

**(Amended) ANNUAL PUBLIC FILE EEO REPORT**

August 1, 2020 through July 31, 2021

**Call Sign of Station:** KNSO

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

<b>Positions:</b>
None

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

**No Vacancies**

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: 0**

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.

None

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**

**Job Fairs:** 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 and National Association of Hispanic Journalists Virtual Convention and Career Fair from August 5 – 8, 2020. Participants: Anzio Williams, SVP Diversity Equity and Inclusion; Scott Williams, Manager, Talent Acquisition.
- The National Association of Hispanic Journalists International Training Conference and Career Fair from July 12-17, 2021. Participants: Anzio Williams, SVP Diversity Equity and Inclusion; Scott Williams, Manager, Talent Acquisition.

**Other Activities Reasonably Calculated to Further the Goal of Disseminating Information as to Employment Opportunities:** In furtherance of the station's goal of disseminating information as to employment opportunities, the Unit engaged in a number of activities designed to disseminate information about employment opportunities in broadcasting.

- **National Academy of Television Arts and Sciences Sun Coast Chapter Webinar on Launching Your Media Careers:** On March 5, 2021, station representatives participated on a panel discussing careers in the media industry. Participants: Jose Suarez, President and General Manager; Olga Aldape, Vice President Human Resources; Ozzie Martinez, SVP News and Standards; Anzio Williams, SVP Diversity Equity and Inclusion for NBCU Local.
- **National Association of Hispanic Journalists Panel:** On March 19, 2021, station representatives spoke on a panel about the importance of Diversity Equity and Inclusion. Participants: Jose Suarez, President and General Manager.
- **National Academy of Television Arts and Sciences Sun Coast Chapter Webinar on Social Media:** On March 10, 2021, General Manager and President Jose Suarez was a speaker during the event.

**EEO Training:** 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. Additionally, a handful of station employees were selected for and participated in NBCUniversal's *Debiasing the Hiring Process*. Participants: Paul Brown, Engineer; Albert Cano, Regional Research Manager; Ramon Martinez, Local Sales Manager; Jose Suarez, President and General Manager.

**Internet Recruiting:** The Unit lists all full-time job vacancies on [www.nbcunicareers.com](http://www.nbcunicareers.com) and a hyperlink to this site is placed on the Unit's website-- [www.telemundofresno.com](http://www.telemundofresno.com). Additionally, the Unit routinely posts job vacancies to other career-focused sites such as [www.Indeed.com](http://www.Indeed.com) and [www.Linkedin.com](http://www.Linkedin.com).

**Internal Posting:** 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.

### **Employee Skills Training**

NBCUniversal, the parent company of the Station, offers online learning resources at no cost to all employees to enhance personal and professional skills. Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBC Universal sponsored programs.

In addition, online courses on a variety of topics 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.