

(Amended) **ANNUAL PUBLIC FILE EEO REPORT**

KCSO, KMUM & KMMW

August 1, 2020 through July 31, 2021

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

Positions:
Content Producer
News Anchor/MMJ
Production Specialist
Account Executive
Production Specialist KCSO
Production Specialist Telemundo 33
Production Specialist Telemundo 33

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

Forms found at the end of 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 75

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	1
I am a Current / Former NBCUniversal Intern	1

Search Firm Agency	4
I am a Current DreamWorks Employee	0
I am a Current NBCUniversal Contractor/ Freelancer	2
I am a Former Employee	4
NBCUniversal Affinity Groups	2
NBCUniversal Careers Site	27
Online Advertising	1
Referral	14
Social Media Site	19
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 and National Association of Hispanic Journalists Virtual Convention and Career Fair from August 5 – 8, 2020. Participants: Anzio Williams, SVP Diversity Equity and Inclusion; Scott Williams, Manager, Talent Acquisition.
- The National Association of Hispanic Journalists International Training Conference and Career Fair from July 12-17, 2021. 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 a number of activities designed to disseminate information about employment opportunities in broadcasting:

- **National Academy of Television Arts and Sciences Sun Coast Chapter Webinar on Launching Your Media Careers:** On March 5, 2021, station representatives participated on a panel discussing careers in the media industry. Participants: Jose Suarez, President and General Manager; Olga Aldape, Vice President Human Resources; Ozzie Martinez,

SVP News and Standards; Anzio Williams, SVP Diversity Equity and Inclusion for NBCU Local.

- **National Association of Hispanic Journalists Panel:** On March 19, 2021, station representatives spoke on a panel about the importance of Diversity Equity and Inclusion. Participants: Jose Suarez, President and General Manager.
- **National Academy of Television Arts and Sciences Sun Coast Chapter Webinar on Social Media:** On March 10, 2021, General Manager and President Jose Suarez was a speaker during the event.
- **Sacramento Hispanic Chamber of Commerce, *Salud Awards*:** Co-Sponsored with our community partner UHCC recognizing small minority owned business's. General Manager and President Jose Suarez was a speaker during the event. UHCC is an organization whose membership includes substantial participation by minorities and women. Due to COVID the event was recorded and later aired on April 4th and April 7th of 2021.
- February 18, 2021: Juntos with Cathey, Sacramento Hispanic Chamber live stream, Intro to the community and growth, expansion & impact of station in the region. General Manager and President Jose Suarez was a speaker during the event.
- April 8, 2021: Hispanic chamber Salud Business Awards in Sacramento, Ca Discussed our growth & opportunity in Northern California. General Manager and President Jose Suarez was a speaker during the event.

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. Additionally, a handful of station employees were selected for and participated in NBCUniversal's *Debiasing the Hiring Process*. Participants: Paul Brown, Engineer; Albert Cano, Regional Research Manager; Ramon Martinez, Local Sales Manager; Jose Suarez, President and General Manager.

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 www.Indeed.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.

Employee Skills Training

NBCUniversal, the parent company of the Station, offers online learning resources at no cost to all employees to enhance personal and professional skills. Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBC Universal sponsored programs.

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.

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

Station: _____KCSO_____

Job Title: _____Content Producer_____

Date Job Filled: _____September 11, 2020_____

Recruitment Source

That Referred

Ultimate Hire: _____Current NBC Universal Contractor_____

Number of Interviewees: _____5_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site	Linkedin.com			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
Referral				No
I am a Current/ Former NBCUniversal Intern				No

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

Station: _____ KCSO _____

Job Title: _____ News Anchor/MMJ _____

Date Job Filled: _____ September 18, 2020 _____

Recruitment Source
That Referred

Ultimate Hire: _____ NBCUniversal Careers Site _____

Number of Interviewees: _____ 13 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	Nbcunicareers.com			No
Social Media Site	Linkedin.com			No
Referral				No
Career Fairs/Diversity Events/Mixers/Associations				No
Campus Job Board				No
I am a former 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 25, 2020_____

Recruitment Source
That Referred

Ultimate Hire: _____NBCUniversal Careers_____

Number of Interviewees: _____21_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site	Linkedin.com			No
Current NBCUniversal Employee				No
NBCUniversal Careers Site	Nbcunicareers.com			No
Referral				No
I am Former Employee				No
Campus Job Board				No
I am a Current NBCUniversal Contractor/ Freelancer				No
I am a Current Dreamworks Employee				No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: _____KCSO_____

Job Title: _____Account Executive_____

Date Job Filled: _____January 30, 2021_____

Recruitment Source
That Referred

Ultimate Hire: _____Referral_____

Number of Interviewees: _____10_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Campus Job Board				No
NBCUniversal Affinity Group				No
Referral				No
Search Firm Agency				No
NBCUniversal Careers Site	Nbcunicareers.com			No
Online Advertising	Linkedin.com			No

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

Station: _____ KCSO _____

Job Title: _____ Production Specialist KCSO _____

Date Job Filled: _____ May 27, 2021 _____

Recruitment Source
That Referred

Ultimate Hire: _____ Referral _____

Number of Interviewees: _____ 23 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Referral				No
NBC Universal Careers Site	Nbcunicareers.com			No
Social Media Site	Linkedin.com			No
Search Firm Agency				No
Campus Job Board/Event				No
Career Fair/Diversity Events/ Mixers/Associations				No
I am a Former Employee				No
NBCUniversal Affinity Groups				No

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

Station: KCSO

Job Title: Production Specialist Telemundo 33

Date Job Filled: June 15, 2021

Recruitment Source

That Referred

Ultimate Hire: _____ Referral _____

Number of Interviewees: _____ 2 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Social Media Site	Linkedin.com			No
Referral				No
NBCUniversal Careers Site	Nbcunicareers.com			No
Search Firm Agency				No
Career Fairs/ Diversity Events/Mixers/Associations				No

Social Media Site	Facebook.com			No
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: _____ KCSO _____

Job Title: _____ Production Specialist Telemundo 33 _____

Date Job Filled: _____ June 23, 2021 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Social Media Site _____

Number of Interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Referral				No
NBCUniversal Careers Site	Nbcunicareers.com			No
Social Media Site	Linkedin.com			No
I am a Former Employee				No
NBCUniversal Affinity Groups				No