

ANNUAL PUBLIC FILE EEO REPORT

KTMD TV-47

Call Sign of Station(s): 4/1/22-3/31/2023

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

- 65231BR Account Executive
- 69011BR Anchor
- 69444BR Assignment Desk Editor
- 69542BR Photographer/Editor
- 70277BR National Sales Manager
- 70832BR Producer
- 71393BR Account Executive
- 51014040 IT/Broadcast Systems Engineer
- 51263067 Photographer Editor
- 51320047 Vice President of News
- 51321406 Account Executive
- 51466116 APC Operator
- 51471879 Media Coordinator/Editor
- 51494112 Weather Anchor
- 51537771 Digital Account Manager
- 51545013 Assignment Desk/Editor
- 51549281 News Producer
- 51549282 Multi-Media Journalist
- 51549758 Multi-Media Journalist
- 51549759 Photographer
- 51552389 APC Operator
- 51014064_1 APC Operator

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?

76 Total interviewees

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 Year
NBCU Career Site /Employee Referral/Employee Portal	55
Online Advertising/Career Builder/Linked In/ Glass Door/Monster/Twitter etc.	16
Current NBC Employee /Former Employee/Freelancer/Intern	4
Career Fairs/ Diversity Events/ Mixers/ Associations	1
YOH Managed Staffing	0

5. Please summarize the station's (or station group'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.

Date: Second Quarter (April, May, June)
Leyendo Con Telemundo- HISD School District

Pablo Sanchez, Lluvia Gutierrez, and Zalome Briceno

Due to the Covid19 pandemic, Telemundo Houston's literacy initiative evolves to the current climate: instead of monthly HISD classroom visits by our news talent/anchors, we've shifted to on-line readings. Monday, Wednesday and Friday at 12noon, a KTMD talent read children's books, 1 in English and 1 in Spanish, during a 30 minute Facebook LIVE. The virtual version of Leyendo con Telemundo has become an on-line destination for Houston area families 3 days a week. Archived reading segments are included on the station website and strategic partners like HISD and other non-profits share our content. Daily readings reach an estimated 6,500 unique viewers every day!

Attendance: 6,500 average daily outreaches via Facebook.

Date: April 22, 2022

Laptop and Internet Essentials Giveaways with Comcast

Telemundo Houston and Comcast gave 20 laptops and Internet Essentials to University of Houston Challenger Program. The Challenger Program is a formally federally funded “Student Support Services” TRIO Project funded by the Department of Education. The Challenger Program is now funded under Student Success Services. Established at the University of Houston in 1987, this program was designed to assist students who are primarily low-income and/or first-generation college students to complete their education at the University of Houston. Student participants come from an array of backgrounds that cut across all ethnic/racial, gender, and socio-economic boundaries. In partnership with Comcast, 20 Dell laptop and a year of free Internet Essentials services were donated to the program.

Attendance: University of Houston students, and JC Perez, VP of Marketing and Rick Boker, Market Social Media Specialist

Date: April 30, 2022

District 145: University and Career Day

KTMD JC Perez, VP of Marketing and Rick Boker, Market Social Media Specialist

Telemundo Houston supported the event for 12th grader students and parents that provided information about college preparation and careers.

Attendance: Station website visits.

Date: May 6, 2022

Foro Virtual: UH Hispanic Alumni Association Cinco de Mayo Loteria

Rick Boeker, KTMD Market Social Media Specialist, and KTMD JC Perez, VP of Marketing and Rick Boker, Market Social Media Specialist

Telemundo Houston continues to support fundraising efforts of the University of Houston Hispanic Alumni Association. Q2 events included "Lotería" to raise money for the scholarship fund. The mission of HAA is to provide opportunities for networking, community engagement, supporting the university's academic and athletic programs, and supporting Hispanic students who attend the University of Houston by providing scholarships.

Attendance: 350 students

Date: April 22, 2022

Laptop and Internet Essentials Giveaways with Comcast

KTMD JC Perez, VP of Marketing and Rick Boker, Market Social Media Specialist, and VP of Marketing JC Perez

Telemundo Houston and Comcast gave 3 laptops and Internet Essentials to LULAC Council 4967. LULAC advances the economic condition, educational attainment, political influence, housing, health and civil rights of Hispanic Americans through community-based programs. In partnership with Comcast, 3 Dell laptop and a year of free Internet Essentials services were donated for scholarship recipients.

Date: April 25, 2022

Meet the Moment

Speakers: NBCU Leaders, Rashida Jones, President MSNBC, and Tiffany Cross, Host, The Cross Connection on MSNBC Insights, and Erica Dhawan, Digital Body Language Expert & CEO

This Meet the Moment session helps us understand intersectionality and how it can help us all acknowledge how an individual's multifaceted identity results in unique lived experiences, inclusive of both unique opportunities and barriers. It's important to bring all our identities to the table and live in all of them at the same time. These different identities combined are a superpower resulting in a more unique, interesting, and original perspective.

Erica Dhawan talked to us about hybrid equity in this informative session

PART Houston: Distinguished Latina Lunch Series

Crystal Ayala, Anchor, and KTMD JC Perez, VP of Marketing and Rick Boker, Market Social Media Specialist

ART Houston is a diverse group of women with a mission to empower the community by awarding scholarships to Latinas graduating from High School, and by promoting friendship and understanding of cultures in the Americas – Canada, USA, Mexico, Central and South America. During their June luncheon, the non-profit recognized Telemundo Houston anchor Crystal Ayala. She was able to talk about her career in media and provide insight to others.

Attendance: 150 women

Date: June 14, 2022

Juma Job Fair

KTMD JC Perez, VP of Marketing and Rick Boker, Market Social Media Specialist

A job fair for young people to find jobs. Juma is a non-profit that strives to break the cycle of poverty by paving the way to work, education, and financial empowerment for youth across America.

Date: June 21, 2022

Laptop and Internet Essential Giveaway with Comcast

KTMD JC Perez, VP of Marketing and Rick Boker, Market Social Media Specialist

Telemundo Houston and Comcast gave 3 laptops and Internet Essentials to City of Baytown Community Development. The City of Baytown's Community Development Block Grant (CDBG) Program is designed to expand opportunities for low and moderate-income citizens through the

provision of public services, improvements to public facilities, neighborhood improvements, and housing and economic development opportunities. . In partnership with Comcast, 3 Dell laptop and a year of free Internet Essentials services were donated for CDBG back to school initiatives.

Date: Third Quarter (July, August, September)
Leyendo Con Telemundo- HISD School District

Pablo Sanchez, Lluvia Gutierrez, and Zalome Briceno

Telemundo Houston's literacy initiative continues with virtual readings every Monday, Wednesday and Friday at 12noon. KTMD anchors and reporters read children's books, 1 in English and 1 in Spanish, during a 30 minute Facebook LIVE. Archived reading segments are included on the station website and strategic partners like HISD, Cy-Fair ISD, Ronald McDonald House Charities and other non-profits share our content. Daily readings reach an estimated 16,000 unique viewers every day!

Attendance: 16,000 average daily outreaches via Facebook.

Date: July 14, 2022
Foro Virtual: Pre-K Education

Deysi Alvarez moderated a virtual forum to discuss the importance of education starting from pre-kindergarten and spotlighting Aldine ISD. Children who go to pre-kindergarten are more prepared for reading and math in school, more likely to graduate from high school and attend college and earn more money in their career. Panelist included 3 Aldine ISD elementary school directors. A 30 minute program was edited from our virtual forum and aired on KTMD at a later time. Also talked about media career.

Attendance: Facebook Live had a reach of 4,142 impressions

Date: July 30, 2022

Back 2 School Jamboree

Back to School Festival for students in Aldine ISD. The FREE event provides school supplies and health screenings to students in grades K-8. Telemundo Houston supported the event with on-line and social support as well as PSAs for our overall Supporting Our Schools campaign. Telemundo Houston donated 500 Backpacks.

Date: July 27-30, 2022

AAJA
NBCU Talent Acquisition Team and HR

AAJA conference brings together hundreds of participants, with unique in-person programming, training, networking and recruiting opportunities. Our NBCU Talent Acquisition Team participated in panels and talked about all our career opportunities.

Date: August 3-5, 2022

NABJ/NAHJ
NBCU Talent Acquisition Team

The National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) joined forces for the 2022 Convention and Career Fair which was the premier venue for journalism education, career development and networking, attracting leaders and influencers in journalism, media, technology, business, arts and entertainment. NBCU and the TA participated in panels and in the career day fair.

Date: August 3-5, 2022
NLGJA
NBCU Talent Acquisition Team

NLGJA is a journalist led association working within the news media to advance fair and accurate coverage of LGBTQ communities and issues. Promotes diverse and inclusive workplace by providing education, professional development. The NLGJA convention featured a Career & Community Expo, more than 40 breakout and plenary sessions, and many opportunities to connect and network. NBCU and the Talent Acquisition Team participated in recruiting events for these conferences.

Date: September 2022
Respect in the Workplace Training

NBCUniversal is committed to creating and fostering a culture that is respectful and inclusive. This course outlines the company's policies and relevant laws surrounding the prevention of harassment and discrimination in the workplace, and how to be part of fostering a positive work environment. The company is committed to creating an environment where everyone feels comfortable speaking up without fear of retaliation, and this course will ensure that employees are aware of the resources available to them.

Attendance: All employees.

Date: October 24-28th, 2022
NBCU Career Week

Career week offers daily sessions on how to grow your career within the company. Keynote speaker Frans Johansson kicked off career week, he will demonstrate why diversity and inclusion is a key driver of innovation, growth, and high performance. Career Week is an annual series of internal training and development events aimed to provide quality, interactive development experiences, knowledge and tools to promote success and career growth at Telemundo Enterprises, Stations & NBCU employees. We provided professional headshots for all employees at KTMD.

Date: October 25, 2022
Meet the Moment
Speakers: NBCU Leaders, and John Leguizamo

During this meet the moment session employees can learn about culture of inclusion values, supports, and sees the multifaceted identities of employees and their unique perspectives and experiences.

Employees will hear from NBCUniversal Telemundo leaders about the company's ongoing focus on diversity, equity, inclusion and accessibility across the company.

Date: March 13-14, 2023

Security Training

Our security manager, Henry Mendiola, provided training to our employees on safety, security, and awareness.

EEO 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.

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.

INTERNET RECRUITING

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.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 65231BR Account Executive

Date Job Filled: May 3, 2022

Recruitment Source
That Referred

Ultimate Hire: LinkedIn

Number of Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Manny Vasquez	Manny.vasquez @nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 69011BR Anchor

Date Job Filled: May 10,2022

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 9

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 6944BR Assignment Desk Editor

Date Job Filled: May 6, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Wil Ocasio	Wil.ocasio@nbc uni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 69542BR Photographer/Editor

Date Job Filled: May 6, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.ocio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 70277BR National Sales Manager

Date Job Filled: May 16,2022

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site-Internal Candidate

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Carmen Jerez	Carmen.Jerez@n bcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 70832BR Producer

Date Job Filled: July 14, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	James Arroyave	James.Arroyave @nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 71393BR Account Executive

Date Job Filled: July 15, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Manny Vasquez	Manny.vasquez@ nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51014040 IT/Broadcast Systems Engineer

Date Job Filled: November 16, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Brittany Smeal	Brittany.Smeal@ nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51263067 Photographer/Editor

Date Job Filled: October 26,2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Angelica Alvarez	Angelica.Alvarez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51320047 Vice President of News

Date Job Filled: January 1, 2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site-Internal Candidate

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	James Arroyave	James.Arroyave @nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51321406 Account Executive

Date Job Filled: September 22, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Manny Vasquez	Manny.vasquez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51466116 APC Operator

Date Job Filled: January 1, 2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 8

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.ocio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51471879 Media Coordinator/Editor

Date Job Filled: August 22, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.Ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51494112 Weather Anchor

Date Job Filled: September 6, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	James Arroyave	James.Arroyave @nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51537771 Digital Account Manager

Date Job Filled: October 13, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Carmen Jerez	Carmen.Jerez@n bcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51545013 Assignment Desk/Editor

Date Job Filled: November 10, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Angelica Alvarez	Angelica.Alvarez@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51549281 News Producer

Date Job Filled: July 28, 2022

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site- Internal Candidate

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	James Arroyave	James.Arroyave @nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51549282 Multi-Media Journalist

Date Job Filled: August 9, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	James.Arroyave@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51549758 Multi-Media Journalist

Date Job Filled: October 12, 2022

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Career Site-Internal Candidate

Number of Interviewees: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	James Arroyave	James.Arroyave @nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51549759 Photographer

Date Job Filled: August 12, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Sarah Shales	Sarah.Shales@nb cuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51552389 APC Operator

Date Job Filled: November 18, 2022

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 7

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
Nbcunicareers.com	http://www.nbcunicareers.com/	Wil Ocasio	Wil.ocasio@nbcuni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KTMD

Job Title: 51014064_1 APC Operator

Date Job Filled: February 13, 2023

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Career Site

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
Nbcunicareers. com	http://www.nbcunicareers.co m/	Wil Ocasio	Wil.ocio@nbc uni.com	No
Employee Referral		Kim Caballero	Kim.Caballero@ nbcuni.com	No
Internal Hire		Kim Caballero	Kim.Caballero@ nbcuni.com	No