

ANNUAL PUBLIC FILE EEO REPORT

Covering the period of December 1, 2020 – November 30, 2021

(To be completed by each station or employment unit annually and posted in each station's online public inspection file and on each station's web site)

Call Sign of Station(s): WBTS/WNEU

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

Account Executive - NBCU Boston
Assignment Desk Editor, NBC10
Broadcast Engineer, NBC Boston
Content Producer- NBC Boston/NECN
Content Producer- NECN Boston
Content Producer Telemundo Nueva Inglaterra
Customer Service Rep - Boston
Customer Service Representative- Boston
Customer Service Representative- Boston
Director – Boston
Director - Boston
Director of Strategic Partnerships - NBCU Boston
Executive Producer – Special Projects & Streaming
Investigative Content Producer
Media Operations Coordinator, NBC Boston
Meteorologist - Boston
NBC Producer - Boston
Part-Time Writer - Boston
Photographer - NBC Boston
Producer - Boston
Producer - Boston NBC10
Producer - NBC10 Boston
Reporter - Boston
Reporter/MMJ - Telemundo WNEU
Reporter/MMJ Telemundo Nueva Inglaterra
Sales Marketing Manager - Boston
Sales Marketing Planner - Boston
Sports Anchor/Reporter, Telemundo Boston
Sr. Digital Media Producer
Sr. Financial Analyst
Traffic Coordinator
Vice President, News - Boston
VP, Marketing & Branding - Boston

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

See data forms attached.

- 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?

105

- 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 |
|----------------------------|---|
| NBCunicareers.com | 27 |
| Contacted Directly by NBC | 2 |
| Social Media | 16 |
| Employee Referral | 14 |
| Online Advertisement | 2 |
| Former/Current Employee | 13 |
| Campus | 3 |
| Former Employee | 8 |
| Referral | 20 |

- 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.

- WNEU Telemundo Boston and WBTS NBC Boston Internship Program**

The stations continue to participate in an Internship Program throughout each semester. This dynamic elite program identifies qualified students to experience

building newscasts and participating in learning the news media business in the Boston English and Hispanic Language Markets. We have a total of 5-7 interns each semester working in a variety of functions within the stations. COVID has significantly reduced our internship program.

Emerson's Virtual Internship & Career Fair 2021

Participated in Emerson's virtual event hosted by Blaine Butler. This was an opportunity to advertise our Fall Internships that were available and educate students about NBC and our opportunities. Due to technological issues, instead an email was sent to all students that had shown interest.

- **Equal Employment Opportunity Training**

All Station employees, including management, are required to attend a course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation.

- **Employee Diversity Groups**

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 Out@NBCUniversal, Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

- **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: JUMP, PIVOT, LEAD; all leadership development courses facilitated by NBCU's training team. In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management.

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

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

Station: **NBCU - TLMD WNEU**

Job Title: **Account Executive - NBCU Boston**

Date Job Filled: **8/24/2021**

Recruitment Source
That Referred
Ultimate Hire: **Former Employee**

Number of Interviewees: **2**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|---|---|----------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Vasquez, Manny | | No |
| LinkedIn | Linkedin.com | Vasquez, Manny | | No |
| I am a Current / Former NBCUniversal Intern | | Vasquez, Manny | | No |
| I am a Former Employee | | Vasquez, Manny | | No |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Assignment Desk Editor, NBC10**

Date Job Filled: **4/15/2021**

Recruitment Source
 That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **3**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Ocasio, Wil | | No |
| LinkedIn | Linkedin.com | Ocasio, Wil | | No |
| Indeed | Indeed.com | Ocasio, Wil | | No |
| Career Fair | | Ocasio, Wil | | No |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Broadcast Engineer, NBC Boston**

Date Job Filled: **10/1/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **10**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Wil Ocasio | | No |
| LinkedIn | Linkedin.com | Maryana Sirota | | No |
| Indeed | Indeed.com | Maryana Sirota | | No |
| Career Fair | | Maryana Sirota | | No |
| Online advertising | | | | |
| Contacted by recruiting | | | | |
| Current employee | | | | |
| Former employee | | | | |

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

Station: **NBCU - NECN**

Job Title: **Content Producer- NBC Boston/NECN**

Date Job Filled: **6/4/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Maryana Sirota | | No |
| LinkedIn | Linkedin.com | Maryana Sirota | | No |
| Indeed | Indeed.com | Maryana Sirota | | No |
| Facebook | Facebook.com | Maryana Sirota | | No |
| Twitter | Twitter.com | | | |
| Referral | | | | |

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

Station: **NBCU - NECN**

Job Title: **Content Producer- NECN Boston**

Date Job Filled: **5/13/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Sirota, Maryana | | No |
| LinkedIn | Linkedin.com | Maryana Sirota | | No |
| Indeed | Indeed.com | Maryana Sirota | | No |
| Facebook | Facebook.com | Maryana Sirota | | No |
| Twitter | Twitter.com | | | No |

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

Station: **NBCU - TLMD WNEU**

Job Title: **Content Producer Telemundo Nueva Inglaterra**

Date Job Filled: **12/2/2020**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Current employee | Current employee | Current employee | Current employee | Current employee |
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Maryana Sirota | | No |
| LinkedIn | Linkedin.com | Maryana Sirota | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Customer Service Rep - Boston**

Date Job Filled: **7/15/2021**

Recruitment Source

That Referred

Ultimate Hire: **Employee Referral**

Number of Interviewees: **3**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| LinkedIn | Linkedin.com | Maryana Sirota | | No |
| Employee Referral | | Maryana Sirota | | No |
| Referral | | Maryana Sirota | | No |
| | | | | |
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Maryana Sirota | | No |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Customer Service Representative- Boston**

Date Job Filled: **5/28/2021**

Recruitment Source
 That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **4**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|--------------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Sirota, Maryana | | No |
| LinkedIn | Linkedin.com | Maryana Sirota | | No |
| Indeed | Indeed.com | Maryana Sirota | | No |
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Customer Service Representative- Boston**

Date Job Filled: **5/21/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Sirota, Maryana | | No |
| LinkedIn | LinkedIn.com | Maryana Sirota | | No |
| Indeed | Indeed.com | Maryana Sirota | | No |
| Career Fair | | Maryana Sirota | | No |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Director - Boston**

Date Job Filled: **7/6/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Jerez, Carmen | | No |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Director – Boston**

Date Job Filled: **6/12/2021**

Recruitment Source

That Referred

Ultimate Hire: **Employee Referral**

Number of Interviewees: **6**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|-------------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Jerez, Carmen | | No |
| LinkedIn | LinkedIn.com | Maryana Sirota | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Director of Strategic Partnerships - NBCU Boston**

Date Job Filled: **8/28/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|-----------|------------------------------------|
| Current Employee | | Vasquez, Manny | | No |
| | | | | |
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Vasquez, Manny | | No |
| LinkedIn | LinkedIn.com | Vasquez, Manny | | No |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Executive Producer – Special Projects & Streaming**

Date Job Filled: **12/4/2020**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|-----------|------------------------------------|
| Current Employee | | | | No |
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Porter, Emily | | No |
| LinkedIn | Linkedin.com | Porter, Emily | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Investigative Content Producer**

Date Job Filled: **9/10/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **2**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|-----------------|-----------|------------------------------------|
| Former employee | | Sirota, Maryana | | No |
| LinkedIn | Linkedin.com | Maryana Sirota | | No |
| NBCUnicareers | www.nbcunicareers.com | | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Media Operations Coordinator, NBC Boston**

Date Job Filled: **11/3/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Contractor / Freelancer**

Number of Interviewees: **5**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Sirota, Maryana | | No |
| Current employee | | | | No |
| Referral | | | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Meteorologist - Boston**

Date Job Filled: **6/29/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|-----------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Williams, Scott | | No |
| LinkedIn | Linkedin.com | Maryana Sirota | | No |
| Current employee | | Maryana Sirota | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **NBC Producer - Boston**

Date Job Filled: **1/22/2021**

Recruitment Source
 That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **10**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Mulryan, Sean | | No |
| LinkedIn | LinkedIn.com | Mulryan, Sean | | No |
| Referral | | Mulryan, Sean | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCUL - NECN**

Job Title: **Part-Time Writer - Boston**

Date Job Filled: **6/28/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|-----------------|-----------|------------------------------------|
| Current employee | | Sirota, Maryana | | No |
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Sirota, Maryana | | No |
| LinkedIn | Linkedin.com | Sirota, Maryana | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Photographer - NBC Boston**

Date Job Filled: **9/29/2021**

Recruitment Source
 That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **4**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Ocasio, Wil | | No |
| LinkedIn | LinkedIn.com | Maryana Sirota | | No |
| Indeed | Indeed.com | Maryana Sirota | | No |
| Former employee | | | | |

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

Station: **NBCU - NECN**

Job Title: **Producer - Boston**

Date Job Filled: **12/1/2020**

Recruitment Source

That Referred

Ultimate Hire: **Contacted by NBCUniversal HR**

Number of Interviewees: **5**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Williams, Scott | | No |
| LinkedIn | LinkedIn.com | Maryana Sirota | | No |
| Current Employee | | Maryana Sirota | | No |
| Campus Job Board | | | | |

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

Station: **NBCU - NECN**

Job Title: **Producer - Boston NBC10**

Date Job Filled: **4/2/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Ocasio, Wil | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Producer - NBC10 Boston**

Date Job Filled: **10/4/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Sirota, Maryana | | No |
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Reporter - Boston**

Date Job Filled: **3/17/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **2**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|--|-----------------|-----------|------------------------------------|
| Current employee | | Williams, Scott | | No |
| LinkedIn | Linkedin.com | Williams, Scott | | No |
| NBCUnicareers.com | www.nbcunicareers.com | | | No |
| | | | | |
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - TLM WNEU**

Job Title: **Reporter/MMJ - Telemundo WNEU**

Date Job Filled: **5/7/2021**

Recruitment Source
That Referred

Ultimate Hire: **Current NBCUniversal Contractor / Freelancer**

Number of Interviewees: **2**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|-----------------|-----------|------------------------------------|
| Nbcunicareers | http://www.nbcunicareers.com/ | Arroyave, James | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - TLM WNEU**

Job Title: **Reporter/MMJ Telemundo Nueva Inglaterra**

Date Job Filled: **12/19/2020**

Recruitment Source

That Referred

Ultimate Hire: **Current Employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| NBCUnicareers | http://www.nbcunicareers.com/ | Mendez, Karen | | No |
| Current Employee | | | | |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Sales Marketing Manager - Boston**

Date Job Filled: **3/30/2021**

Recruitment Source
 That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **1**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|-----------------|-----------|------------------------------------|
| Current Employee | http://www.nbcunicareers.com/ | Williams, Scott | | No |
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**JOB VACANCY
 RECRUITMENT SOURCE DATA FORM
 (To Be Attached to Annual Public File EEO Report)**

Station: **NBCU - NECN**

Job Title: **Sales Marketing Planner - Boston**

Date Job Filled: **5/30/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **5**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Sirota, Maryana | | No |
| Former employee | | Maryana Sirota | | No |
| Referral | | Maryana Sirota | | No |
| | | | | |
| | | | | |

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

Station: **NBCU - TLM WNEU**

Job Title: **Sports Anchor/Reporter, Telemundo Boston**

Date Job Filled: **5/18/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **6**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|----------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Ocasio, Wil | | No |
| LinkedIn | Linkedin.com | Ocasio, Wil | | No |
| Indeed | Indeed.com | Ocasio, Wil | | No |
| Former employee | | Ocasio, Wil | | No |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Sr. Digital Media Producer**

Date Job Filled: **11/19/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **7**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Marsal, Kevin | | No |
| Referral | | Marsal, Kevin | | No |
| Linked In | Linkedin.com | Marsal, Kevin | | No |
| Current employee | | Marsal, Kevin | | No |

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

Station: **NBCU - NECN**

Job Title: **Sr. Financial Analyst**

Date Job Filled: **6/23/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **4**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Ponte, Liz | | No |
| LinkedIn | Linkedin.com | Ponte, Liz | | No |
| Current employee | | Ponte, Liz | | No |
| | | | | |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Traffic Coordinator**

Date Job Filled: **10/13/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **4**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|---|------------------|-----------|------------------------------------|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Rostami, Desiree | | No |
| LinkedIn | LinkedIn.com | Rostami, Desiree | | No |
| | | | | |
| | | | | |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **Vice President, News - Boston**

Date Job Filled: **11/2/2021**

Recruitment Source

That Referred

Ultimate Hire: **External/Industry Referral**

Number of Interviewees: **4**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|----------------------------|-------------------------------|-----------------|-----------|------------------------------------|
| Former employee | | Williams, Scott | | No |
| LinkedIn | Linkedin.com | Williams, Scott | | No |
| Contacted directly | | Williams, Scott | | No |
| Current Employee | | Williams, Scott | | No |
| | | | | |

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

Station: **NBCU - NECN**

Job Title: **VP, Marketing & Branding - Boston**

Date Job Filled: **8/5/2021**

Recruitment Source

That Referred

Ultimate Hire: **Current NBCUniversal Employee**

Number of Interviewees: **4**

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|---|-----------------------|------------------|---|
| Nbcunicareers.com | http://www.nbcunicareers.com/ | Williams, Scott | | No |
| LinkedIn | LinkedIn.com | Williams, Scott | | No |
| Former employee | | Williams, Scott | | No |
| Online ad | | Williams, Scott | | No |
| Search Firm Agency | | | | No |