

ANNUAL PUBLIC FILE EEO REPORT 2023

December 1, 2022 – November 30, 2023

Call Sign of Station(s): **WBTS-CD & WNEU**

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

Account Executive – 2 positions, 7 interviews
Anchor/Reporter – 1 position, 1 interview
Assignment Desk Editor – 2 positions, 10 interviews
Assistant Directors – 2 positions, 12 interviews
Broadcast Systems Engineer – 2 position, 4 interviews
Content Producers – 8 positions, 20 interviews
Director – 2 positions, 11 interviews
Executive Producer – 1 position, 3 interviews
Facilities Specialist – 1 position, 2 interviews
Finance Manager – 1 position, 1 interview
Fleet & Equipment Supervisor – 1 position, 5 interview
Investigative Consumer Producer – 1 position, 1 interview
IT Specialist – 1 position, 20 interviews
Local Sales Director – 1 position, 2 interviews
Manager, Community & Integrated Media – 1 position, 1 interview
Media Coordinator – 1 position, 8 interviews
Meteorologist – 2 positions, 6 interviews
Multi-Media Journalist – 1 position, 2 interviews
National Sales Director – 1 position, 4 interviews
Part time Photographer/Editor - 1 position, 1 interview
Photographer – 4 positions, 14 interviews
Photographer/Editor - 2 positions, 3 interviews
Political Reporter - 1 position, 3 interviews
Producer – 6 positions, 28 interviews
Production Sales Coordinator – 1 position, 9 interviews
PT Content Producer - 1 position, 3 interviews
Reporter / MMJ - 1 position, 6 interviews
Reporter - 3 positions, 5 interviews
Senior Financial Analyst – 1 position, 6 interviews
Special Projects Photographer - 1 position, 1 interview
Web Producer - 1 position, 8 interviews

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

Please see Appendix A - NBC Boston WBTS-CD/WNEU RECRUITMENT SOURCE LIST

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?

207 interviews conducted since December 1, 2022

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 the Year
Campus Job Board / Event	0
Contacted Directly by NBCUniversal HR Representative	0
Current / Former NBCUniversal Intern	1
Current NBCUniversal Contractor / Freelancer	3
Current NBCUniversal Employee	40
Former Employee	1
LinkedIn	38
Monster	1
NBCUniversal Careers Site	116
Referral	6
Direct Employers	1

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.

The following conventions host career fairs. A representative from NBC Universal's talent acquisition team participates on behalf of the NBC Owned Stations. Additionally, leaders from our local station may participate for the purpose of recruiting talent.

National Association of Hispanic Journalists

July 12-15, 2023

Miami, Florida

NBCU Talent Acquisition Recruiters, NBCU Campus & Early Career Recruiters, NBCU Hiring Managers

Asian American Journalists Associate

July 19-22, 2023

Washington, DC

NBCU Talent Acquisition Recruiters, NBCU Campus & Early Career Recruiters, NBCU Hiring Managers

National Association of Black Journalists

August 2-6, 2023

Birmingham, Alabama

NBCU Talent Acquisition Recruiters, NBCU Campus & Early Career Recruiters, NBCU Hiring Managers

Online News Association

August 23-26, 2023

Philadelphia, Pennsylvania

NBCU Talent Acquisition Recruiters, NBCU Hiring Managers

Association of LBGTQ Journalists

September 7-10, 2023

Philadelphia, Pennsylvania

NBCU Talent Acquisition Recruiters, NBCU Hiring Managers

Military Veterans in Journalism

October 5-7, 2023

New York, New York

NBCU Talent Acquisition Recruiters

WBTS-CD & WNEU Internship Program. NBCUniversal has developed a robust Campus 2 Careers paid internship program. The Director of Human Resources, Lindsey DeLuca, manages the program locally. The paid internship affords students the opportunity to participate in more than one intern experience. The Station has worked to build an active and healthy internship program to provide students a learning experience while contributing to the work performed at our station. The enhanced program has resulted in students who are well-prepared to become employees at our station upon graduation. During the current Annual Report year 10 interns have participated in the station's summer internship program (May 23, 2023 – August 25, 2023). There was one intern who was qualified to interview for an open position and was ultimately hired to fill a full time position this year.

NBCU Owned Television Stations' Associate Programs. The Sales, Marketing and News Associate programs are an opportunity for early career professionals to hone their skills specific to the Broadcast industry. Participants in the program work in a fast-paced local television organization within an NBC Owned Station. Associates undergo an intense week-long orientation filled with workshops, lunches with guest speakers and training. The program lasts an average of twelve to 24 months where it concludes with successful associates accepting full-time Account Executive, Marketing or Producer (news) positions within the Owned Stations group. WBTS-CD & WNEU Boston hosted a Sales Associate for the 2022-2023 calendar year who was a successful candidate for an open Account Executive position in October 2023.

Equal Employment Opportunity Training. All Station employees are required to attend a course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation. Starting in 2006 and offered annually, all hiring managers received coaching on new regulations set by the Office of Federal Contract Compliance Programs (OFCCP) regarding the definition of an internet applicant and the necessary recordkeeping for such applicants.

Internal Skills Enhancement Programs. 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 NBCU sponsored programs. During this last reporting period, Station employees participated in the following development courses: START Leading, INNOVATE & STREAM; these leadership development courses are facilitated by NBCU's training team – The Talent Lab. In 2023, The Talent Lab offered inaugural two CORE labs designed for individual contributors focusing on people skills and business expertise. The people-focused session aims to help talent own their growth & development and identify ways to make meaningful impact in their careers. Additionally, the business-focused content aims to grow business acumen and deepen understanding of the changing media and technology landscape.

Recruitment. 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 VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Account Executive – 2 positions (51570272 & 51543056)			
Date Job Filled	51570272 – 8/30/2023			
	51543056 – 8/5/2023			
Recruitment Source that referred ultimate hire	51570272 – Internal Candidate/Current NBCU Employee			
	51543056 – NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
Job Title	Anchor/Reporter – 1 position (51564422)			
Date Job Filled	8/5/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Assignment Desk Editor – 2 positions (51482886 & 51543121)			
Date Job Filled	51482886 – 6/7/2023 51543121 – 10/28/2022			
Recruitment Source that referred ultimate hire	51482886 – Internal Candidate/Current NBCU Employee 51543121 – Internal Candidate/Current NBCU Freelance Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Assistant Director – 2 positions (51567297 & 51483050)			
Date Job Filled	51567297 – 8/10/2023			
	51483050 – 5/26/2023			
Recruitment Source that referred ultimate hire	51567297 – NBCunicareers/External Candidate			
	51483050 – NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Broadcast Systems Engineer – 2 positions (51501837 & 51482928)			
Date Job Filled	51501837 - 9/26/2023 51482928 – 11/9/2023			
Recruitment Source that referred ultimate hire	51501837 – Internal Employee/ Current NBCU Freelance Employee 51482928 – NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Content Producer – 8 positions (51483025, 51483110, 51488361, 51533664, 51552835, 51552836, 51483039_1, 51533664_1)			
Date Job Filled	51483025 – 4/30/2023 51483110 – 5/12/2023 51488361 – 2/23/2023 51533664 – 12/7/2022 51552835 – 1/12/2023 51552836 – 12/14/2022 51483039_1 – 9/18/2023 51533664_1 – 8/10/2023			
Recruitment Source that referred ultimate hire	51483025 – NBCunicareers/External Hire 51483110 – NBCunicareers/External Hire 51488361 – NBCunicareers/External Hire 51533664 – Internal Candidate/Current NBCU Freelance Employee 51552835 – Internal Candidate/Current NBCU Employee 51552836 – NBCunicareers/External Hire 51483039_1 – Internal Candidate/Current NBCU Intern 51533664_1 – NBCunicareers/External Hire			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Resume-Library	Resume-Library.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

Monster	Monster.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Director – 2 positions (86098789 & 51564303)			
Date Job Filled	86098789 – 6/2/2023			
	51564303 – 2/7/2023			
Recruitment Source that referred ultimate hire	86098789 – Internal Candidate/Current NBCU Employee			
	51564303 – Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Executive Producer – 1 position (51483041)			
Date Job Filled	11/27/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Fleet & Equipment Supervisor – 1 position (51483095)			
Date Job Filled	7/12/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Facilities Specialist – 1 position (86098809)			
Date Job Filled	12/7/2022			
Recruitment Source that referred ultimate hire	LinkedIn/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Finance Manager – 1 position (51564238_1)			
Date Job Filled	5/11/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Former NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Investigative Consumer Producer – 1 position (51501080)			
Date Job Filled	1/5/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	IT Specialist – 1 position (51501737)			
Date Job Filled	11/2/2023			
Recruitment Source that referred ultimate hire	NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Local Sales Director – 1 position (86098845)			
Date Job Filled	4/3/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Manager, Community & Integrated Media – 1 position (51501079_1)			
Date Job Filled	5/3/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Current NBCU Freelance Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Media Coordinator – 1 position (51483043)			
Date Job Filled	1/9/2023			
Recruitment Source that referred ultimate hire	LinkedIn/External Applicant			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
ZipRecruiter	ZipRecruiter.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
	WNEU – Telemundo Boston			
Job Title	Meteorologist – 2 positions (51482978_1 & 51418830)			
Date Job Filled	51482978_1 – 9/18/2023			
	51418830 – 1/9/2023			
Recruitment Source that referred ultimate hire	51482978_1 – NBCunicareers/External Candidate			
	51418830 – Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
ZipRecruiter	ZipRecruiter.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WNEU – Telemundo Boston			
Job Title	Multi-Media Journalist – 1 position (51495784)			
Date Job Filled	4/28/2023			
Recruitment Source that referred ultimate hire	NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	National Sales Director – 1 position (51543078)			
Date Job Filled	03/29/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
ZipRecruiter	Ziprecruiter.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Part Time Photographer/Editor – 1 position (51569299)			
Date Job Filled	07/24/2023			
Recruitment Source that referred ultimate hire	NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Photographer – 4 positions (51482992, 51482999, 51483000, 51483097)			
Date Job Filled	51482992 – 5/16/2023 51482999 – 4/28/2023 51483000 – 5/19/2023 51483097 – 8/10/2023			
Recruitment Source that referred ultimate hire	51482992 – NBCunicareers/External Candidate 51482999 – NBCunicareers/External Candidate 51483000 – Internal Candidate/Former NBCU Employee 51483097 – NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
ZipRecruiter	Ziprecruiter.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Jooble	Jooble.org	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Google – google search	Google.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Direct Employers	Dejobs.org	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Photographer/Editor – 2 positions (51569217, 51478225)			
Date Job Filled	51569217 – 08/02/2023 51478225 – 09/26/2023			
Recruitment Source that referred ultimate hire	51569217 – NBCunicareers/External Candidate 51478225 – NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
ZipRecruiter	Ziprecruiter.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
Job Title	Political Reporter – 1 position (51566224)			
Date Job Filled	05/31/2023			
Recruitment Source that referred ultimate hire	NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Google	Google.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Monster	Monster.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Producer – 6 positions (51565539, 51511510, 51511504, 51483033, 51483033_1, 51511512_2)			
Date Job Filled	51565539 – 2/27/2023 51511510 – 04/05/2023 51511504 – 07/10/2023 51483033 – 02/28/2023 51483033_1 – 09/18/2023 51511512_2 – 03/28/2023			
Recruitment Source that referred ultimate hire	51565539 – Internal Candidate/Current NBCU Employee 51511510 – NBCunicareers/External Candidate 51511504 – NBCunicareers/External Candidate 51483033 – NBCunicareers/External Candidate 51483033_1 – Internal Candidate/Current NBCU Employee 51511512_2 – NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
SmartRecruiters	Smartrecruiters.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Monster	Monster.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Resume-Library	Resume-Library.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Production Sales Coordinator – 1 position (51566603)			
Date Job Filled	05/23/2023			
Recruitment Source that referred ultimate hire	NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
Job Title	PT Content Producer – 1 position (51483056)			
Date Job Filled	02/13/2023			
Recruitment Source that referred ultimate hire	NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WNEU – Telemundo Boston			
Job Title	Reporter / MMJ – Telemundo Boston – 1 position (51418832)			
Date Job Filled	03/28/2023			
Recruitment Source that referred ultimate hire	NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Resume-Library	Resume-Library.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Direct Employers	DirectEmployer.org	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
Job Title	Reporter – 3 positions (51483059, 51483068, 51483066_1)			
Date Job Filled	51483059 – 05/09/2023 51483068 – 03/06/2023 51483066_1 – 05/26/2023			
Recruitment Source that referred ultimate hire	51483059 – NBCunicareers/External Candidate 51483068 – Internal Candidate/Current NBCU Employee 51483066_1 – NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Google	Google.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Monster	Monster.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
ZipRecruiter	Ziprecruiter.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Senior Financial Analyst – 1 position (86100319)			
Date Job Filled	01/03/2023			
Recruitment Source that referred ultimate hire	NBCunicareers/External Candidate			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston			
Job Title	Special Projects Photographer – 1 position (51483002)			
Date Job Filled	04/16/2023			
Recruitment Source that referred ultimate hire	Internal Candidate/Current NBCU Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	WBTS-CD – NBC Boston WNEU – Telemundo Boston			
Job Title	Web Producer – 1 position (51483106)			
Date Job Filled	09/25/2023			
Recruitment Source that referred ultimate hire	Employee Referral			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCunicareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	Linkedin.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Google	Google.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No