

ANNUAL PUBLIC FILE EEO REPORT

KTMW(TV), KULX-CD & KEJT-CD

June 1, 2020 through May 31, 2021

Call Sign of Station(s): KULX, KTMW & KEJT

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

Positions:
Producer
News Tech Ops Specialist
Photographer
Junior IT Analyst
Broadcast Engineer

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: 56

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	23
Career Fairs/ Diversity Events / Mixers/ Associations	3
Current NBCUniversal Contractor	2
Current NBCUniversal Employee	2
Former NBCUniversal Employee	5
NBCUniversal Careers Site	15
Search Firm Agency	2
Referral	3
NBCUniversal Affinity Groups	1

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.

Internet Recruiting – The stations post Jobs on-line at the following websites: jobs were posted on www.indeed.com prior throughout the year. They were also posted throughout the year at www.nbcunicareers.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.

Internal EEO Management Training -- All Telemundo employees are required to complete courses online such as: Preventing Workplace Harassment, Diversity and Inclusion 2020, Workplace Violence Prevention, Effective Communication, Code of Conduct, Integrity Training, Compliance Standards and Environmental Health and Safety Training. Employees participate in these courses on a yearly basis. New hire employees are required to take the above-mentioned courses during their first few weeks of employment.

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

Outreach

Community Event: Utah Hispanic Chamber of Commerce: The Hispanic Small Business Summit: General Manager & President Jose Suarez co-sponsored and was also a virtual speaker during the event. The UHCC is an organization whose membership includes substantial participation by minorities and women.

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: __KULX, KTMW & KEJT_____

Job Title: __**Producer**_____

Date Job Filled: __Sep 22, 2020_____

Recruitment Source

That Referred

Ultimate Hire: __Current NBCUniversal Employee_____

Number of Interviewees: __13_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	NBCUnicareers.com			No
Current NBCUniversal Employee				No
Former NBCUniversal Employee				No
LinkedIn	Linkedin.com			No
NBCUniversal Affinity Groups				No

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

Station: __KULX, KTMW & KEJT_____

Job Title: __News Tech Ops Specialist_____

Date Job Filled: __May 21, 2021_____

Recruitment Source

That Referred

Ultimate Hire: __Current NBCUniversal Contractor_____

Number of Interviewees: __2_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
NBCUniversal Careers Site	NBCUnicareers.com			No
Current NBCUniversal Contractor				No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: __KULX, KTMW & KEJT_____

Job Title: __**Photographer**_____

Date Job Filled: __November 25, 2020_____

Recruitment Source

That Referred

Ultimate Hire: __LinkedIn_____

Number of Interviewees: __16_____

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

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KULX, KTMW & KEJT

Job Title: Junior IT Analyst

Date Job Filled: January 20, 2021

Recruitment Source

That Referred

Ultimate Hire: Referral

Number of Interviewees: 24

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

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KULX, KTMW & KEJT

Job Title: Broadcast Engineer

Date Job Filled: February 8, 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?
Former NBCUniversal Employee				No
NBCUniversal Careers Site	Nbcunicareers.com			No