

ANNUAL PUBLIC FILE REPORT

June 1, 2012 – May 31, 2013

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	5/13/2013

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?
 - Sales Account Manager – 3
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	3
Nevadabroadcasters.org	0
Elmundo.net	0
LVLCC.com	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
 - Newspaper Ads: KBLR has run a job information advertisement in El Mundo along with a digital ad on their web site which runs for an additional 30 days. The job ad invites all interested in employment with the Station to visit www.nbcunicareers.com to search and apply for job availabilities.
 - Television: Individuals interested in job opportunities with this employment unit 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.
 - Additionally, KBLR continues to air sixty-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: As indicated above, 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.
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 regularly participates in community and minority job fairs and events. Representatives of KBLR participated in a number of job fairs during the reporting period. Also, Human Resources management members from NBCU and Telemundo represented KBLR at a number of job fairs in other regions.

KBLR participated in The Review Journal Career Fairs during the reporting period as specified below:

- Review Journal Career Fair – September 12, 2012 – Las Vegas, NV – attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – October 10, 2012 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR

- Review Journal Career Fair – January 23, 2013 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – March 6, 2013 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – April 9, 2013 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR

TRAINING PROGRAM

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. Station employees participated in the following development/leadership skills courses:

- Paradigm Sales Team Training November 13th – 15th in Dallas, Texas. This training was held specifically for KBLR's local sales team.

In addition, online courses on a variety of topics are available to all employees. Courses include: Crucial Conversations, Effective Coaching Skills, Feedback with Impact, DiSC Behavioral Styles at Work, Executive Presentation Skills, Influencing Skills, Presentation Skills, Storytelling, Business Writing, Effective Meetings, Hiring the Right People, Project Management, Time Management, Time Management to Achieving Your Highest Priorities Using Microsoft Office, What's New in Office 2010, Excel 202: Fundamentals 2010, Excel 203: Intermediate 2010, Excel & Power Point 204: Charting & Drawing, Excel 205: Functions Only, Excel 206: Advanced 2010, PowerPoint 202: Fundamentals 2010, and PowerPoint 203: Advanced.

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 Program

KBLR regularly offers training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. During the

reporting period, these programs have included Annual Integrity Training and Comcast Corporation Code of Conduct, a course encompassing issues related to integrity, Solutions Program; Compliance Standards and Environmental Health and Safety training.

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.

- Feria Telemundo – June 2, 2012
- NCLR July 7-8, 2012
- Descarga – Community event July 14, 2012
- Descarga – Community event July 28, 2012
- De Vuelta a la Escuela donations. August 1 thru 24, 2012
- McDonald's Children Soccer Clinic August 11, 2012
- Mi Familia Vota Walk October 20, 2012
- Nevada Wild Fest October 25-26, 2012
- Mayors Cup – October 26-28, 2012
- Springs Preserve Dia de los Muertos November 2-3, 2012
- Mi Familia Vota Walk November 3, 2012
- Mayor's Cup February 16-17, 2013
- Springs Preserve Dia del Nino April 27, 2013
- Race for the Cure May 4, 2012

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.

**1 JOB WAS POSTED AND FILLED DURING REPORTING
PERIOD**

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Sales Account Manager_____

Date Job Filled _____May 13, 2013_____

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