Digital Editor
- 51429755_1 News Photojournalist
- 51571279 APC Operator / Editor
- 51570377 Commercial Producer
- 51571181 APC Operator / Editor
- 51401466_2 Media Specialist
- 51499407_1 Account Executive

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?

74 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	41
LinkedIn	24
Social Media	0
Google	0
YOH Managed Staffing	0
Indeed.com	1
Facebook	0
Monster Controlled Listings	0
ZipRecruiter	0
Career Fairs/ Diversity Events	1
Data Migration	7

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: 7/12/2023 – 7/15/2023 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: 8/2/2023 - Birmingham, AL 8/6/2023 A three-day event where NBC's businesses came together to meet with NABJ membership through recruiting events and training workshops.
3. AAJA – Washington, D.C. 7/19/23 - 7/22/23 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: 09/07/2023 -09/10/2023 NBCU Talent Acquisition met with members of NLGJA during this three day recruiting event.
5. ONA: Philadelphia, PA 8/23/2023 – 8/26/2023 Annual conference offers a platform for thousands of journalists, technologists, newsroom leaders and other changemakers to be in community and shape the industry's future. We rely on proceeds from the conference to carry out our mission to inspire and support innovation and excellence in digital journalism. It's the primary fundraiser that allows us to provide a robust slate of learning and networking events, fellowships, toolkits and other actionable resources all year.
6. UTSA Part Time Job Fair 8/30/2023
7. UTSA STEM Career Expo 9/13/2023
8. UTSA All Majors Career Expo 9/21/2023

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:

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	Account Executive (51499406)			
Date Job Filled	04/10/2023			
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	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
Monster Controlled Listing			ta.opsteam@nbcuni.com	No
Direct Employers			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Customer Service Representative (51566871)			
Date Job Filled	6/12/2023			
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	James Arroyave	james.arroyave@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Monster Controlled Listing			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Operations Manager (51566329)			
Date Job Filled	6/19/2023			
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
Job Widget			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Manger of Technology (51565968)			
Date Job Filled	7/17/2023			
Recruitment Source that referred ultimate hire	Data Migration			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBC Universal Website	Nbcunicareers.com	Faryal Gohar	Faryal.Gohar@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No
Monster Controlled Listing			ta.opsteam@nbcuni.com	No
Zip Recruiter			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Multi Media Journalist (51511808)			
Date Job Filled	7/10/2023			
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
Monster Controlled Listing			ta.opsteam@nbcuni.com	No
Google Search			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Multi Producer (51566845)			
Date Job Filled	7/24/2023			
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

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Multi Media Journalist / Anchor (51467945)			
Date Job Filled	9/11/2023			
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	Assignment Desk / Digital Editor (51517736)			
Date Job Filled	9/11/2023			
Recruitment Source that referred ultimate hire	Job Widget			
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
Google Search			ta.opsteam@nbcuni.com	No
Job Widget			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	News Photojournalist (51429755_1)			
Date Job Filled	10/10/2023			
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	Kevin Marsal	Kevin.Marsal@nbcuni.com	No
LinkedIn	LinkedIn.com		ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	APC Operator/Editor (51571279)			
Date Job Filled	12/1/2023			
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
Monster Controlled Listing			ta.opsteam@nbcuni.com	No
Zip Recruiter			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Commercial Producer (51570377)			
Date Job Filled	12/11/2023			
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	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	APC Operator/Editor (51571181)			
Date Job Filled	1/02/2024			
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
Monster Controlled Listing			ta.opsteam@nbcuni.com	No
Zip Recruiter			ta.opsteam@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KVDA			
Job Title	Media Specialist (51401466_2)			
Date Job Filled	1/22/2024			
Recruitment Source that referred ultimate hire	LinkedIn Limited Listings			
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	Account Executive (51499407_1)			
Date Job Filled	3/11/2024			
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