

ANNUAL PUBLIC FILE EEO REPORT

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

Reporting Period: June 1, 2023 – June 1, 2024

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

5 Vacancies

Local Sales Manager 51511082

Creative Services Manager 51499253

Multimedia Journalist 51567669

Technical Director 51573425

News Director 51570206

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

5 Forms Attached

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?

13 Interviews

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
NBCUnicareers.com	9
LinkedIn	4
Careerpage.org	0

5. Please summarize the employment unit's broad outreach initiatives during the past year. Please identify each initiative in which the station participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each

initiative; and a summary of the nature and extent of the station's participation in each initiative.

Internet Recruiting:

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.

National Association of Hispanic Journalists (NAHJ) Convention & Expo – July 12 – 15, 2023, Miami, Florida

Convention and career fair for journalism education, career development, networking, information sessions and industry innovation. James Arroyave, Manager of Talent Acquisition, the NBCU/Telemundo recruiters, and News Directors from the company participate in a recruiting event for journalists and chat with participants interested in a media career.

Notification to Community Groups and Recruiting Organizations

When **KULX-CD, KTMW, KEJT-CD, and KULU-LD** has job openings, the jobs are posted on the company's recruiting web site. Openings are always posted on www.nbcunicareers.com. The station website, www.telemundoutah.com also provides a link directly to www.nbcunicareers.com.

The recruiting website is made available to the audience through a 15-second public service announcement.

The station is also developing a list of recruiting organizations for reaching qualified candidates both within and beyond the Salt Lake City area. The list currently consists of 1 organization:

- **Careerpage.org**

COMMUNITY INVOLVEMENT AND EMPLOYMENT OUTREACH

KULX-CD, KTMW, KEJT-CD, and KULU-LD has participated in the following community events.

May 22, 2023 - Comcast Laptop Giveaway – Toole Boys and Girls Club. Tatiana Arguello, President, and General Manager attended the event in Toole, Utah. Recognizing the critical role Boys and Girls Clubs across the nation play in increasing access to digital skills training for our next generation of innovators, entrepreneurs, storytellers, and creators, Telemundo Utah partnered with the Club and Comcast to ensure Club members have the tools and resources they need to be successful. Telemundo Utah and Comcast donated 280 new laptop computers to the Tooele Boys and Girls Club to support their important work and provide technology access to those who need it most.

All Station employees and management must attend an annual mandatory training (by each September) on methods to ensure equal employment opportunities and prevent 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. All the Station’s employees completed this training.

Skills Enhancement Training:

NBCUniversal provides its employees with training that is designed to enable station personnel to acquire skills that could qualify them for higher level positions. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, station employees participated in several development courses.

June 6, 2023 – Situational Awareness with Allison Sands, Director of Global Security, NBCUniversal. All team members were required to attend in-person or via teams. Safety awareness and information for field crews, in-office teams, and sales. The training covers information on planning ahead, tips and guidance on how to navigate when covering news with a hostile crowd, choosing locations wisely, how to de-escalate potentially violent situations, among other topics. Another topic covered was the color code of awareness whether in the office or in the field.

June 8, 2023 – NBCUniversal Career Day. This program offers interactive, accessible, purposeful, and universal learning experiences to elevate skill set in the areas of career development, business knowledge, digital & technology, and creativity & innovation. Various virtual sessions were made available to all team members covering a range of topics.

- Career Lab Series – Our Branding – Rachel Johnson, Sr. Talent Branding Specialist, Kevin Marsal, Talent Acquisition Recruiter, Talent Acquisition LATAM Team.

- Stand Up and Slay! Presentations that Rock – Stefan Mumaw, Director of Narrative Strategy, and Sr. Creative Director at First Person
- Craft Your Career Journey – Intro to the MyFeedback Tool with Portia Green, VO, Org Strategy, Talent Development & Inclusion DTC HR III
- Business Knowledge – Direct-To-Consumer 101 with Scott Gartner, General Counsel, DTC
- Becoming a Pro in Google Analytics – Part 1 with Springhouse Education & Consulting Services, Stephen Blaylock.

June 20, 2023 - Legal and Standards Training (Virtual) with Giselle Girones Sr. Counsel, NBCU News Group, Osvaldo “Ozzie” Martinez, SVP of Telemundo News Digital and Standards and Karen Mendez, Director, Telemundo Station Group Standards. Training to review legal standards in news. The training administered every 1.5 years is mandatory for all news team members (talent, producers, MMJs, photographers, assignment desk and Web).

September 28, 2023 – NBCUniversal Career Day 2023 – Owning Your Career. This program offers interactive, accessible, purposeful, and universal learning experiences to elevate skill set in the areas of career development, business knowledge, digital & technology, and creativity & innovation. Various virtual sessions were made available to all team members covering a range of topics.

- Business Knowledge: What you should know about the Telemundo Station Group – Osvaldo “Ozzie” Martinez, EVP, Multi-Platform News, Original Programming & Standards, Telemundo Station Group, Javier Ortiz, SVP, Human Resources, Telemundo Station Group
- Cultivating Curiosity Workshop with Stefan Mumaw, Creative Director & Author
- Career Lab Series: Career Conversations – Carlos Castano, Sr. Manager, Learning & Organizational Development Team, Desiree Rostami, TA Recruiter, Kevin Marsal, TA Recruiter, and Angelica Del Valle, TA Manager
- The Opportunities for Job Shadowing – Gabby Wolin, Director, Organizational Development, HR News, Carlos Castano, Sr. Manager, Organizational Development, HR Telemundo, Laura Moyer, Manager, Organizational Development, HR News, Kevin Marsal, Talent Acquisition Recruiter
- Becoming a Pro in Google Analytics (Part 2) – Stephen Blaylock, Springhouse Education & Consulting Services

October 16 – 18, 2023 – New Leader Immersion Program. Training for new hires or newly promoted leadership joining NBCUniversal Local with the purpose to immerse them to the culture and best practices through the discussion and exposure of fundamental topics, key activities, and processes. Led by Osvaldo “Ozzie” Martinez, EVP, Multi-Platform News, Original Programming & Standards, Olga Aldape, Regional VP Human Resources, Javier Ortiz, SVP Human Resources Telemundo Station Group,

Ivelisse Varona, VP Human Resources, Anzio Williams, EVP Talent, Strat Initiatives and Team Impact, Lyn Centonze, VP of Business Continuity and Crisis Management, Arturo Fernandez, VP of Labor & Employment. Attendees: Jose Puertolas, Creative Services Manager, Kimball Bennion, Assignment Desk Manager, Pedro Andrade, News Director.

November 1, 2023 – Active shooter & Situational Awareness with Henry Mendiola, Director of Global Security, NBCUniversal. All team members were required to attend in-person or via teams. Henry Mendiola led the team through a tabletop exercise in the event of an active shooter. The situational awareness portion of the training covered information on planning ahead, tips and guidance on how to navigate when covering news with a hostile crowd, choosing locations wisely, how to de-escalate potentially violent situations, among other topics. Another topic covered was the color code of awareness whether in the office or in the field.

May 1, 2024 – Take Flight with DISC training. DISC is a powerful coaching tool as it can help individuals understand themselves, learn strategies to improve interaction with others and achieve higher workplace satisfaction and results. The DISC profile offers insight into the most productive behaviors as well as those behaviors that may create problems. Led by Giuliana Eminente, VP of Human Resources NBCUniversal. Attendees: Kimball Bennion, Assignment Desk Manager, Amy Alvarez, News Director, Trevor Clements, Local Sales Manager, Paul Schatz, Regional Sr. Director of Technology.

May 7, 2024 – Situational Awareness and Cyber Security Roadshow with Henry Mendiola, Director of Global Security, NBCUniversal and Cyber Security Team. All team members were required to attend in-person or via teams. Henry Mendiola led the team through a situational awareness discussion, which covered information on planning ahead, tips and guidance on how to navigate when covering news with a hostile crowd, choosing locations wisely, how to de-escalate potentially violent situations, among other topics. Another topic covered was the color code of awareness whether in the office or in the field.

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 (People with Disabilities), Unidos@NBCUniversal, Veterans Network, Women's Inclusion Network @NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

- **Meet the Moment: The Power of Collective Purpose. Coping Emotionally During Uncertain and Volatile Times. November 9, 2023** - Meet the Moment is NBCU's all company DEI initiative designed to engage, educate, and empower employees at all levels of the organization to contribute to the anti-racist, anti-biased, inclusive, and equitable company culture. Executive Vice President, Chief Diversity Officer Craig Robinson welcomes to this Meet the Moment session just for NBCU Local Employees. This session of Meet the Moment Focuses on "How to cope emotionally during uncertain and volatile times" "Emotional Fatigue" and "Digital Diet". You will gain insight into how the physiological and psychological impacts of trauma and crisis, such as violence and war, impact all of us. Speakers provide ways to take care of yourself and show up as inclusive and supportive colleagues in the workplace. Team members are invited to watch along with co-workers to discuss what we have learned and share experiences.
- **Meet the Moment Follow up: Allyship in the Moment. May 7, 2024** - Meet the Moment is NBCU's all company DEI initiative designed to engage, educate, and empower employees at all levels of the organization to contribute to the anti-racist, anti-biased, inclusive, and equitable company culture. Executive Vice President, Chief Diversity Officer Craig Robinson welcomes to this Meet the Moment session just for NBCU Local Employees. This session of Meet the Moment is a call to action for each of us to be intentional about contributing to our inclusive workplace culture and provides tools to prepare us to show up for one another as allies in any given moment.

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY
RECRUITMENT SOURCE DATA FORMS**

Station	KULX-CD, KTMW, KEJT-CD, and KULU-LD			
Job Title	Local Sales Manager 51511082			
Date Job Filled	6/5/2023			
Recruitment Source that referred ultimate hire	LinkedIn			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUnicareers.com	www.nbcunicareers.com	Manny Vasquez	Manny.Vasquez@nbcuni.com	No
LinkedIn	www.linkedin.com	N/A	N/A	No

Station	KULX-CD, KTMW, KEJT-CD, and KULU-LD			
Job Title	Creative Services Manager 51499253			
Date Job Filled	9/4/2023			
Recruitment Source that referred ultimate hire	NBCUnicareers			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUnicareers.com	www.nbcunicareers.com	Manny Vasquez	Manny.Vasquez@nbcuni.com	No
LinkedIn	www.Linkedin.com	N/A	N/A	No

Station	KULX-CD, KTMW, KEJT-CD, and KULU-LD			
Job Title	Multimedia Journalist 51567669			
Date Job Filled	10/9/2023			
Recruitment Source that referred ultimate hire	NBCUnicareers			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUnicareers	www.nbcunicareers.com	Haley Leigh	Haley.Leigh@nbcuni.com	No
LinkedIn	www.Linkedin.com	N/A	N/A	No
Careerpage.org	www.careerpage.org		505-881-4444	No

Station	KULX-CD, KTMW, KEJT-CD, and KULU-LD			
Job Title	Technical Director/Editor 51573425			
Date Job Filled	3/11/2024			
Recruitment Source that referred ultimate hire	LinkedIn			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUnicareers	www.nbcunicareers.com	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
LinkedIn	www.Linkedin.com	N/A	N/A	No

Station	KULX-CD, KTMW, KEJT-CD, and KULU-LD			
Job Title	News Director 51570206			
Date Job Filled	4/26/2024			
Recruitment Source that referred ultimate hire	NBCUnicareers			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUnicareers	www.nbcunicareers.com	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
LinkedIn	www.Linkedin.com	N/A	N/A	No
Careerpage.org	www.careerpage.org		505-881-4444	No