

**ANNUAL PUBLIC FILE REPORT**  
**June 1, 2015 – May 31, 2016**

**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	Date Filled
Sales Account Manager	06/29/2015
News Producer	07/06/2015
News Producer	07/13/2015
Multimedia Journalist	10/26/2015
Web Editor	01/04/2016
National Sales Manager	01/04/2016
News Anchor	03/21/2016
Editor	05/30/2016

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? 45 Interviews
- News Producer - 5
  - News Producer -5
  - Sales Account Manager - 3
  - National Sales Manager - 7
  - Web Editor - 8
  - Multimedia Journalist -5
  - News Anchor - 8
  - Editor - 4

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	45
Nevada Broadcasters Association	0
Linkedin.com	0
Las Vegas Latin Chamber of Commerce	0

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
  - LinkedIn
- 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 60 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 2015, 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 participated in the following Career Fair during the reporting period:

- Review Journal Career Fair – April 20, 2016 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR

## **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.

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 March and April 2016 all personnel participated in programs which included Preventing Workplace Harassment, Diversity and Inclusion 2016, Workplace violence Prevention, Effective Communication, Integrity and Comcast Code of Conduct, Compliance Standards and Environmental Health and Safety training.

## **COMMUNITY INVOLVEMET 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. La Maquina de Dinero – July 18, 2015
2. Clear the Shelters – August 15, 2015
3. La Voz Kids Season 3 Casting – September 19, 2015
4. Feria Telemundo – October 17, 2015
5. Trunk or Treat – October 28, 2015
6. Dia de los Muertos – November 6 & 7, 2015
7. American Heart Association Go Red – February 27, 2016
8. Nevada Reading Week – March 1-4, 2016
9. Environmental Summit – Sachamama – April 2, 2016
10. Animal Foundation Best in Show – April 9, 2016
11. Celebrando Hispanic Festival – April 10, 2016
12. Comcast Cares Day – April 22 & 29, 2016
13. Susan G. Komen Race for the Cure – May 7, 2016

Additionally, KBLR continues to air sixty-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: \_\_Sales Account Manager\_\_

Date Job Filled \_\_\_\_\_06/29/2015\_\_\_\_\_

Recruitment Source  
That Referred

Ultimate Hire: \_\_nbcunicareers.com\_\_\_\_\_

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
LinkedIn	Linkedin.com			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 \_\_\_\_\_ 07/06/2015\_\_\_\_\_

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
LinkedIn	Linkedin.com			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 \_\_\_\_\_07/13/2016\_\_\_\_\_

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
LinkedIn	Linkedin.com			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 \_\_\_\_\_10/26/2015\_\_\_\_\_

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
LinkedIn	Linkedin.com			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO



# JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: \_\_\_\_\_ KBLR-TV \_\_\_\_\_

Job Title: \_\_Web Editor\_\_\_\_\_

Date Job Filled \_\_\_\_\_ 01/04/2016\_\_\_\_\_

Recruitment Source

That Referred

Ultimate Hire: \_\_nbcunicareers.com/Employee Referral\_\_\_\_\_

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
LinkedIn	Linkedin.com			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: \_\_\_\_\_ KBLR-TV \_\_\_\_\_

Job Title: \_\_National Sales Manager\_\_\_\_\_

Date Job Filled \_\_\_\_\_01/04/2016 \_\_\_\_\_

Recruitment Source

That Referred

Ultimate Hire: \_\_nbcunicareers.com\_\_\_\_\_

Total # of interviewees: \_\_\_\_\_7\_\_\_\_\_

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
LinkedIn	Linkedin.com			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 \_\_\_\_\_ 03/21/2016\_\_\_\_\_

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
LinkedIn	Linkedin.com			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

# JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: \_\_\_\_\_ KBLR-TV \_\_\_\_\_

Job Title: Editor

Date Job Filled \_\_\_\_\_ 05/30/2016 \_\_\_\_\_

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
LinkedIn	Linkedin.com			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO