

**AMENDED – MARCH 2023**  
**ANNUAL PUBLIC FILE EEO REPORT**  
**Covering the period of December 1, 2020 – November 30, 2021**

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. Account Executive - NBCU Boston
2. Assignment Desk Editor, NBC10
3. Broadcast Engineer, NBC Boston
4. Content Producer- NBC Boston/NECN
5. Content Producer- NECN Boston
6. Content Producer Telemundo Nueva Inglaterra
7. Customer Service Rep - Boston
8. Customer Service Representative- Boston
9. Customer Service Representative- Boston
10. Director – Boston
11. Director - Boston
12. Director of Strategic Partnerships - NBCU Boston
13. Executive Producer – Special Projects & Streaming
14. Investigative Content Producer
15. Media Operations Coordinator, NBC Boston
16. Meteorologist - Boston
17. NBC Producer - Boston
18. Part-Time Writer - Boston
19. Photographer - NBC Boston
20. Producer - Boston
21. Producer - Boston NBC10
22. Producer - NBC10 Boston
23. Reporter - Boston
24. Reporter/MMJ - Telemundo WNEU
25. Reporter/MMJ Telemundo Nueva Inglaterra
26. Sales Marketing Manager - Boston
27. Sales Marketing Planner - Boston
28. Sports Anchor/Reporter, Telemundo Boston
29. Sr. Digital Media Producer
30. Sr. Financial Analyst
31. Traffic Coordinator
32. Vice President, News - Boston
33. 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 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 a total of 16 interns. The interns got an opportunity to work in a variety of departments within the stations. Please note that COVID significantly reduced our internship program this year.

<b>Department</b>	<b># Interns Spring 2021</b>	<b># Interns Summer 2021</b>	<b># Interns Fall 2021</b>
News		4	
Digital	2	3	1
Community		2	
Sales	1	2	1
Total	3	11	2

### **Curry College Internship Fair March 2021**

During the reporting year, the Unit participated in Curry College’s Internship and Career fair. Ben Lockhart, Manager News Editing, attended the fair on March 18, 2021. The event provided an opportunity for the Unit to advertise its upcoming Internships.

### **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. Additionally, a handful of Station employees were selected for and participated in NBCUniversal’s “Debiasing the Hiring Process,” “SERVE” and “Building an Inclusive Environment”:

<b>Last Name</b>	<b>First Name</b>	<b>Title</b>	<b>Entity Title</b>	<b>Completion Date (Item Events)</b>
Baxter	Margaret	VP, Programming	Lab: Debiasing the Hiring Process	4/15/2021 12:00 PM US/Eastern
Baxter	Margaret	VP, Programming	SERVE	7/1/2022 12:00 PM US/Eastern
Baxter	Margaret	VP, Programming	Lab: Building an Inclusive Environment	8/2/2021 12:00 PM US/Eastern
Bonilla-Montalvo	Damaris	News Director	Lab: Debiasing the Hiring Process	3/30/2021 12:00 PM US/Eastern
Capasso	Maureen	Asst News Director	Lab: Debiasing Performance Feedback	1/12/2021 12:00 PM US/Eastern
Capasso	Maureen	Asst News Director	Lab: Building an Inclusive Environment	7/26/2021 12:00 PM US/Eastern
Fortier	Marc	VP, Digital	Lab: Debiasing Performance Feedback	1/12/2021 12:00 PM US/Eastern
Fortier	Marc	VP, Digital	Lab: Debiasing the Hiring Process	11/4/2021 12:00 PM US/Eastern
Fortier	Marc	VP, Digital	Lab: Debiasing the Hiring Process	4/23/2021 12:00 PM US/Eastern
Fortier	Marc	VP, Digital	Lab: Building an Inclusive Environment	7/29/2021 12:00 PM US/Eastern
Isenor	Nathan	Director News Operations	Lab: Debiasing the Hiring Process	3/30/2021 12:00 PM US/Eastern
Jorgensen	Erica	EP, Special Projects	Lab: Building an Inclusive Environment	8/2/2021 12:00 PM US/Eastern
Jorgensen	Erica	EP, Special Projects	Lab: Debiasing Performance Feedback	2/9/2021 12:00 PM US/Eastern
Jorgensen	Erica	EP, Special Projects	Lab: Debiasing the Hiring Process	4/23/2021 12:00 PM US/Eastern
Lancaster	Erika	EP Morning News	Lab: Debiasing the Hiring Process	4/7/2021 12:00 PM US/Eastern
Levine	Jason	Director, Digital	Lab: Debiasing the Hiring Process	11/8/2021 12:00 PM US/Eastern
Levine	Jason	Director, Digital	Lab: Debiasing the Hiring Process	4/23/2021 12:00 PM US/Eastern
Wayland	Christian	President, GM	Lab: Debiasing Performance Feedback	1/22/2021 12:00 PM US/Eastern
Wayland	Christian	President, GM	Lab: Debiasing the Hiring Process	4/5/2021 12:00 PM US/Eastern
Wayland	Christian	President, GM	Lab: Building an Inclusive Environment	8/4/2021 12:00 PM US/Eastern

### **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: JUMP, INVEST, and PIVOT:

<b>First Name</b>	<b>Last Name</b>	<b>Title</b>	<b>Course Name</b>
Aaron	Thomas	VP, Sales	PIVOT
Adam	Hart	Manager, Creative Content	JUMP
Che	Harris	Production Manager	INVEST
Rafael	Perez-narvaez	Executive Producer	JUMP
Melissa	Younger	Executive Producer	JUMP

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.

**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: **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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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
Indeed	Indeed.com			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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current employee	Current employee	Current employee	Current employee	Current employee
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Maryana Sirota		No
LinkedIn	LinkedIn.com	Maryana Sirota		No
Indeed	Indeed.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 Rep - Boston**

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

Recruitment Source

That Referred

Ultimate Hire: **Employee Referral**

Number of Interviewees: **3**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
LinkedIn	Linkedin.com	Maryana Sirota		No
Employee Referral		Maryana Sirota		No
Referral		Maryana Sirota		No
Indeed	Indeed.com	Maryana Sirota		No
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Sirota, Maryana		No
LinkedIn	Linkedin.com	Maryana Sirota		No
Indeed	Indeed.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: **5/21/2021**

Recruitment Source

That Referred

Ultimate Hire: **NBCUnicareers.com**

Number of Interviewees: **1**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Jerez, Carmen		No
Indeed	Indeed.com	Jerez, Carmen		No
LinkedIn	LinkedIn.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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Jerez, Carmen		No
LinkedIn	LinkedIn.com	Jerez, Carmen		No
Indeed	Indeed.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 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
Indeed	Indeed.com	Vasquez, Manny		No
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current Employee				No
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Porter, Emily		No
LinkedIn	LinkedIn.com	Porter, Emily		No
Indeed	Indeed.com	Porter, Emily		No

**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	Sirota, Maryana		No
NBCUnicareers	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>	Sirota, Maryana		No
Indeed	Indeed.com	Sirota, Maryana		No

**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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Sirota, Maryana		No
Current employee				No
Referral				No
Indeed	Indeed.com	Sirota, Maryana		No
LinkedIn	LinkedIn.com	Sirota, Maryana		No

**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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Williams, Scott		No
LinkedIn	Linkedin.com	Maryana Sirota		No
Current employee		Maryana Sirota		No
Indeed	Indeed.com	Maryana Sirota		No

**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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Mulryan, Sean		No
LinkedIn	LinkedIn.com	Mulryan, Sean		No
Referral		Mulryan, Sean		No
Indeed	Indeed.com	Mulryan, Sean		No

**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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Sirota, Maryana		No
LinkedIn	Linkedin.com	Sirota, Maryana		No
Indeed	Indeed.com	Sirota, Maryana		No

**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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Williams, Scott		No
LinkedIn	LinkedIn.com	Maryana Sirota		No
Current Employee		Maryana Sirota		No
Campus Job Board				
Indeed	Indeed.com	Maryana Sirota		No

**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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Ocasio, Will		No
Indeed	Indeed.com	Ocasio, Will		No
LinkedIn	LinkedIn.com	Ocasio, Will		No

**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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Sirota, Maryana		No
Indeed	Indeed.com	Sirota, Maryana		No
LinkedIn	Linkedin.com	Sirota, Maryana		No

**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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Current employee		Williams, Scott		No
LinkedIn	LinkedIn.com	Williams, Scott		No
NBCUnicareers.com	<a href="http://www.nbcunicareers.com">www.nbcunicareers.com</a>			No
Indeed	Indeed.com	Williams, Scott		No

**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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Arroyave, James		No
LinkedIn	Linkedin.com	Arroyave, James		No
Indeed	Indeed.com	Arroyave, James		No

**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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Mendez, Karen		No
Current Employee				
Indeed	Indeed.com	Mendez, Karen		No
LinkedIn	Linkedin.com	Mendez, Karen		No

**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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Williams, Scott		No
Indeed	Indeed.com	Williams, Scott		No
LinkedIn	Linkedin.com	Williams, Scott		No

**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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Sirota, Maryana		No
Former employee		Maryana Sirota		No
Referral		Maryana Sirota		No
LinkedIn	LinkedIn.com	Maryana Sirota		No
Indeed	Indeed.com	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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Marsal, Kevin		No
Referral		Marsal, Kevin		No
Linked In	Linkedin.com	Marsal, Kevin		No
Current employee		Marsal, Kevin		No
Indeed	Indeed	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Ponte, Liz		No
LinkedIn	LinkedIn.com	Ponte, Liz		No
Current employee		Ponte, Liz		No
Indeed	Indeed.com	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	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Rostami, Desiree		No
LinkedIn	LinkedIn.com	Rostami, Desiree		No
Indeed	Indeed.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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Former employee		Williams, Scott		No
LinkedIn	LinkedIn.com	Williams, Scott		No
Contacted directly		Williams, Scott		No
Current Employee		Williams, Scott		No
NBCUnicareers.com	NBCUnicareers.com	Williams, Scott		No
Indeed	Indeed.com	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**

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Nbcunicareers.com	<a href="http://www.nbcunicareers.com/">http://www.nbcunicareers.com/</a>	Williams, Scott		No
LinkedIn	LinkedIn.com	Williams, Scott		No
Former employee		Williams, Scott		No
Online ad		Williams, Scott		No
Search Firm Agency				No
Indeed	Indeed.com	Williams, Scott		No