

ANNUAL PUBLIC FILE REPORT

June 1, 2017 – May 31, 2018

KBLR (TV), Telemundo Paradise/Las Vegas

1. List all full-time job vacancies filled by Station KBLR-TV (“KBLR” or the Station”) covered by this report during the past year:

Position
Vice President of Sales
Manager of Technology
Multimedia Journalist
Anchor/Multimedia Journalist
Marketing/Promotions Manager
Multimedia Journalist
News Producer
Local Sales Manager
News Anchor
Technical Director/Photojournalist
Local Sales Manager

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.
3. In total, how many interviewees did the Station interview for all the full-time job vacancies identified in response to Question 1?

44 Interviews

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?

Name of Recruitment Source	Total number of interviewees referred during year
NBC Careers	5
Nevada Broadcasters Association	0
Las Vegas Latin Chamber of Commerce	0
Internal Candidate	5
NBCUniversal Contractor	1

5. Recruiting Methods:

- Online Recruitment: All positions are posted on NBCUniCareers.com and telemundolasvegas.com.
- Agency Outreach: KBLR sends a list of all Telemundo posted positions to the following agencies:
 - Nevada Broadcasters Association
 - Las Vegas Latin Chamber of Commerce
- On Air Announcements: Individuals interested in job opportunities are encouraged to contact the Station through on-air announcements on KBLR. These announcements include the phone number and website address where interested viewers can look for current open positions. KBLR airs 30 second Public Service Announcements (PSAs) on a weekly basis on “Community Calendars” providing information on open positions, job fairs and agencies seeking bilingual staff within the Las Vegas region.
- Telephone Job Line: The Station maintains and publicizes a phone number that individuals interested in job opportunities with the Station can call to receive recorded information about current open positions.
- Convention: National Association of Hispanic Journalists is the largest organization of Latino Journalists in the United States. Their mission is to increase the number of Latinos in the newsroom and also work towards fair and accurate representation of Latinos in news media. News Director Xochitl Sandoval attended the convention held in Orlando, Florida on September 2016, shared information with attendees on job openings.

6. 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 FAIR PARTICIPATION

KBLR News Director and recruiters participated in the National Association of Hispanic Journalist Career Fair during the reporting period:

EMPLOYEES SKILLS TRAINING PROGRAMS

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.

An example of these courses are: Leadership training, participated by News Director Xochitl Diaz, Banjo Training participated by reporter Doninyer Zapata and assignment desk Johali Carmona, Weather Summit participated weather reporter Adriana Guzman, Investigative Reporting participated by reporter Antonio Rodriguez, Digital Training participated by producer Viridiana Vidal and web editor Adan Jaramillo, INEWS Training participated by all news personnel, Sales Training: Kantar and Digital Training participated by Customer Service Rep Ana Luisa Cisneros and Sales Account Manager Richard Castro.

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.

EEO/HUMAN RESOURCES TRAINING PROGRAMS

KBLR regularly offers training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During 2017-2018 all personnel participated in programs which included Preventing Workplace Harassment, Diversity and Inclusion, Effective Communication, Integrity and Comcast Code of Conduct, Compliance Standards and Environmental Health and Safety training. Employees participate on these courses on a yearly basis. New hire employees are required to take the above mentioned courses during their first few weeks of employment.

COMMUNITY INVOLVEMENT AND EMPLOYMENT OUTREACH

KBLR continues to be deeply involved in its community of license and the surrounding area, which also extends KBLR's outreach efforts. KBLR has participated in the following community events.

1. Voter Registration Fair-June 11, 2017
2. Back to School-July 29, 2017
3. Clear The Shelters-August 29, 2017
4. Fiestas Patrias con Casa Guerrero-September 15-17, 2017
5. Fiesta Telemundo-October 14, 2017
6. La Bonita Trunk n Treat-October 27,2017
7. Dia de Muertos-November 3 & 4, 2017
8. Mariana's Posada-December 9, 2017
9. Calibash-January 27,2018
10. Quinceañera Expo-February 11,2018
11. Go Red-February 17,2018
12. Nevada Reading Week-March 2 & 3 2018
13. Make a Wish Foundation-March 10, 2018
14. Career Day-April 6,2018
15. Comcast Cares Day-April 21, 2018
16. Best Of Show-April 22,2018
17. Dia Del Niño-April 28, 2018
18. Celebrando Fest-April 28, 2018
19. Susan G. Komen-May 5, 2018

Additionally, KBLR continues to air thirty-second Public Service Announcements (PSAs) on a weekly basis on “Community Calendars” providing information on job fairs and agencies seeking bilingual staff within the Las Vegas region.

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __VPOS/National Sales Manager _____

Date Job Filled _____6/12/17_____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____1_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: _____ Manager of Technology _____

Date Job Filled _____ 06/19/2017 _____

Recruitment Source
That Referred

Ultimate Hire: _____ Internal Candidate _____

Total # of interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Multimedia Journalist_____

Date Job Filled _____07/31/2017_____

Recruitment Source

That Referred

Ultimate Hire: ___ nbcunicareers.com_____

Total # of interviewees: _____8_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Anchor/Multimedia Journalist_____

Date Job Filled _____08/07/17_____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____5_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: _____Marketing & Promotions Manager_____

Date Job Filled _____ 09/05/17 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Internal Candidate _____

Total # of interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Multimedia Journalist_____

Date Job Filled _____09/11/17 _____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____8_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __News Producer_____

Date Job Filled _____ 09/18/17_____

Recruitment Source

That Referred

Ultimate Hire: __Internal Candidate_____

Total # of interviewees: _____ 9_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Local Sales Manager _____

Date Job Filled _____9/25/17_____

Recruitment Source
That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____4_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __News Anchor _____

Date Job Filled _____ 11/08/17 _____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____ 2 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Technical Director/Photojournalist__

Date Job Filled _____12/18/17_____

Recruitment Source

That Referred

Ultimate Hire: __NBCUniversal Contractor_____

Total # of interviewees: _____2_____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: _____ Local Sales Manager _____

Date Job Filled _____ 05/07/18 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Internal Candidate _____

Total # of interviewees: _____ 3 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com			NO
Nevada Broadcasters Association	Nevadabroadcasters.org			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO