

ANNUAL PUBLIC FILE REPORT

June 1, 2016 – May 31, 2017

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
Investigative Consumer Reporter
Executive Producer
Investigative Photojournalist
News Operations Manager
Office Manager/Executive Assistant
Multimedia Journalist
Sales Account Manager
Sales Specialist
Multimedia Journalist
Photographer
Producer
Multimedia Journalist
Content Producer
News Anchor
Sales Account Manager
Multimedia Journalist
Sports Anchor
Executive Producer
Creative Services Producer
Technical Director/Photojournalist

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?

110 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	92
Nevada Broadcasters Association	0
Las Vegas Latin Chamber of Commerce	0
Internal Candidate	5
NBCUniversal Contractor	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
 - 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 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 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:

- September 2016

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 2016-2017 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 18, 2016
2. La Voz Kids(Carmen Sanchez) Welcome Back-July 14, 2016
3. Clear The Shelters-July 23, 2016
4. Back to School-August 26, 2016
5. Broadacres Concert-September 23, 2016
6. La Oportunidad Expo-October 1, 2016
7. Fiesta Telemundo-October 8, 2016
8. Dia de Muertos-November 4 & 5, 2016

9. La Bonita Trunk n Treat-October 28, 2016
10. Celebrando tu Salud-November 12, 2016
11. Mariana's Posadas-December 17, 2016
12. Calibash-January 26,2017
13. Go Red-February 11,2017
14. The Meadows School-March 14,2017
15. Nevada Reading Week-February 27-March 3, 2017
16. Comcast Cares Day-April 22,2017
17. Dia del Niño-April 29,2017

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: __ Investigative Consumer Reporter __

Date Job Filled _____ 06/06/2016 _____

Recruitment Source
That Referred

Ultimate Hire: __ Internal Candidate _____

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: _____ Executive Producer _____

Date Job Filled _____ 06/06/2016 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Internal Candidate _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Investigative Photographer _____

Date Job Filled _____ 06/13/2016 _____

Recruitment Source

That Referred

Ultimate Hire: __ Internal Candidate _____

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
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 Operations Manager _____

Date Job Filled _____ 06/13/2016 _____

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: ____ Office Manager/Executive Assistant ____

Date Job Filled _____ 07/05/2016 _____

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
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 _____08/08/2016_____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____12_____

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: __Sales Account Manager_____

Date Job Filled _____ 08/08/2016_____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Sales Assistant _____

Date Job Filled _____ 08/08/2016 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: Multimedia Journalist

Date Job Filled 08/08/2016

Recruitment Source

That Referred

Ultimate Hire: NBCUniversal Contractor

Total # of interviewees: 12

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: Photographer

Date Job Filled 09/12/2016

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: _____ Producer _____

Date Job Filled _____ 09/16/2016 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: Multimedia Journalist

Date Job Filled 09/21/2016

Recruitment Source

That Referred

Ultimate Hire: Former Employee

Total # of interviewees: 12

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: _____ Content Producer _____

Date Job Filled _____ 10/13/2016 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: ___ News Anchor _____

Date Job Filled _____ 12/12/2016 _____

Recruitment Source

That Referred

Ultimate Hire: _____ Career Fair/Diversity Event _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Sales Account Manager _____

Date Job Filled _____ 01/30/2017 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: ___ Multimedia Journalist _____

Date Job Filled _____ 03/06/2017 _____

Recruitment Source

That Referred

Ultimate Hire: ___ Contacted by NBCUniversal HR _____

Total # of interviewees: _____ 12 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Sports Anchor _____

Date Job Filled _____ 03/06/2017 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: Executive Producer _____

Date Job Filled 03/20/2017 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Creative Services Producer _____

Date Job Filled _____ 04/03/2017 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __ Technical Director/Photojournalist _____

Date Job Filled _____ 04/24/2017 _____

Recruitment Source

That Referred

Ultimate Hire: __NBCUniversal Contractor_____

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