

ANNUAL PUBLIC FILE EEO REPORT

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

June 1, 2019 through May 31, 2020

(To be completed by each station or employment unit annually and posted in each station's online public inspection file and on each station's web site)

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: |
| Weather Anchor |
| News Tech Ops |
| Producer |
| Account Executive |
| News Director |
| Multimedia Journalist |
| Manager of Technology |
| Multimedia Journalist |
| Assignment Desk Editor |
| Local Sales Manager |
| Anchor |

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.

- 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: 194

- 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 |
|--|---|
| Campus Job Board/Event | 3 |
| Career Fairs/ Diversity Events/ Mixers/ Associations | 1 |
| Direct Employers (Govt Job Board) | 2 |
| Current NBCUniversal Employee | 14 |
| Former NBCUniversal Employee | 9 |
| NBCUniversal Careers Site | 69 |
| Online Advertising | 29 |
| Referral | 24 |
| Social Media Site | 42 |
| Utah Hispanic Chamber of Commerce | 1 |

- 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 2019, 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.

Career Fairs

Career Fair: **2019 Salt Lake City Community College Fall Career Fair**, held at the SLCC Lifetime Activities Center, in Taylorsville, UT on October 1, 2019. Ely Martinez, Promotions Manager and Yusdelly Sanchez, Promotions Assistant attended the event. Attendees were provided information on career opportunities.

Career Fair: **2020 Utah Broadcasters Association Job Fair**, held at the University of Utah Union Ballroom on March 18, 2020. Ely Martinez, Promotions Manager attended the event. Attendees were provided information on career opportunities.

Outreach

Community Event: Utah Hispanic Chamber of Commerce: The Hispanic Small Business Summit: General Manager & President Jose Suarez co-sponsored and was also a 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: Weather Anchor

Date Job Filled: June 21, 2019

Recruitment Source

That Referred

Ultimate Hire: Referral

Number of Interviewees: 5

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|--------------------------------------|-----------------------|------------------|---|
| NBCUniversal Careers Site | NBCUnicareers.com | | | |
| Referral | | | | |
| LinkedIn | LinkedIn.com | | | |

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

Job Title: News Tech Ops Specialist

Date Job Filled: September 3, 2019

Recruitment Source

That Referred

Ultimate Hire: NBCUnicareers.com

Number of Interviewees: 5

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|--------------------------------------|-----------------------|------------------|---|
| NBCUniversal Careers Site | NBCUnicareers.com | | | |
| Online Advertising | | | | |
| Social Media site | | | | |
| LinkedIn | Linkedin.com | | | |

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

Job Title: **Producer**

Date Job Filled: August 15, 2019

Recruitment Source

That Referred

Ultimate Hire: NBCUnicareers.com

Number of Interviewees: 24

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|--------------------------------------|-----------------------|------------------|---|
| NBCUniversal Careers site | NBCUnicareers.com | | | |
| LinkedIn | Linkedin.com | | | |
| Referral | | | | |
| Online Advertising | | | | |
| Social Media | | | | |
| Former NBCUniversal Employee | | | | |

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

Job Title: Account Executive

Date Job Filled: June 27, 2019

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? |
|-----------------------------------|--------------------------------------|-----------------------|------------------|---|
| NBCUniversal Careers Site | NBCUnicareers.com | | | |
| Search Firm Agency | | | | |

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**JOB VACANCY
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Station: KULX, KTMW & KEJT

Job Title: News Director

Date Job Filled: June 17, 2019

Recruitment Source

That Referred

Ultimate Hire: Internal/Current NBCUniversal Employee

Number of Interviewees: 5

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|--------------------------------------|-----------------------|------------------|---|
| NBCUniversal Careers Site | NBCUnicareers.com | | | |
| LinkedIn | Linkedin.com | | | |
| Campus Job Board Event | | | | |
| Former NBCUniversal Employee | | | | |

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

Job Title: **Multimedia Journalist**

Date Job Filled: June 4, 2019

Recruitment Source

That Referred

Ultimate Hire: Referral

Number of Interviewees: 6

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|--------------------------------------|-----------------------|------------------|---|
| NBCUniversal Careers Site | NBCUnicareers.com | | | |
| Referral | | | | |
| Campus Job Board Event | | | | |
| Online Advertising | | | | |
| Former NBCUniversal Employee | | | | |

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

Job Title: **Manager of Technology**

Date Job Filled: July 8, 2019

Recruitment Source

That Referred

Ultimate Hire: NBCUnicareers.com

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 | | | |
| LinkedIn | Linkedin.com | | | |
| | | | | |

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

Job Title: Multi-Media Journalist

Date Job Filled: January 9, 2020

Recruitment Source

That Referred

Ultimate Hire: Referral

Number of Interviewees: 42

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone |
|-----------------------------------|--------------------------------------|-----------------------|------------------|
| NBCUniversal Careers Site | NBCUnicareers.com | | |
| Referral | | | |
| Government Job Board | | | |
| Online Advertising | | | |
| Former NBCUniversal Employee | | | |
| LinkedIn | Linkedin.com | | |

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**JOB VACANCY
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Station: KULX, KTMW & KEJT

Job Title: Assignment Desk Editor

Date Job Filled: December 6, 2019

Recruitment Source

That Referred

Ultimate Hire: Referral

Number of Interviewees: 23

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|--|--------------------------------------|-----------------------|------------------|---|
| NBCUniversal Careers Site | NBCUnicareers.com | | | |
| Referral | | | | |
| Contacted Directly by NBCUniversal HR Representative | | | | |
| Online Advertising | | | | |
| Former NBCUniversal Employee | | | | |
| LinkedIn | Linkedin.com | | | |
| Social Media Site | | | | |

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**JOB VACANCY
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Station: KULX, KTMW & KEJT

Job Title: Local Sales Manager

Date Job Filled: February 25, 2020

Recruitment Source

That Referred

Ultimate Hire: Internal/Current NBCUniversal Employee

Number of Interviewees: 19

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|--|-----------------------|------------------|---|
| NBCUniversal Careers Site | NBCUnicareers.com | | | |
| Referral | | | | |
| Online Advertising | | | | |
| Former NBCUniversal Employee | | | | |
| Utah Hispanic Chamber of Commerce | 1635 S. Redwood Rd., Salt Lake City, UT | | | |
| Social Media Site | | | | |

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**JOB VACANCY
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Station: KULX, KTMW & KEJT

Job Title: Anchor

Date Job Filled: December 2, 2019

Recruitment Source

That Referred

Ultimate Hire: Internal/Current NBCUniversal Employee

Number of Interviewees: 49

| Name of Recruitment Source | Address of Recruitment Source | Contact Person | Telephone | Has this source requested notices? |
|-----------------------------------|--------------------------------------|-----------------------|------------------|---|
| NBCUniversal Careers Site | NBCUnicareers.com | | | |
| Referral | | | | |
| Facebook | | | | |
| Online Advertising | | | | |
| Former NBCUniversal Employee | | | | |
| LinkedIn | Linkedin.com | | | |
| Social Media Site | | | | |

