

ANNUAL PUBLIC FILE REPORT

June 1, 2018 – May 31, 2019

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 |
|--|
| Assignment Desk/Editor |
| Sales Account Manager |
| Sales Account Manager |
| Sports Anchor/Multimedia Journalist |
| Weather Anchor Telemundo Las Vegas |
| Promotions Producer |
| Content Producer |
| News Producer |
| Investigative/Consumer-Reporter/Producer |
| News Director |
| Multi-Media Journalist |
| News Operations Manager/Chief Photographer |
| IT Analyst |
| Multimedia Journalist |
| News Producer |
| |
| |

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

Recruitment Source Data Forms attached at the end.

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

41 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 |
|--------------------------------------|---|
| NBCunicareers.com | 20 |
| Nevada Broadcasters Association | 0 |
| Las Vegas Latin Chamber of Commerce | 0 |
| Internal Candidate | 8 |
| NBCUniversal Contractor | 2 |
| External/Industry Referrals | 4 |
| Career Fairs/Diversity Events/Mixers | 2 |
| Talent Acquisition | 1 |
| Name Generation-NBCUniversal HR | 4 |

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.

- 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 and Executive Producer Javier Palmera attended the convention held in Miami, Florida on July 2018, 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, Executive Producer and Telemundo 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: Weather training in Arizona Weather Anchor Jessica Fernandez, Digital Training for Web Editor Adan Jaramillo, INEWS Training participated by all news personnel, LEAD Training by Roberto Garcia, JUMP/6 moth experience for new leaders in training for management skills for IT Manager Jacob Garcia and Marketing & Promotions Manager Gloria Flores Sales Training: Kantar and Digital Training participated by Customer Service Rep and Sales Account Personnel.

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 2018-2019 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. Walk for Wishes – March 10, 2018
2. Comcast Cares Day – April 21, 2018
3. Dia del Niño – April 28, 2018
4. Celebrandofest – April 28, 2018
5. Susan G. Komen – May 5, 2018
6. Fiesta Mundial – June 9, 2018
7. COX BTS Events 1,2,3 and 4 – July 14,21,28 and August 4

8. SOS – 3 Activations at La Bonita – July 23, August 1 & 10
9. Mexico en el Corazon – August 17, 2018
10. CTS – August 18, 2018
11. Expo Lucha – August 31 & Sept 1
12. Abuelitos Event - Sept
13. Raiders Fan Convention – Oct 20, 2018
14. La Bonita Trunk or Treat – Oct 31, 2018
15. Dia de Muertos (2 days) – Nov 2 & 3
16. WSS Activation – Dec 7, 2018
17. Posada Telemundo – Dec 15, 2018
18. March – Walk for Wishes (Make a Wish Foundation) – March 9, 2019
19. April – Dia del Niño – April 27, 2019
20. June – Fiesta Mundial – June 8, 2019

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: Assignment Desk/Editor

Date Job Filled 07/25/2018

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: Sales Account Manager

Date Job Filled 06/30/2018

Recruitment Source
That Referred

Ultimate Hire: External/Industry Referral

Total # of interviewees: 6

| 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: Sales Account Manager

Date Job Filled 07/06/18

Recruitment Source

That Referred

Ultimate Hire: External/Industry Referral

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: Sports Anchor/Multimedia Journalist

Date Job Filled 07/24/18

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 |
| Las Vegas Latin Chamber of Commerce | LVLCC.com | | | NO |

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KBLR-TV

Job Title: Weather Anchor Telemundo Las Vegas

Date Job Filled 09/08/18

Recruitment Source

That Referred

Ultimate Hire: Name Generation-NBCUniversal HR

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 |

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KBLR-TV

Job Title: Promotions Producer

Date Job Filled 10/18/18

Recruitment Source
That Referred

Ultimate Hire: External/Industry Referral

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: Content Producer

Date Job Filled 09/07/18

Recruitment Source

That Referred

Ultimate Hire: Career Fairs/Diversity Events/Mixers

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: News Producer

Date Job Filled 08/31/18

Recruitment Source
That Referred
Ultimate Hire: NBCUniversal Contractor

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: Investigative/Consumer-Reporter/Producer

Date Job Filled 10/24/18

Recruitment Source
That Referred
Ultimate Hire: Talent Acquisition

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: News Director

Date Job Filled 09/21/18

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 |
| | | | | |

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KBLR-TV

Job Title: Multi-Media Journalist

Date Job Filled 09/15/18

Recruitment Source

That Referred

Ultimate Hire: Career Fair/Diversity Events/Mixer

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: News Operations Manager/Chief Photographer

Date Job Filled 01/23/19

Recruitment Source
That Referred
Ultimate Hire: Internal Candidate

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 |
| Las Vegas Latin Chamber of Commerce | LVLCC.com | | | NO |
| | | | | |

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: KBLR-TV

Job Title: IT Analyst

Date Job Filled 01/18/19

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: Multimedia Journalist

Date Job Filled 03/27/19

Recruitment Source
That Referred

Ultimate Hire: NBCUniversal Contractor/Freelancer

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: News Producer

Date Job Filled 03/23/19

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 |
| | | | | |