

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

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

Internet Recruiting – The stations post Jobs on-line at the following websites: jobs were posted on www.indeed.com and www.telemundo33.com. All on-line ads are directed back to www.nbcunicareers.com to apply.

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.

Internal EEO Management Training -- All Telemundo employees are required to complete courses online such as: Preventing Workplace Harassment, Diversity and Inclusion 2020, Workplace Violence Prevention, Effective Communication, Code of Conduct, Integrity Training, Compliance Standards and Environmental Health and Safety Training. Employees participate on these courses on a yearly basis. New hire employees are required to take the above-mentioned courses during their first few weeks of employment.

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.

Outreach

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

**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
(To Be Attached to Annual Public File EEO Report)**

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

**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