

AMENDED – MARCH 2023
ANNUAL PUBLIC FILE EEO REPORT
Covering the period of December 1, 2021 – November 30, 2022

Call Sign of Station(s): WBTS-CD/WNEU/WYCN-LD

1. List all full-time job vacancies filled by any station covered by this report during the past year.
 1. Anchor - NBC Boston
 2. Anchor - NBC Boston
 3. Anchor/Reporter - NBC Boston
 4. Anchor/Reporter - NBC Boston
 5. Assignment Desk Coordinator- NBC Boston
 6. Assignment Desk Editor - Boston
 7. Assignment Desk Editor - NBC Boston
 8. Content Producer - NBC Boston
 9. Content Producer - NBC Boston
 10. Content Producer - NBC Boston
 11. Content Producer- NBC Boston
 12. Director - NBC Boston
 13. Director - NBC Boston
 14. Executive Producer - NBC Boston
 15. Executive Producer - NBC Boston & NECN
 16. Executive Producer - NBC Boston/NECN
 17. Executive Producer - Telemundo Nueva Inglaterra
 18. Financial Analyst - NBC Boston
 19. Investigative Anchor/Reporter
 20. Media Coordinator - NBC Boston/NBC Sports Boston/NECN/Telemundo NI
 21. Media Specialist, NBC Boston
 22. Meteorologist - NBC Boston
 23. Meteorologist - NBC Boston
 24. Multi-Media Journalist - Telemundo Connecticut
 25. Multiplatform Content Producer - Telemundo Boston
 26. NBC10 Boston Anchor/Reporter
 27. Photographer - NBC Boston
 28. Photographer, NBC Boston
 29. Producer - NBC 10 Boston
 30. Producer - NBC Boston
 31. Producer - NBC Boston
 32. Producer - NBC Boston
 33. Producer - NBC Boston
 34. Producer - NBC Boston
 35. Producer- NBC 10 Boston
 36. Producer, NBC 10 Boston
 37. Producer, Telemundo Boston
 38. Promotions Producer, Telemundo - Boston
 39. Reporter - Boston
 40. Reporter - NBC 10 Boston
 41. Sales & Marketing Coordinator - NBC Boston
 42. Sales Operations Specialist - NBC Boston

- 43. Sales Operations Specialist - NBC Boston
- 44. Supervising Director, NBC Boston
- 45. Web Producer - NBC Boston
- 46. Web Producer - Telemundo Boston

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

See data 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?

113

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.

Recruitment Source	Number of Interviews
Career Fair Recruitment Event	1
Career Job sites advertisement	2
College Recruitment/Outreach	2
Employee Referral	12
Former Employee NBCUniversal Careers Site	8
Internal Candidates NBCUniversal Careers Site	24
Linked In	22
NBCUniversal Careers Site	35
Search Firm	1
Social Media Job Post	2
Sourced through Recruiter Outreach	4

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.

WNEU Telemundo Boston and WBTS NBC Boston Internship Program

The Unit continues to host interns throughout each academic semester (fall, spring and summer). This dynamic elite program provides opportunities for qualified college students to participate in newscasts and learn about the news media business in the Boston English and Hispanic Language Markets. During the reporting year, the Unit hosted 12 interns withing the below departments:

Department	# Interns Winter 2022	# Interns Summer 2022
News	2	3
Digital	2	2
Community		1
Sales	1	1

Equal Employment Opportunity Training

All Station employees and management are required to attend an annual mandatory training (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. All of the Unit’s employees completed this training. Additionally, a handful of the Unit’s employees were selected for and participated in NBCUniversal’s “START LEADING: Creating an Inclusive Culture” training as noted below:

Name	Position Title	Course Title
Amy Lemieux	Supervising Director	START Leading: Creating an Inclusive Culture
Michael Kelly	Executive Producer	START Leading: Creating an Inclusive Culture
Marci Ann Zajack	Director of Strategic Partnerships	START Leading: Creating an Inclusive Culture
Alyssa Jewell	Executive Producer	START Leading: Creating an Inclusive Culture
Jessica Alexi Silva	Supervising Director	START Leading: Creating an Inclusive Culture
Sarah Mitchell	Supervising Producer	START Leading: Creating an Inclusive Culture
James W Warner	Engineering Manager	START Leading: Creating an Inclusive Culture
Laura Cardona	Executive Producer	START Leading: Creating an Inclusive Culture
Kathleen McKendry	Promotions Manager	START Leading: Creating an Inclusive Culture
Courtney Seymour	NECN Exec Producer	START Leading: Creating an Inclusive Culture

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.

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. During the reporting period, a handful of the Unit’s employees participated in the following developmental courses: STREAM, INVEST, JUMP, LEAD, SERVE, INFLUENCE and Start Leading:

First Name	Last Name	Position Title	Talent Lab Experience Name
Keith	Barbaria	VP, Technology	STREAM
Bill	Travers	Engineering Manager	INVEST
Charis	Dalessio	Creative Services Manager	JUMP
Joseph	Donaruma	Sr. Finance Manager	JUMP
Andrew	Burns	Director, Cross Platform Sales	STREAM
Colleen	Jakubowski	Director, Operations	LEAD
Margaret	Baxter	VP, Programming	SERVE
Sara	Lombardi	Executive Producer	INFLUENCE

Name	Position Title	Course Title
Miguel Garcia	Promotions Manager	START Leading
Jessica Alexi Silva	Supervising Director	START Leading
Sarah Mitchell	Supervising Producer	START Leading
Dylan Michael Shue	Executive Producer - Dayside	START Leading
Alyssa Jewell	Executive Producer	START Leading
Michael Kelly	Executive Producer	START Leading
Marci Ann Zajack	Director of Strategic Partnerships	START Leading
Laura Cardona	Executive Producer	START Leading
Amy Lemieux	Supervising Director	START Leading: Driving Development
James W Warner	Engineering Manager	START Leading: Driving Development
Laura Cardona	Executive Producer	START Leading: Driving Development
Sarah Mitchell	Supervising Producer	START Leading: Driving Development
Alyssa Jewell	Executive Producer	START Leading: Driving Development
Jessica Alexi Silva	Supervising Director	START Leading: Driving Development
Courtney Seymour	NECN Exec Producer	START Leading: Driving Development
Marci Ann Zajack	Director of Strategic Partnerships	START Leading: Driving Development
Michael Kelly	Executive Producer	START Leading: Driving Development
Amy Lemieux	Supervising Director	START Leading
Amy Lemieux	Supervising Director	START Leading: Building Engagement
Michael Kelly	Executive Producer	START Leading: Building Engagement
Laura Cardona	Executive Producer	START Leading: Building Engagement
Jessica Alexi Silva	Supervising Director	START Leading: Building Engagement
Courtney Seymour	NECN Exec Producer	START Leading: Building Engagement
James W Warner	Engineering Manager	START Leading: Building Engagement
Marci Ann Zajack	Director of Strategic Partnerships	START Leading: Building Engagement
Sarah Mitchell	Supervising Producer	START Leading: Building Engagement
Alyssa Jewell	Executive Producer	START Leading: Building Engagement
Kathleen McKendry	Promotions Manager	START Leading: Building Engagement

Internal and External DEI Committees

- Within the Unit, a number of employees participate in an internal DEI-focused committee to help foster diversity & inclusion within the Boston Media Center. Among other things, the group helps define areas of opportunity where the Unit can grow and develop in the areas of diversity, equity, and inclusion. The group gathers periodically throughout the year.
- The Unit also engages with community leaders to participate in an external DEI-focused Committee. The group meets quarterly.
 - o Activities include content auditing: and providing both positive feedback on inclusive and diverse content, as well as examples of failed content within context and areas for improvement.

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.

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: **WBTS / WNEU**

Job Title: Anchor - NBC Boston

Date Job Filled: 7/22/2022

Recruitment Source That Referred
Ultimate Hire: Employee Referral

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	Current Employee Referral		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	Linkedin.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Anchor - NBC Boston

Date Job Filled: 7/6/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Anchor/Reporter - NBC Boston

Date Job Filled: 9/22/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Anchor/Reporter - NBC Boston

Date Job Filled: 5/28/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linked In	www.linkedin.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Assignment Desk Coordinator- NBC Boston

Date Job Filled: 12/16/2021

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Assignment Desk Editor - Boston

Date Job Filled: 2/8/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	Linkedin.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Assignment Desk Editor - NBC Boston

Date Job Filled: 10/28/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Content Producer - NBC Boston

Date Job Filled: 8/20/2022

Recruitment Source That Referred
Ultimate Hire: Linked In

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linked In	www.linkedin.com		n/a	No
Indeed	Indeed.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Content Producer - NBC Boston

Date Job Filled: 9/8/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Content Producer - NBC Boston

Date Job Filled: 4/20/2022

Recruitment Source That Referred Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral			n/a	No
Former Employee NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Content Producer- NBC Boston

Date Job Filled: 5/25/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Director - NBC Boston

Date Job Filled: 8/11/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linked In	www.linkedin.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Social Media Job Post	Various online job posting sites		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Director - NBC Boston

Date Job Filled: 8/16/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	Linkedin.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Executive Producer - NBC Boston

Date Job Filled: 4/27/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
LinkedIn	Linkedin.com		n/a	No
Indeed	Indeed.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: **WBTS / WNEU**

Job Title: Executive Producer - NBC Boston & NECN

Date Job Filled: 3/25/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Executive Producer - NBC Boston/NECN

Date Job Filled: 1/26/2022

Recruitment Source That Referred
Ultimate Hire: Former Employee NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Former Employee NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Executive Producer - Telemundo Nueva Inglaterra

Date Job Filled: 1/21/2022

Recruitment Source That Referred Ultimate Hire: Sourced through Recruiter Outreach

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linked In	www.linkedin.com		n/a	No
Sourced through Recruiter Outreach	Recruiting team directly reaching out to candidates		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Financial Analyst - NBC Boston

Date Job Filled: 6/15/2022

Recruitment Source That Referred Ultimate Hire: Sourced through Recruiter Outreach

Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
College Recruitment/Outreach	Provide local colleges and Universities our job postings for students and Alumni		n/a	No
Employee Referral			n/a	No
Linked In	www.linkedin.com		n/a	No
Sourced through Recruiter Outreach	Recruiting team directly reaching out to candidates		n/a	No
Indeed	Indeed.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Investigative Anchor/Reporter

Date Job Filled: 9/6/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: **WBTS / WNEU**

Job Title: Media Coordinator - NBC Boston/NBC Sports
Boston/NECN/Telemundo NI

Date Job Filled: 9/6/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	Nbcunicareers.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: **WBTS / WNEU**

Job Title: Media Specialist, NBC Boston

Date Job Filled: 2/19/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Career Job sites advertisement	Various online job posting sites		n/a	No
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Social Media Job Post	Various online job posting sites		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Meteorologist - NBC Boston

Date Job Filled: 9/28/2022

Recruitment Source That Referred
Ultimate Hire: Linked In

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	Nbcunicareers.com		n/a	No
Former Employee NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Linked In	www.linkedin.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Meteorologist - NBC Boston

Date Job Filled: 5/10/2022

Recruitment Source That Referred
Ultimate Hire: Employee Referral

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	Nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Multi-Media Journalist - Telemundo Connecticut

Date Job Filled: 2/12/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: MultiPlatform Content Producer - Telemundo Boston

Date Job Filled: 11/2/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	Linkedin.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: NBC10 Boston Anchor/Reporter

Date Job Filled: 12/7/2021

Recruitment Source That Referred
Ultimate Hire: Employee Referral

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	Nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: **Photographer - NBC Boston**

Date Job Filled: **7/2/2022**

Recruitment Source That Referred
 Ultimate Hire: **Career Job sites advertisement**

Number of Interviewees: **8**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Career Job sites advertisement	Various online job posting sites		n/a	No
Former Employee NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Search Firm			n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: **Photographer, NBC Boston**

Date Job Filled: **1/3/2022**

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

Number of Interviewees: **1**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	Nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Producer - NBC 10 Boston

Date Job Filled: 3/30/2022

Recruitment Source That Referred
Ultimate Hire: Employee Referral

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	Nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Producer - NBC Boston

Date Job Filled: 8/26/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Producer - NBC Boston

Date Job Filled: 10/6/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Producer - NBC Boston

Date Job Filled: 8/25/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: **Producer - NBC Boston**

Date Job Filled: **6/9/2022**

Recruitment Source That Referred
Ultimate Hire: **NBCUniversal Careers Site**

Number of Interviewees: **2**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Former Employee NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Producer - NBC Boston

Date Job Filled: 6/17/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	Linkedin.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Producer- NBC 10 Boston

Date Job Filled: 3/24/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	Linkedin.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: **Producer, NBC 10 Boston**

Date Job Filled: **1/20/2022**

Recruitment Source That Referred
Ultimate Hire: **Former Employee NBCUniversal Careers Site**

Number of Interviewees: **5**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Former Employee NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
Linked In	www.linkedin.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: **Producer, Telemundo Boston**

Date Job Filled: **4/14/2022**

Recruitment Source That Referred
Ultimate Hire: **Internal Candidates NBCUniversal Careers Site**

Number of Interviewees: **13**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	Nbcunicareers.com		n/a	No
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
Linked In	www.linkedin.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Sourced through Recruiter Outreach			n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Promotions Producer, Telemundo - Boston

Date Job Filled: 4/15/2022

Recruitment Source That Referred
Ultimate Hire: Sourced through Recruiter Outreach

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Sourced through Recruiter Outreach			n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Reporter - Boston

Date Job Filled: 12/17/2021

Recruitment Source That Referred
Ultimate Hire: Career Fair Recruitment Event

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Career Fair Recruitment Event			n/a	No
NBCUnicareers	NBCunicareers.com		n/a	No
LinkedIn	Linkedin.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Reporter - NBC 10 Boston

Date Job Filled: 6/24/2022

Recruitment Source That Referred
 Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Sales & Marketing Coordinator - NBC Boston

Date Job Filled: 8/16/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Sales Operations Specialist - NBC Boston

Date Job Filled: 8/10/2022

Recruitment Source That Referred
Ultimate Hire: Employee Referral

Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
College Recruitment/Outreach			n/a	No
Employee Referral	Nbcunicareers.com		n/a	No
Linked In	www.linkedin.com		n/a	No
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Sales Operations Specialist - NBC Boston

Date Job Filled: 6/11/2022

Recruitment Source That Referred
Ultimate Hire: Former Employee NBCUniversal Careers Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Former Employee NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Linked In	www.linkedin.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Supervising Director, NBC Boston

Date Job Filled: 6/2/2022

Recruitment Source That Referred
Ultimate Hire: Internal Candidates NBCUniversal Careers Site

Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Candidates NBCUniversal Careers Site	Current employee applied to open role through www.nbcunicareers.com		n/a	No
Linked In	www.linkedin.com		n/a	No
NBCUnicareers	NBCunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Web Producer - NBC Boston

Date Job Filled: 7/2/2022

Recruitment Source That Referred
Ultimate Hire: Former Employee NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Former Employee NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
NBCUnicareers	NBCUnicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No

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

Station: **WBTS / WNEU**

Job Title: Web Producer - Telemundo Boston

Date Job Filled: 9/12/2022

Recruitment Source That Referred
Ultimate Hire: NBCUniversal Careers Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	www.nbcunicareers.com		n/a	No
Indeed	Indeed.com		n/a	No
LinkedIn	LinkedIn.com		n/a	No