

3. In total, how many interviewees did the Station interview for all the full-time job vacancies identified in response to Question 1?

34 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	11
Nevada Broadcasters Association	0
Internal Candidate	14
NBCUniversal Contractor	2
Former Employee	4
LinkedIn	3

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
- 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.

- Convention:
 - Investigative Reporters and Editors (IRE) is a vital support system for the largest body of investigative reporters in the world. Training was virtual and was taken by Executive Producer, Johali Carmona in September 2020.
- 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 did not participate in any job fair in person or virtual.

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:

- SMART-Sales Pending, July 2020-Roberto Garica, Robert DeNinnis, Jack Abell, Mariagianella Flores, Anne Valle
- Nielsen Impressions, August 2020-Roberto Garica, Robert DeNinnis, Jack Abell, Mariagianella Flores, Anne Valle
- Spot on Training, January 2021-Roberto Garica, Robert DeNinnis, Jack Abell, Mariagianella Flores, Anne Valle
- Digital FEP+, January 2021 -Roberto Garica, Robert DeNinnis, Jack Abell, Mariagianella Flores, Anne Valle
- SharePoint Access, March 2021-Roberto Garica, Robert DeNinnis, Jack Abell, Mariagianella Flores, Anne Valle
- Marketing Off-site April 7 & 8-Gloria Flores
- Domo Training Q1 2021-Gloria Flores
- Word Press tips and reminder May 20,2020-Adan Jaramillo
- Mobile App Redesing August 25th & 26th 2020-Adan Jaramillo

- Wildmoka #1 August 28,2020-Adan Jaramillo
- Wildmoka #2 September 9,2020-Adan Jaramillo
- Digital offsite September 22nd-24th 2020-Adan Jaramillo
- Social Media Engagement October 20,2020-Adan Jaramillo
- MPX Console December 1,2020-Adan Jaramillo
- MPX Console 2 December 8,2020-Adan Jaramillo
- Digital research January 28, 2021-Adan Jaramillo
- Look-S February 9th & 25th ,2021 and May 6, 2021-Adan Jaramillo
- Telemundo Las Vegas goals and strategy March 12,2021-Adan Jaramillo
- Digital off-site April 7th & 8, 2021-Adan Jaramillo
- Strategy for markets with Entravision stations May 12, 2021-Adan Jaramillo
- WideOrbit Media Sales Advanced Training-June 10, 2020-Liz Quirarte, Ana Cisneros, Roberto Garcia, Robert DeNinnis, Jack Abell, Mariagianella Flores, Anne Valle
- WideOrbit Media Sales Posting Training- June 11, 2020- Liz Quirarte, Ana Cisneros, Roberto Garcia, Robert DeNinnis, Jack Abell, Mariagianella Flores, Anne Valle
- WO Media Sales Research Reports Training-June 2020- Liz Quirarte, Ana Cisneros, Roberto Garcia, Robert DeNinnis, Jack Abell, Mariagianella Flores, Anne Valle
- Mandatory Political File Training, September 9, 2020- Ramiro Lopez, Liz Quirarte
- Social Media Engagement Training-October 5, 2020-Liz Quirarte, Gloria Flores
- HR Training - NEW UK immigration system- November 2020-Liz Quirarte
- Debiasing the Hiring Process Lab-April 28,2021-Liz Quirarte
- Gender & Identity Disclosure Training- April 29, 2021-Liz Quirarte
- Las Vegas Telemundo Intro to Grabix-June 11,2020-Johali Carmona, Mary Carreno
- Production Training, response to various scenarios that may arise in the control room-June 23,2020-Pedro Negron, Johali Carmona
- ATEAM Switcher 101-Pedro Negron-APC Team
- Production Training, response to various scenarios that may arise in the control room-July 14,2020-Pedro Negron, Johali Carmona
- Production Training, response to various scenarios that may arise in the control room-July 21,2020-Pedro Negron, Johali Carmona
- MMJ Virtual Editing Training-July 20,2020- Pedro Negron, Samantha Diaz, Paulo Alvarado, Cinthia Maldonado. Alejandro Condis, Eric Jimenez
- Owned Stations Webinar: Next Steps For Prioritizing Diversity & Inclusion-July 21,2020- KBLR All Staff
- Virtual Editing Training-July 22,2020-Pedro Negron, Yngrid Rojas

- Racial Discrimination: a guide to journalistic coverage with Ruben Keoseyan-October 2,2020-Johali Carmona, Mary Carreno, Ramiro Lopez
- Situational Awareness Refresh Training for News Gatherers-October 8,2020-Reporters, Producers, Johali Carmona, Mary Carreno
- Ross Inception News -Rundown Archiving-October 9,2020-Johali Carmona
- StreamYard Training-October 23,2020-Pedro Negrón
- NBC Security Debrief: Protests & Inauguration Safety-January 15,2021-Johali Carmona
- .01 Arthouse Academy-March & April 2021-Johali Carmona, Pedro Negrón, Adan Jaramillo
- Camera Workshop-March 2021-Pedro Negrón, Fernando Renteria, Samuel Toledo, Yaimee Bell
- Edius Workshop-March & April 2021-Andy Quinones, Fernando Renteria, Samuel Toledo, Yaimee Bell
- Writing and Style-April 3,2021- Mary Carreno, Samuel Toledo, Yaimee Bell, Alejandro Condis, Fernando Renteria
- Producers Workflow Training-April 24,2021-Mary Carreno, Johali Carmona, Yngrid Rojas, Martha Saldana,Juan David Roza, Imariel Moreno
- Assignment Workflow Training-May 7,2021-Mary Carreno, Johali Carmona, Tony Alvarez, Suquel Blondet
- NBCU Respect in the Workplace for Supervisors 2020-September 2020-Ramiro Lopez
- STATE WITHHOLDING IN SNAP END USER TRAINING- October 5, 2020-Ramiro Lopez
- Board Member DEI Training- December 4, 2020-Ramiro Lopez
- 3rd DEI Training Session for Board Members- February 26, 2021-Ramiro Lopez
- Social Media Engagement Training- October 30, 2020 for all KBLR Staff
- Respect in the Workplace training-September 2020 for all KBLR Staff

In addition, online courses on a variety of topics are available to all employees. Courses include: Safety Training, EHS Training, Crucial Conversations, Effective Coaching Skills, Feedback with Impact, Executive Presentation Skills, Influencing Skills, and Presentation Skills, 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 2020-2021 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. Clear The Shelters - August 2020
2. Supporting Our Schools – September 2020
3. We supported the Susan G. Komen More Than Pink Virtual Walk – September 2020
4. Make-A-Wish Walk for Wishes Virtual Event – April 2021

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: __APC Operator_____

Date Job Filled _____03/04/2021_____

Recruitment Source

That Referred

Ultimate Hire: __Talent Acquisition Source_____

Total # of interviewees: _____3_____

	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com	Wil Ocasio	(212) 664-3246	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Matalie Watson	(702) 794-4994	NO
LinkedIn	www.linkedin.com			

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: _____ News Producer _____

Date Job Filled _____ 08/25/2020 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Current NBCUniversal Contractor/Freelancer _____

Total # of interviewees: _____ 3 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com	Wil Ocasio	(212) 664-3246	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Suzanne Smith	(702) 794-4994	NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Assignment Desk _____

Date Job Filled _____ 08/19/2020 _____

Recruitment Source

That Referred

Ultimate Hire: __ Current NBCUniversal Employee _____

Total # of interviewees: _____ 2 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com	Wil Ocasio	(212) 664-3246	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Suzanne Smith	(702) 794-4994	NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ News Anchor/Reporter _____

Date Job Filled _____ 10/15/2020 _____

Recruitment Source

That Referred

Ultimate Hire: __ Current NBCUniversal Employee _____

Total # of interviewees: _____ 5 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com	Wil Ocasio	(212) 664-3246	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Suzanne Smith	(702) 794-4994	NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: ____ News Anchor/Multimedia Journalist ____

Date Job Filled _____ 11/18/2020 _____

Recruitment Source

That Referred

Ultimate Hire: ____ Current NBCUniversal Employee _____

Total # of interviewees: _____ 9 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com	James Arroyave	(954) 622-6839	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Suzanne Smith	(702) 794-4994	NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Photographer/Editor_____

Date Job Filled _____ 1/20/2021 _____

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	Wil Ocasio	(212) 664-3246	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Suzanne Smith	(702) 794-4994	NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Multimedia Journalist _____

Date Job Filled ____ 1/14/2021 _____

Recruitment Source

That Referred

Ultimate Hire: ____ Networking _____

Total # of interviewees: _____ 3 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com	James Arroyave	(954) 622-6839	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Suzanne Smith	(702) 794-4994	NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Multimedia Journalist _____

Date Job Filled _____ 2/22/2021 _____

Recruitment Source

That Referred

Ultimate Hire: __ Networking _____

Total # of interviewees: _____ 4 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com	Juliana Kafka	(917) 515-4378	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Suzanne Smith	(702) 794-4994	NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Multimedia Journalist _____

Date Job Filled _____ 3/3/2021 _____

Recruitment Source

That Referred

Ultimate Hire: _____ LinkedIn _____

Total # of interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
NBCUni	NBCUnicareers.com	Wil Ocasio	(212) 664-3246	NO
Nevada Broadcasters Association	Nevadabroadcasters.org	Suzanne Smith	(702) 794-4994	NO
LinkedIn	www.linkedin.com			