

(Amended) ANNUAL PUBLIC FILE EEO REPORT

June 1, 2021 through May 31, 2022

Call Sign of Station(s): KTMW, KEJT-CD, KULX-CD, and KULU-LD

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

Positions:
Tech Ops Specialist
Multimedia Journalist (3)
Creative Services Manager
Assignment Desk Editor
Meteorologist/Weather Anchor

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?

Total Interviewees: 8

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
LinkedIn	1

Career Fairs/ Diversity Events / Mixers/ Associations	
Current NBCUniversal Contractor	
Current NBCUniversal Employee	2
Former NBCUniversal Employee	
NBCUniversal Careers Site	3
Search Firm Agency	
Referral	2
NBCUniversal Affinity Groups	

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

The Unit lists all full-time job vacancies on www.nbcunicareers.com and a hyperlink to this site is placed on the Unit’s website-- www.telemundofresno.com. Additionally, the Unit routinely posts job vacancies to other career-focused sites such as www.Indeed.com and www.LinkedIn.com. 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.

Job Fairs (Recruitment Initiative Option 1): The Employment Unit participated in job fairs to tap into top talent and inform prospects of various opportunities within the Unit and other NBCOTS stations during the reporting period as follows:

- The National Association of Black Journalists Convention and Career Fair from August 18 – 21, 2021. Participants: Anzio Williams, SVP Diversity Equity and Inclusion; Scott Williams, Manager, Talent Acquisition.
- The National Asian American Journalists Association from July 27-30, 2022. Participants: Anzio Williams, SVP Diversity Equity and Inclusion; Scott Williams, Manager, Talent Acquisition.

EEO Training (Recruitment Initiative Option 14): Unit employees and management are required to attend annual trainings (by each September) on methods to ensure equal employment opportunities and to prevent employee harassment and discrimination. *Respect in the Workplace* is a training course that outlines the company's policies regarding the prevention of harassment and discrimination in the workplace.

Skills Enhancement Training (Recruitment Initiative Options 8): NBCUniversal provides its employees with training that is designed to enable station personnel to acquire skills that could qualify them for higher level positions. The Talent Lab is NBCUniversal's suite of nomination-based learning and developmental experiences that are uniquely designed to develop and engage NBCUniversal employees. It consists of five "tracks" with several underlying programs and experiences designed to develop leadership capabilities, enhance business acumen, and help shape and define culture within NBCUniversal. JUMP is a six-month program designed to orient new leaders within NBCUniversal and target skills necessary to succeed in roles. During the reporting period, Nora Lerma --Human Resources Manager for the Employment Unit-- participated in JUMP starting on September 30, 2021.

NBCUniversal has also recently launched *InDevelopment*. *InDevelopment* aims to help a select group of Directors within each of the NBCUniversal businesses build and manage an individualized development plan, engage with leaders in support of career growth, and identify experience and exposure opportunities to deepen and expand critical skillsets. Paul Schatz, Sr. Director of Technology has been participating in this program since January 2022.

In addition, NBCUniversal also provides online courses covering a variety of topics that 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.

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

Stations: KTMW, KULX-CD, KEJT-CD & KULU-LD

Job Title: News Tech Ops Specialist

Date Job Filled: June 15, 2021

Recruitment Source
That Referred

Ultimate Hire: NBCUni Careers

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	NBCUnicareers.com			No
LinkedIn				No
Referral	N/A			No
Current NBCUniversal Contractor				No
Former NBCUniversal Employee				No

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

Stations: KTMW, KULX-CD, KEJT-CD & KULU-LD

Job Title: **Multimedia Journalist**

Date Job Filled: September 15, 2021

Recruitment Source
That Referred

Ultimate Hire: Former NBCUniversal Employee

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers site				No
LinkedIn				No
Referral				No
Current NBCUniversal Contractor				No
Former NBCUniversal Employee	Former NBCUniversal Employee			No

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

Stations: KTMW, KULX-CD, KEJT-CD & KULU-LD

Job Title: Creative Service Manager

Date Job Filled: December 16, 2021

Recruitment Source
That Referred

Ultimate Hire: NBCUni Careers

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Referral				No
Search Firm Agency				No
LinkedIn	Linkedin.com			No
Career Fair/Diversity Events/ Mixers / Associations				No
NBCUniversal Careers Site	NBCUnicareers.com			No

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

Stations: KTMW, KULX-CD, KEJT-CD & KULU-LD

Job Title: Assignment Desk Editor

Date Job Filled: September 4, 2021

Recruitment Source

That Referred

Ultimate Hire: NBCUni Careers

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Referral				No
Search Firm Agency				No
LinkedIn				No
Career Fair/Diversity Events/ Mixers / Associations				No
NBCUniversal Careers Site	NBCUnicareers.com			No

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

Stations: KTMW, KULX-CD, KEJT-CD & KULU-LD

Job Title: **Meteorologist/Weather Anchor**

Date Job Filled: May 2, 2022

Recruitment Source

That Referred

Ultimate Hire: Former NBC Universal Employee

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Referral				No
Search Firm Agency				No
LinkedIn				No
Career Fair/Diversity Events/ Mixers / Associations				No
NBCUniversal Careers Site	NBCUnicareers.com			No

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

Stations: KTMW, KULX-CD, KEJT-CD & KULU-LD

Job Title: **Multimedia Journalist**

Date Job Filled: November 23, 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?
Referral				No
Search Firm Agency				No
LinkedIn				No
Career Fair/Diversity Events/ Mixers / Associations				No
NBCUniversal Careers Site	NBCUnicareers.com			No

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

Stations: KTMW, KULX-CD, KEJT-CD & KULU-LD

Job Title: **Multimedia Journalist**

Date Job Filled: April 8, 2022

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?
Referral	Referral			No
Search Firm Agency				No
LinkedIn				No
Career Fair/Diversity Events/ Mixers / Associations				No
NBCUniversal Careers Site	NBCUnicareers.com			No