

ANNUAL PUBLIC FILE EEO REPORT

KTMD TV-47

Call Sign of Station(s): 4/1/17- 3/31/18

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

- 31616BR Reporter
- 31630BR Photographer
- 32066BR Account Executive
- 33381BR Broadcast Engineer/IT
- 33832BR Video Journalist
- 34043BR Anchor
- 34808BR Account Executive
- 36492BR Video Journalist
- 37634BR Assignment Editor
- 37747BR Broadcast Systems Engineer
- 37931BR Editor
- 37989BR Producer
- 39139BR Photographer/Editor

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?

941 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/Employee Referral | 481 |
| Online Advertising/Career Builder/Linked In/ Glass Door/Monster etc. | 370 |
| Internal (NBCUniversal employee)/ Former Employee/Freelancer | 63 |

| | |
|--|----|
| Career Fairs/ Diversity Events/ Mixers/ Associations | 27 |
| Houston Association of Hispanic Media Professionals | 0 |
| TVJobs.com | 0 |
| YOH Managed Staffing | 0 |

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: Second Quarter (April, May, June)
Leyendo Con Telemundo- HISD School District**

Martin Berlanga, Paulina Sodi, Crystal Ayala, Augusto Bernal, Ubaldo Martinez, and Promotions team attended.

Telemundo Houston and HISD have partnered in this literacy initiative by having our news talent/anchors visit a school once a month and read to a class of elementary students who are eager to learn.

Attendance: 150.

**Date: Second Quarter (April, May, June)
Houston ISD, Alief ISD, Pasadena ISD, Galena Park ISD, Humble ISD, and Cy-Fair ISD**

Ubaldo Martinez and Hector Zapata (Sports Anchors) and Promotions team attended.

Sports Anchor Ubaldo Martinez / Hector Zapata live in the community during the 4p, 4:30p, 5p & 10p news each Friday night visiting a different High School Varsity Soccer game. Ubaldo or Hector spotlight stories that would place emphasis on making good grades, staying in school and giving back to others

Attendance: Approximately 5,000 during the season.

**Date: April 28, 2017
Oak Forest Elementary Career Day**

Laura Diaz, Video Journalist, Frank Morales, Finance Director, and Stephanie Bobadilla, Office Manager attended.

Telemundo Houston, video journalist Laura Diaz, attend the career day fair, where she presented an interactive presentation on what a typical day looks like for a VJ, and the importance of being in

school. Frank Morales, finance director, also spoke about his role in media, and also prepared a presentation to students about finance, and how important math is for his role. Afterwards, there was a Q& A session.

Attendance: 30 students in the classroom,

Date: May 10, 2017
HISD Scholarship Banquet

Marketing team attended.

Telemundo Houston marketing team attended a scholarship banquet for incoming students of the University of Houston School of communication initiative. This event was supported in news segments and via social media. The marketing team was invited to attend and was recognized as community partner.

Attendance: 500

Date: May 12, 2017
Hacer Scholarship Banquet

Crystal Ayala, News Anchor and Promotions team attended.

News anchor, Crystal Ayala, and Telemundo Houston supported Houston ISD's scholarship awards ceremony for graduating high school seniors. Our news anchor Crystal Ayala served as emcee. Initiative was supported in news segments and via social media.

Attendance: 500.

Date: May 20, 2017
C-Stem Challenge

Promotions team attended.

Telemundo Houston continues to support and promote education initiatives that teach science, technology, engineering and mathematics. The C-STEM Challenge is an annual event that attracts students from across the country to compete in areas of core competency. The initiative is supported with PSAs, news coverage, on-line and via social media. Telemundo Houston General manager, Tony Canales serves as a board member

Attendance: 25,000.

Date: June 9, 2017
Comcast Leaders and Achievers Luncheon

Antonio Hernandez, News Anchor, Tony Canales, GM, JC Perez, marketing director, and Promotions team attended.

Telemundo Houston supported our parent company's initiative that awarded scholarships to 47 graduating high school seniors. News anchor Antonio Hernandez served as emcee. Initiative was supported in news segments and via social media.

Attendance: 150.

Date: Third Quarter (July, August, September)
Leyendo Con Telemundo- HISD School District

Martin Berlanga, Augusto Bernal, Ubaldo Martinez, Antonio Hernandez, and Promotions team attended.

Telemundo Houston and HISD have partnered in this literacy initiative by having our news talent/anchors visit a school once a month and read to a class of elementary students who are eager to learn.

Attendance: 175 students each month.

Date: Third Quarter (July, August, September)
Houston ISD, Spring Branch ISD, Alief ISD, Pasadena ISD, Galena Park ISD, and Cy-Fair ISD

Ubaldo Martinez and Hector Zapata (Sports Anchors) and Promotions team attended.

Sports Anchors Ubaldo Martinez and Hector Zapata live in the community during the 4p, 4:30p, 5p & 10p news each Friday night visiting a different High School Varsity football game (summer / fall) and High School varsity Soccer (spring) Spotlight story places emphasis on making good grades, staying in school and giving back to others

Attendance: Approximately 10,000 during the season.

Date: August 12, 2017
Mayors Back to School Expo

Promotions team attended.

The Mayors Back to school expo is an annual event that provides free school supplies and health & human services to 25,000 underserved youth in Houston. Telemundo Houston supports the event with live news coverage, social media post, and onsite activation with our promotions team. We talk to students about careers in the media. School aged youth receive free backpacks and school supplies. Telemundo Houston donated 252 "El Poder En Ti" backpacks.

Attendance: 25,000.

Date: Fourth Quarter (October, November, December)
Leyendo Con Telemundo- HISD School District

Martin Berlanga, Augusto Bernal, Ubaldo Martinez, Antonio Hernandez, and Promotions team attended.

Telemundo Houston and HISD have partnered in this literacy initiative by having our news talent/anchors visit a school once a month and read to a class of elementary students who are eager to learn.

Attendance: 175 students each month.

Date: Fourth Quarter (October, November, December)

Houston ISD, Spring Branch ISD, Alief ISD, Pasadena ISD, Galena Park ISD, and Cy-Fair ISD

Ubaldo Martinez and Hector Zapata (Sports Anchors) and Promotions team attended.

Sports Anchors Ubaldo Martinez and Hector Zapata live in the community during the 4p, 4:30p, 5p & 10p news each Friday night visiting a different High School Varsity football game (summer / fall) and High School varsity Soccer (spring) Spotlight story places emphasis on making good grades, staying in school and giving back to others

Attendance: Approximately 10,000 during the season.

Date: October 10, 2017

Houston Texans Hispanic Heritage Leadership Award/ Memorial Elementary Field Trip

Ubaldo Martinez, Sports Anchor, Carlos Robles, meteorologist, Tony Canales, GM, and Promotions team attended.

Telemundo Houston President and General Manager, Tony Canales, was presented with the NFL Hispanic Heritage Leadership Award by the Houston Texans along with a grant for \$10,000 which was donated to the Houston Independent School District (HISD) to benefit the student participants of the “Leyendo con Telemundo” literacy initiative. Telemundo Houston along with the Houston Texans presented the donation to HISD during a “Career and Education Day” with students from Memorial Elementary. The dual-language second graders were greeted by Houston Texans player Xavier Su'a-Filo, Texans Cheerleaders and “Toro” the Texans mascot. Sports Anchor Ubaldo Martinez and Meteorologist Carlos Robles led the students on a tour of the studio.

Attendance: 20 students, 4 teachers, and 4 teacher aides.

Date: October 11, 2017

Collins Elementary Career Day

Rubidia Guzman, Investigative Reporter and Promotions Team attended.

Telemundo Houston Responde Reporter Rubi Guzman attended career day at Collins Elementary in Alief ISD. She talked to the students about careers in media and the importance of staying in school.

Attendance: 175.

Date: October 20, 2017
Burnet Elementary College and Career Day

Madison Torres, Meteorologist, and Promotions team attended.

Telemundo Houston Meteorologist Madison Torres attended career day at Burnet Elementary in Houston ISD. She talked to the students about careers in media and the importance of staying in school. The children were then given an opportunity to a Q&A session.

Attendance: 250.

Date: October 27, 2017
The Woodlands Prep School Field Trip

Martin Berlanga, and Promotions team attended.

Students from The Woodlands Prep School were treated to a behind the scenes tour of the Telemundo Houston news room with news anchor Martin Berlanga. He talked to the students about careers in media and the importance of staying in school.

Attendance: 30.

Date: December 11, 2017
Hispanic Heritage Foundation Youth Awards

Antonio Hernandez, News Anchor, and Promotions team attended.

Telemundo Houston worked with COMCAST / NBC Universal to be a part of and support the Hispanic Heritage Foundation Youth Awards. Eighteen local high school seniors were honored for their leadership in the classroom and community during a ceremony at Rice University. Telemundo Houston anchor Antonio Hernandez served as emcee. Also, employment information was available to anyone that asked.

Attendance: 250.

Date: First Quarter (January, February, March 2018)
Leyendo Con Telemundo- HISD School District

Martin Berlanga, Augusto Bernal, Ubaldo Martinez, Antonio Hernandez, and Promotions team attended.

Telemundo Houston and HISD have partnered in this literacy initiative by having our news talent/anchors visit a school once a month and read to a class of elementary students who are eager to learn.

Attendance: 175 students each month.

Date: First Quarter (January, February, March 2018)

Houston ISD, Spring Branch ISD, Alief ISD, Pasadena ISD, Galena Park ISD, and Cy-Fair ISD

Ubaldo Martinez and Hector Zapata (Sports Anchors) and Promotions team attended.

Sports Anchors Ubaldo Martinez and Hector Zapata live in the community during the 4p, 4:30p, 5p & 10p news each Friday night visiting a different High School Varsity football game (summer / fall) and High School varsity Soccer (spring) Spotlight story places emphasis on making good grades, staying in school and giving back to others

Attendance: Approximately 10,000 during the season.

Date: February 10, 2018

Houston Hispanic Forum Career and Education Day

Ubaldo Martinez (Sports Anchor), Ruby Guzman (Investigative Reporter), Madison Torres/Carlos Robles (meteorologist), Tony Canales, GM and Promotions team attended.

Telemundo Houston anchors and reporters served on informative panels and acted as key note speakers at the annual fair for students and parents that provides information about college preparation. Tony Canales, GM is on the board of directors for this organization.

Attendance: 10,000 students.

Date: February 17, 2018

Chavez High School College and Career Night

Ubaldo Martinez (Sports Anchor) and Promotions team attended.

Telemundo Houston sports anchor, Ubaldo Martinez, and the promotions team attended career day at Chavez High School in Houston ISD. He talked to the students about careers in media and the importance of staying in school.

Attendance: 480 students

Date: February 23, 2018

De Santiago EC/PK Center Career Day

Carlos Robles, meteorologist, and Promotions team attended.

Telemundo Houston meteorologist Carlos Robles attended career day at de Santiago EC/PK Center in Houston ISD. He talked to the students about careers in media and the importance of staying in school.

Attendance: 800 students

Date: February 23, 2018
Houston Math, Science, and Technology Career Day

Carlos Robles, meteorologist, and Promotions team attended.

Telemundo Houston meteorologist Carlos Robles attended career day at Houston Math, Science & Technology School in Houston ISD. He talked to the students about careers in media and the importance of staying in school.

Attendance: 800 students

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.

Internship Program –Telemundo47 has launched a successful paid internship program. The students are able to earn college credit, and hands on experience. Our internship program also gives us qualified diverse candidates. Stephanie Bobadilla, Office Manager/Executive Assistant supervises this program

