

ANNUAL PUBLIC FILE EEO REPORT

KTMD TV-47

Call Sign of Station(s): KTMD 4/1/14 – 03/31/15

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

- 18438BR News Production Assistant
- 19523BR Reporter
- 18357BR Technical Director
- 16984BR Vice President of News
- 18508BR Assignment Editor/Producer
- 20314BR Broadcast Engineer
- 18301BR Video Journalist
- 17791BR Broadcast Engineer
- 14757BR Meteorologist/Weather Anchor
- 19278BR Broadcast Engineer
- 17803BR Assignment Desk Editor
- 16860BR Technical Director
- 15493BR Production Assistant/ Photographer
- 14706BR Account Executive
- 16762BR Account Executive
- 15374BR Sales Planner/Digital
- 16259BR 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 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?

43 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	40
NBC Universal Website/Employee Referral	0
Career Builder	0

Internal (NBCUniversal employee)	0
University of Houston Career Center	0
Houston Association of Hispanic Media Professionals	0
TVJobs.com	0
KTMD Internship Program	0
YOH Managed Staffing	3

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

Date: April 4, 2014

University of Houston News Tour

JC Perez (Creative Service Director), Creative Services and News

A group of 15 college students came to tour our news room, and obtain an understanding and feel of a real life news department. They had the opportunity to ask staff questions, regarding various positions within news. Staff gave student insight information.

Attendance: Approximately 15

Date: April 11, 2014

Leyendo con Telemundo- Carroll Elementary

Martin Berlanga News Anchor and Promotions team attended.

Telemundo Houston news anchor, Martin Berlanga, visited a 4th grade classroom at Carroll Elementary, and spoke about his career in the media industry. Telemundo Houston also sent goodie bags for each of the students.

Attendance: 30.

Date: April 15, 2014

Leyendo Con Telemundo-Travis Elementary

Ubaldo Martinez, Sports Anchor and Promotions team attended.

Our sports anchor, Ubaldo Martinez read to a classroom at Travis Elementary as part our literacy campaign with HISD. Telemundo Houston's promotion team gave out goodie bags to all students.

Attendance: 25.

Date: April 26, 2014
CSTEM Challenge at George R. Brown

Tony Canales, General Manager, JC Perez Marketing Director, and promotions attended.

CSTEM is an event where students work together to solve 6 challenges that revolves around remote controlled robots, geoscience, creative writing and much more. Our promotions team participated by giving out prizes to attendees.

Attendance: 100.

Date: April 28, 2014
Leyendo Al Éxito en la Vida- Stephen F. Austin High School

Antonio Hernandez, weekend anchor, and promotions attended.

Our weekend anchor Antonio Hernandez was the keynote speaker at a parent/student conference in which he spoke about on how to succeed in life with education.

Attendance: 400+.

Date: April 29, 2014
Leyendo Con Telemundo- Helms Elementary

Ubaldo Martinez, sports anchor, and promotions attended.

Our meteorologist Irene Sans read to a class room at Helms Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 30.

Date: May 3, 2014
HAABE Teacher of the Year Banquet- University of Houston Main Campus

Martin Berlanga, news anchor, and promotions attended.

Our news anchor Martin Berlanga served as the master of ceremony. HAABE (Houston Area of Association for Bilingual Educators) is an organization that demonstrates unity and cohesiveness in the promotion of bilingual education. The luncheon recognizes one the teacher of the year.

Attendance: 100.

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Date: May 16, 2014
North Shore Career Day

Ubaldo Martinez, sports anchor, and promotions attended.

Sports anchor, Ubaldo Martinez, was a guest speaker for Northshore's Middle School career day. Ubaldo encouraged students to continue their education by going to college. He stressed the importance of following your dreams and making them a reality by attending college. Ubaldo answered student's questions, as well as provided them insight with his career as a sports anchor. Promotions team gave out goodie bags.

Attendance: 5,000.

Date: August 16, 2014
Mayor's Office Back to School

Promotions attended.

Mayor's back to school event welcomes thousands of students, and their parents it provides them with school supplies and backpack. Telemundo Houston provided "Telemundo Poder de Saber backpacks for the new school year. Parents also have the opportunity to learn about fire safety, oral health, crime prevention, and hurricane preparedness. Telemundo had onsite activation with a tent, games, and prizes for winners

Attendance: 20,000.

Date: October 13, 2014
Communication Fair at the University of Houston Main Campus

Stephanie Bobadilla, Executive Assistant to General Manager, and Promotions attended.

The Houston Communications Fair is the only event that will bring together recruiters from advertising, journalism, media, corporate communications and public relations. This one-of-a-kind career fair serves as the premiere platform for open and wide ranging opportunities in the communications industry. All students regardless of major and industry professionals are encouraged to attend free of charge, though attendees must register for the event. Telemundo Houston had a booth on site, and we were able to talk to students throughout the entire event. Our promotions team gave out goodie bags.

Attendance: 150.

Date: October 15, 2014
CSTEM Screening of Underwater Dreams

Tony Canales General Manager, JC Perez Marketing Director, and Promotions attended.

CSTEM and Telemundo Houston hosted a screening of the film "Underwater Dreams. Tony Canales spoke to the students before the film, as well as Dr. Reagan Flowers, President and CEO of C-Stem.

Attendance: 150.

Date: January 15, 2015

Leyendo Con Telemundo-Red Elementary

Martin Berlanga, News Anchor and Promotions attended.

Our news anchor, Martin Berlanga, read to a class room at Red Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 25.

Date: January 21, 2015

Leyendo Con Telemundo-Wharton Academy

Antonio Hernandez, Weekend News Anchor and Promotions attended.

Our weekend news anchor, Antonio Hernandez, read to a class room at Wharton Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 30

Date: January 22, 2015

Leyendo Con Telemundo-Memorial Elementary

Ubaldo Martinez, Sports Anchor and Promotions attended.

Our sports anchor, Ubaldo Martinez, read to a class room at Memorial Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 25.

Date: January 23, 2015

Leyendo Con Telemundo-Braeburn Elementary

Paulina Sodi, News Anchor and Promotions attended.

Our news anchor, Paulina Sodi read to a class room at Braeburn Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 25.

Date: January 28, 2015

Pasadena ISD Transition Fair

Promotions attended.

Telemundo Houston attended Pasadena ISD's annual transitions fair; this provides resources and educates parents and students on how to transition from high school into college or the workplace.

Attendance: 2,500.

Date: February 14, 2015
Houston Hispanic Forum Career Day and Education

Antonio Hernandez, Weekend News Anchor, Frank Morales (Finance Director), and Promotions attended.

The Houston Hispanic Forum Career and Education day encourage parents and students from grades 6-12 to attend this event. Students and their parents have an amazing opportunity to meet with college representatives and learn about careers, financial aid, and the college admission process. The event attracts thousands of students, parents, and educators, and is supported in partnership with many school districts in the greater Houston region.

The event has over 50 panel sessions which are conducted by professionals from a variety of fields that provide detailed descriptions of their careers. These include communication, media, engineering, technology, liberal arts, cosmetology, and psychology. Telemundo was a sponsor for this event. Telemundo Houston also offers a booth where attendees can learn about the station and its operations. Attendees are also referred to the NBC/Telemundo website for current local and national open positions.

Attendance: 10,000.

Date: February 18, 2015
Leyendo Con Telemundo-Wharton Academy

Antonio Hernandez, Weekend News Anchor and Promotions attended.

Our weekend news anchor, Antonio Hernandez read to a class room at Wharton Academy as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 25.

Date: February 19, 2015
Leyendo Con Telemundo-Red Elementary

Martin Berlanga, News Anchor and Promotions attended.

Our news anchor, Martin Berlanga read to a class room at Red Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 25.

Date: February 19, 2015
Leyendo Con Telemundo-Memorial Elementary

Ubaldo Martinez, Sports Anchor and Promotions attended.

Our sports anchor, Ubaldo Martinez read to a class room at Memorial Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 30.

Date: February 19, 2015
Leyendo Con Telemundo-Braeburn Elementary

Paulina Sodi, News Anchor and Promotions attended.

Our news anchor, Paulina Sodi read to a class room at Braeburn Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 25.

Date: February 24, 2015
Houston Livestock Rodeo Round Up

News and Promotions attended.

This event is dedicated to benefiting youth, supporting education, and providing better agricultural techniques through presentation and exhibitions. Telemundo Houston set up a booth and attendees were able to win prizes, as well information about the station and its operations.

Attendance: 20,000.

Date: March 27, 2015
Leyendo Con Telemundo-Helms Elementary

Augusto Bernal, video journalist, and Promotions attended.

Our video journalist, Augusto Bernal read to a class room at Helms Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 25.

Date: March 27, 2015
Leyendo Con Telemundo-Red Elementary

Martin Berlanga, News Anchor and Promotions attended.

Our news anchor, Martin Berlanga read to a class room at Red Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 25.

Date: March 27, 2015

Leyendo Con Telemundo-Memorial Elementary

Ubaldo Martinez, Sports Anchor and Promotions attended.

Our sports anchor, Ubaldo Martinez read to a class room at Memorial Elementary as a part of our literacy campaign with HISD. Our promotions team gave goodie bags to all students.

Attendance: 30.

Date: March 27, 2015

Leyendo Con Telemundo-Braeburn Elementary

Paulina Sodi, News Anchor and Promotions attended.

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Attendance: 25.

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.

Station: KTMD

Job Title: Technical Director 18357BR

Date Job Filled: December 29, 2014

Recruitment Source
That Referred

Ultimate Hire: NBCU Internal Careers Site

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.arroyave@nbcuni.com	No
Americas Job Bank	http://www.ajb.dni.us/	James Arroyave	James.arroyave@nbcuni.com	No
Internal Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Candidate		Olga Aldape	Olga.aldape@nbcuni.com	No
University of Houston career center			713-743-2255	No
Houston Association of Hispanic Media Professionals			713-568-5604	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Vanessa Escalante	Vanessa.escalante@nbcunicom	No

