

## ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station(s): **KBLR-Las Vegas, Nevada**

Reporting Period: **June 1,2022 through May 31,2023**

1. List all full-time job vacancies filled by any station covered by this report during the past year.

News Operation Manager	51049599
Executive Producer	51455101
Systems Engineer	51496303
Sales Account Manager	51499332
APC Operator	51503634
Multimedia Journalist	51513020
Media Specialist	51513753_1
Sales Account Manager	51537207
Assignment Desk Editor	51557496
Creative Services Producer	70181BR
Media Specialist	71235BR

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Forms. **Forms are at the end of the report.**

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

**Total interviewees: 21**

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? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBCUniversal Careers Site	10
LinkedIn/ Social Media	4
NBCUniversal Contractor – YOH Managed Staffing	2
NBC Current / Former Intern / Employee	4
NBCU Employee Referral	1
Career Fairs/Diversity Events/Mixers/Associations	0

4. Please summarize the employment unit’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

**NABJ/NAHJ Conference (Las Vegas, NV)**

Date: August 01-05, 2022

Participants:

Mary Carreno, News Director

Pedro Negrón, News Operations Manager

Summary:

The convention and career fair began Wednesday August 3rd but KBLR received a group of 10 students and 2 professors each day that week to work on a real-life newscasts environment. A 20 min. newscast was recorded daily to provide feedback on the newscasts project. On top of that I personally participated as interviewer of new talent/students on NBC/Telemundo booths area.

### **Steps to College 2023**

Date: February 4<sup>th</sup>, 2023

Participants:

Jose Suarez, General Manager

Miryam Villarreal, Multimedia Journalist

Vanessa Michel, Account Executive

Carlos Obando, Creative Services Producer

Jocelin Cuevas, Promotions Coordinator

Summary:

This event is designed to help all families and students navigate a successful path to college and eventually to a gratifying career. Flyers were created and distributed at event.

Community Outreach:

### **Supporting Our Schools- La Bonita Check Presentation**

Date: July 15, 2022

Participants:

Krishma Trejo, Marketing Manager

Levy Lemus, Creative Producer

Carlos Osuna, Creative Producer

Ramiro Lopez, President & General Manager

Roberto Garcia, Sales Manager

Liz Quirarte, Office Manager

Summary:

Community effort to gather necessary supplies and donations, which go towards supporting students and teachers in their pursuit of a productive school year. La Bonita Supermarket matched all donations and check was presented to CIS.

Participation: PSA Creation and Promotion- Event Execution

### **Clear The Shelters 2022**

Date: August 22, 2022

Participants:

Krishma Trejo, Marketing Manager

Levy Lemus, Creative Producer

Carlos Osuna, Creative Producer

Yaimee Bell, Reporter/ Talent

Briana Quirarte, APC Operator

Liz Quirarte, Office manager

Summary: NBCUniversal Local teaming up with Animal Foundation to host Clear the Shelters a pet adoption and donation campaign that helps find loving homes for animals in need.

Participation: PSA Creation and Promotion- Event Execution- News Coverage

### **Día de Muertos Festival 2022**

Date: November 4-6, 2022

Participants:

Krishma Trejo, Marketing Manager

JessyElen Osuna, Marketing Assistant

Summary: Las Vegas' most authentic and largest cultural Day of the Dead event is at the Springs Preserve. Celebrate life at an outdoor, family-friendly festival.

Participation: PSA Creation and Promotion- Event Participation, Event Emcee- News Coverage

### **Día del Niño Movie Night with Las Vegas City- 2023**

Date: April 29, 2023

Participants:

Krishma Trejo, Marketing Manager

Levy Lemus, Creative Producer

Carlos Osuna, Creative Producer

Summary: The annual Dia Del Nino festival by the City of Las Vegas- live music, face-painting, arts, crafts, and food.

Participation: PSA Creation and Promotion- News Coverage

### **Telemundo Academy (Los Angeles, CA)**

Date: April 14-15, 2023

Participants:

Mary Carreno, News Director

Johali Carmona, Executive Producer

Summary:

Spanish-language journalism students had an amazing opportunity to create a mock TV newscast under the guidance of a Telemundo news director, executive producer and recruiter, who traveled here from Las Vegas and New York City. The all-day workshop concluded CSUN Journalism's first-ever Telemundo Local Academy that provided an opportunity for students to learn from Spanish-language journalism professionals, while having a chance to network. The first of three workshops took place in September 2022 at KVEA's headquarters in Universal City, followed by a workshop in November at CSUN. The Journalism Department is hopeful that a new group of Spanish-language students can participate in the academy in the 2023-2024 school year.

**Internet Recruiting:**

All positions are posted on nbcunicareers.com (the “Career Site”), a link to which is provided on the Stations’ websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

**Employee EEO Training:**

All Station employees and management are required to attend an annual mandatory training (by each September) on methods to ensure equal employment opportunities and to prevent employee harassment and discrimination. “**Respect in the Workplace**” is a training course that outlines the company’s policies regarding the prevention of harassment and discrimination in the workplace. All of the Station’s employees completed this training.

**Skills Enhancement Training:**

NBCUniversal provides its employees with training that is designed to enable station personnel to acquire skills that could qualify them for higher level positions. The Talent Lab is NBCUniversal’s suite of nomination-based learning and developmental experiences that are uniquely designed to develop and engage NBCUniversal employees. It consists of five “tracks” with several underlying programs and experiences designed to develop leadership capabilities, enhance business acumen, and help shape and define culture within NBCUniversal.

**All Staff:**

- Active Shooter Training-December 8,2022 (All Staff)
- New Hire Security Training-September 1,2022 (New Hires only)
- ComPsych Lunch and Learn: Financial Planning for Life September 27,2022 (All Staff)
- New Hire: Security Briefing- January 24,2023 (New Hires Only)

#### News Department Skills Training:

- Production Cloud-April 26-27,2023 (Ramon Cruz, Jorge Ramirez, Briana Quirarte, Janiel Hernandez, Francisco Ostos)
- Standardization Scripts & Rundowns-April 25,2023 (Mary Carreno, Teresa Medina, Ramon Cruz, Jorge Ramirez, Martha Saldana)
- Legal & Standards - April 17, 2023 (Mary Carreno, Mar Gonzalez, Ramon Cruz, Ludwin Perez, Katia Reyes, Grace Oria, Catalina Perez, Yaimee Bell, Johali Carmona, Teresa Medina, Nora Ramirez, Cristina Monge)
- Situational Awareness Training- December 7,2022 (Calos Cabrera, Catalina Perez, Ludwin Perez, Gregory Jaimes, Jackeline Dos Ramos, John Almodovar, Yaimee Bell)
- Taller para Productores-November 24,2022 (Nora Ramirez, Teresa Medina, Francisco Ostos, Grace Oria)
- Safety & Precautions- November 4, 2022 (Calos Cabrera, Catalina Perez, Yaimee Bell, Jackeline Dos Ramos, Mar Gonzalez, Gregory Jaimes, Ramon Cruz, Richard Reyes)
- SOP Audio Levels-August 18, 2022 (Yaimee Bell, Gregory Jaimes, Jackeline Dos Ramos, Catalina Perez)
- Operations Troubleshooting (Chaos)-August 11-12, 2022 (Briana Quirarte, Janiel Hernandez, Teresa Medina, Francisco Ostos, Nora Ramirez)

#### Creative and Promotions Team Trainings:

- KBLR-Camera Workshop- April 19,2023 (All Reporters, Carlos Osuna, Levy Lemus)
- NAB Las Vegas-April 15-19, 2023 (Levy Lemus, Carlos Osuna, Krishma Trejo)

#### Sales

- iSpot.TV- June 09,2022 (Sales Team)
- DCM Convo Training- July 14,2022 (Sales Team)
- NBC/Telemundo Marketplace- July 15,2022 (Sales Team)
- Political Landscape- July 26,2022 (Roberto Garcia)
- PMX Future Workflow Overview- August 23,2022 (Roberto Garcia)
- PMX MAV Walkthrough- August 30,2022 (Roberto Garcia)
- VPOS Local Ad Sales- September 19–21,2022 (Roberto Garcia)
- Exception World Cup Report- November 01,2022 (Roberto Garcia)
- Women's World Cup Presentation- March 20,2023(Roberto Garcia)
- Paris 2024 Olympics Presentation- March 15,2023 (Roberto Garcia)
- Vegas Digital Campaign- March 23,2023 (Sales Team)
- Pitching NBC Spot On- March 23,2023 (Sales Team)
- Core Digital - April 06,2023 (Sales Team)
- OTT/Streaming 101- April 10,2023 (Sales Team)
- Deeper Drive into NBCU Locals OTT/Streaming Products- April 14,2023 (Sales Team)
- Audience Targeting 101- May 04,2023 (Sales Team)
- Attribution 101- May 18,2023 (Sales Team)

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 (Peoplewith Disabilities), Unidos@NBCUniversal, Veterans Network, The Women's Network @NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

**NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER**

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORMS**

<b>Station</b>	<b>KBLR</b>			
<b>Job Title</b>	<b>News Operations Manager (51049599)</b>			
<b>Date Job Filled</b>	<b>10/27/2022</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCU Employee/Internal</b>			
<b>Number of Interviews:</b>	<b>2</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No
LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>			No

<b>Station</b>	<b>KBLR</b>			
<b>Job Title</b>	<b>Executive Producer (51455101)</b>			
<b>Date Job Filled</b>	<b>02/01/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCU Employee/Internal</b>			
<b>Number of Interviews:</b>	<b>2</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No
LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>			No

<b>Station</b>	<b>KBLR</b>			
<b>Job Title</b>	<b>Systems Engineer (51496303)</b>			
<b>Date Job Filled</b>	<b>09/01/2022</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCU Careers Site</b>			
<b>Number of Interviews:</b>	<b>2</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No
Nevada Broadcasters Association	<a href="http://www.nevadabroadcasters.org">www.nevadabroadcasters.org</a>	Jeanette Cerne-Hill	<a href="mailto:jeanette@nevadabroadcasters.org">jeanette@nevadabroadcasters.org</a>	No
College of Southern Nevada	<a href="http://www.csn.edu">www.csn.edu</a>	Ramona Johnson	<a href="mailto:Ramona.Johnson@CSN.EDU">Ramona.Johnson@CSN.EDU</a>	No



<b>Station</b>	KBLR			
<b>Job Title</b>	Sales Account Manager (51499332)			
<b>Date Job Filled</b>	11/08/2022			
<b>Recruitment Source that referred ultimate hire</b>	NBCU Careers Site			
<b>Number of Interviews:</b>	1			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No
LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>			No

<b>Station</b>	KBLR			
<b>Job Title</b>	APC Operator (51503634)			
<b>Date Job Filled</b>	09/26/2022			
<b>Recruitment Source that referred ultimate hire</b>	NBCU Careers Site-Contractor			
<b>Number of Interviews:</b>	1			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No
LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>			No

<b>Station</b>	KBLR			
<b>Job Title</b>	Multimedia Journalist			
<b>Date Job Filled</b>	08/31/2022			
<b>Recruitment Source that referred ultimate hire</b>	NBCU Employee/Internal			
<b>Number of Interviews:</b>	1			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No
Nevada Broadcasters Association	<a href="http://www.nevadabroadcasters.org">www.nevadabroadcasters.org</a>	Jeanette Cerne-Hill	<a href="mailto:jeanette@nevadabroadcasters.org">jeanette@nevadabroadcasters.org</a>	No

<b>Station</b>	KBLR			
<b>Job Title</b>	Media Specialist (51513753_1)			
<b>Date Job Filled</b>	03/24/2022			
<b>Recruitment Source that referred ultimate hire</b>	NBCU Careers Site-Contractor			
<b>Number of Interviews:</b>	1			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No

<b>Station</b>	<b>KBLR</b>			
<b>Job Title</b>	<b>Sales Account Manager (51537207)</b>			
<b>Date Job Filled</b>	<b>03/15/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCU Employee/Internal</b>			
<b>Number of Interviews:</b>	<b>3</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="http://nbcunicareers.com/">nbcunicareers.com/</a>	No
LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>			No

<b>Station</b>	<b>KBLR</b>			
<b>Job Title</b>	<b>Assignment Desk Editor</b>			
<b>Date Job Filled</b>	<b>01/23/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCU Careers Site</b>			
<b>Number of Interviews:</b>	<b>4</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="http://nbcunicareers.com/">nbcunicareers.com/</a>	No
LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>			No

<b>Station</b>	KBLR			
<b>Job Title</b>	Creative Services Producer (70181BR)			
<b>Date Job Filled</b>	06/02/2022			
<b>Recruitment Source that referred ultimate hire</b>	NBCU Careers Site			
<b>Number of Interviews:</b>	2			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No
Nevada Broadcasters Association	<a href="http://www.nevadabroadcasters.org">www.nevadabroadcasters.org</a>	Jeanette Cerne-Hill	<a href="mailto:jeanette@nevadabroadcasters.org">jeanette@nevadabroadcasters.org</a>	No

<b>Station</b>	KBLR			
<b>Job Title</b>	Media Specialist (71235BR)			
<b>Date Job Filled</b>	06/24/22			
<b>Recruitment Source that referred ultimate hire</b>	NBCU Careers Site			
<b>Number of Interviews:</b>	2			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="nbcunicareers.com/">nbcunicareers.com/</a>	No
LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>			No