

# ANNUAL PUBLIC FILE EEO REPORT

## KTMD TV-47

Call Sign of Station(s): KTMD 4/1/15 – 03/31/16

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

- 19279BR Producer/Writer
- 19404BR Meteorologist
- 20829BR Account Executive
- 22894BR News Operations Manager
- 22952BR Assignment Desk Manager
- 24751BR Assignment Editor
- 26156BR Assignment Desk Editor

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?

26 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
NBC Universal Website	22
NBC Universal Website/Employee Referral	3
Career Builder	0
Internal (NBCUniversal employee)	1
University of Houston Career Center	0
Houston Association of Hispanic Media Professionals	0
TVJobs.com	0

KTMD Internship Program	0
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.

**Job Fairs and Career Days**

**Date: April 25, 2015**

**Cy-Fair 75<sup>th</sup> Anniversary Festival**

Promotions Team and News attended.

Telemundo Houston supported the Cy-Fair Independent School District's 75th anniversary event that raised funds and awareness for the Houston area's 2nd largest district. Event was supported in a news segment, on-line and via social media

Attendance: Approximately 7,500

**Date: May 3, 2015**

**Lemonade Day**

Promotions team and News attended.

Telemundo Houston supported Lemonade Day - a 501-c (3) non-profit that teaches financial literacy and entrepreneurial skills to youth. Telemundo Houston supported the program with PSA's, news segments, on-line and vial social media.

Attendance: 55,000 participants.

**Date: May 19, 2015**

**Matthys Elementary Career Day**

Antonio Hernandez, News Reporter and Promotions team attended.

News anchor Antonio Hernandez attended career day and talked to the students about media and communications careers.

Attendance: 750.

**Date: May 21, 2015**  
**Ft. Bend ISD Career Day**

Roger Franco, News Reporter, and promotions team attended.

News reporter Roger Franco attended career day at Oakland Elementary and talked to the students about media and communications careers.

Attendance: 750.

**Date: May 21, 2015**  
**Cy-Fair ISD Volunteers in Public Schools Event**  
News and Promotion team attended.

Telemundo Houston supported the Cy-Fair Independent School District's event that raises awareness for the VIP program to recruit new parent volunteers as well as recognize & reward outstanding parent volunteers from the 2014-2015 school years. Event was supported in a news segment.

Attendance: 4,500.

**Date: May 26, 2015**  
**Sneed Elementary Media Club Field Trip**

Martin Berlanga, news anchor, and promotions team attended.

Media Club students from Sneed Elementary were treated to a behind the scenes tour of the Telemundo Houston news room news anchor Martin Berlanga. He talked to the students about careers in media and the importance of staying in school.

Attendance: 27.

**Date: June 2, 2015**  
**Comcast Leaders and Achievers Luncheon**

Antonio Hernandez, news anchor, news, and promotions team attended.

Telemundo Houston supported our parent company's initiative that awarded scholarships to 47 graduating high school seniors. News anchor Antonio Hernandez served as emcee. Initiative was supported in news segments and via social media.

Attendance: 150.

**Date: August 1, 2015**

**Future “Woof Shops” at the Children’s Museum of Houston**

Promotions team attended.

Telemundo Houston supported the career education event at the Children's Museum on August 1. Youth leaned about different careers.

Attendance: 1,500.

**Date: August 15, 2015**

**Mayor’s Office Back to School**

Promotions team attended.

Mayor’s back to school event welcomes thousands of students, and their parents it provides them with school supplies and backpack. Telemundo Houston provided “Telemundo Poder de Saber backpacks for the new school year. Parents also have the opportunity to learn about fire safety, oral health, crime prevention, and hurricane preparedness. Telemundo had onsite activation with a tent, games, and prizes for winners

Attendance: 25,000.

**Date: November 3, 2015**

**Peet Jr. High School Field Trip**

Antonio Hernandez, News Anchor, and Promotions team attended.

Media students from Peet Jr. High were treated to a behind the scenes tour of the Telemundo Houston news room news anchor Antonio Hernandez. He talked to the students about careers in media and the importance of staying in school.

Attendance: 24.

**Date: November 9, 2015**

**University of Houston Downtown Student Visit**

Martin Berlanga, News Anchor and Promotions team attended.

Media students University of Houston - Downtown were treated to a behind the scenes tour of the Telemundo Houston news room news anchor Martin Berlanga. He talked to the students about careers in media and internships with NBC/Universal.

Attendance: 9.

**Date: February 13, 2016**  
**Houston Hispanic Forum Career and Education Day**

Tony Canales, General Manager, Frank Morales Finance Director, Stephanie Bobadilla Executive Assistant to General Manager, Diana Cotter Producer, Robert Paniagua Assignment Desk, Augusto Bernal Reporter, and Promotions team attended.

The Houston Hispanic Forum Career and Education day encourage parents and students from grades 6-12 to attend this event. Students and their parents have an amazing opportunity to meet with college representatives and learn about careers, financial aid, and the college admission process. The event attracts thousands of students, parents, and educators, and is supported in partnership with many school districts in the greater Houston region.

The event has over 50 panel sessions which are conducted by professionals from a variety of fields that provide detailed descriptions of their careers. Telemundo Houston reporter Augusto Bernal, Diana Cotter Producer, and Robert Paniagua assignment desk participated in a panel for students to share their experience and career paths. They also participated in a Q&A. Augusto also did a news segment for this event. We had a great activation and provided internship and job opportunity information. Attendees are also referred to the NBC/Telemundo website for current local and national open positions.

Attendance: 10,000.

**Date: February 20, 2016**  
**College and Career Day at Cesar Chavez High School**

Ubaldo Martinez, Sports Anchor and Promotions team attended.

College and Career Day at Cesar Chavez High School. Sports anchor Ubaldo Martinez offered a hands-on presentation to 2 groups of students seeking information on careers in broadcasting / media / communications.

Attendance: 50.

**Date: February 26, 2016**  
**Stevenson Middle School Parent's Resource Fair**

Promotions Team attended.

Parents were provided with information on how to better prepare their child for the future. The fair also helped parents and student understand the importance of an education.

Attendance: 100.

**Date: March 1, 2016**  
**Clifton Middle School College and Career Night.**

Promotions team attended.

Students and parents are invited to visit a number of mini-presentations about careers in fields of interest. Promotion team-members Martin and Maria talked to students about careers in communications.

Attendance: 100.

**Date: March 31, 2016**  
**University of Houston Downtown Communication Studies Internship Fair**

Stephanie Bobadilla, Executive Assistant to GM, and Promotions team.

Telemundo Houston will participate in this event to spread the word among college students about our internship and job opportunities within the company. We will provide flyers, and on site applications to recruit.

Attendance: 2,500.

**EEO Training**

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. The TV stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination, including ongoing Diversity and Inclusion training, Integrity training and Code of Conduct training.

Internship Program –Telemundo47 has a newly re-established Internship Program. Beginning January 2013, we have changed our program to a paid internship. We have a total of 3 potential internships available per semester. The students are still able to earn college credit and hands on experience. Our internship program also gives us qualified diverse candidates. Stephanie Bobadilla, Office Manager/Executive Assistant supervises this program.

















