

ANNUAL PUBLIC FILE REPORT
June 1, 2014 – May 31, 2015

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
News Anchor	06/16/2014
Graphic Designer	06/04/2014
News Producer	06/10/2014
Marketing Manager	06/19/2014
Sports Presenter	07/28/2014
News Producer	07/15/2014
Editor	07/18/2014
Operations Manager	08/04/2014
Multimedia Journalist	08/11/2014
Sales Account Manager	08/16/2014
Web Editor	08/13/2014
Sales Account Manager	08/25/2014
Multimedia Journalist	09/30/2014
News Producer	10/02/2014
Multimedia Journalist	10/16/2014
Assignment Desk	11/04/2014
News Editor	01/30/2015
Web Editor	02/11/2015
Sales Account Manager	02/20/2015
Multimedia Journalist	03/05/2015
Weather Anchor	03/17/2015
Master Control Operator	05/01/2015

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?

- News Anchor - 3
- Graphic Designer -7
- News Producer - 5
- Marketing Manager - 5
- Sports Presenter - 4
- News Producer - 4
- Editor - 6
- Operations Manager - 2
- Multimedia Journalist - 13
- Sales Account Manager - 7
- Web Editor - 1
- Sales Account Manager - 3
- Multimedia Journalist - 2
- News Producer - 1
- Multimedia Journalist - 10
- Assignment Desk - 1
- News Editor - 2
- Web Editor - 3
- Sales Account Manager - 9
- Multimedia Journalist - 4
- Weather Anchor - 4
- Master Control Operator - 1

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	97
Nevadabroadcasters.org	0
Linkedin.com	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
 - LinkedIn
 - 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 Career Fairs during the reporting period as specified below:

- Review Journal Career Fair – October 9, 2014 – Las Vegas, NV – attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – January 27, 2015 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – March 18, 2015 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR

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.

In addition, online courses on a variety of topics are available to all employees. Courses include: Crucial Conversations, Effective Coaching Skills, Feedback with Impact, Executive Presentation Skills, Influencing Skills, 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 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 INVOLVEMET 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.

- Descarga – Community event July 26, 2014
- La Oportunidad Expo Community event August 9, 2014
- Fiesta Las Vegas Latino Community Parade September 14, 2014
- Mayors Cup – October 24-26, 2014
- Springs Preserve Dia de los Muertos November 1-2, 2014
- Máquina Del Dinero Community event December 20, 2014
- Mayor's Cup February 14-16, 2015
- Celebrando Hispanic Festival April 11, 2015
- Springs Preserve Dia del Nino April 25, 2015
- Race for the Cure May 2, 2015

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: __News Anchor_____

Date Job Filled _____06/16/14_____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Graphic Designer_____

Date Job Filled _____ 06/04/14_____

Recruitment Source
That Referred

Ultimate Hire: __nbcunicareers.com_____

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
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 Producer_____

Date Job Filled _____06/10/14_____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Marketing Manager_____

Date Job Filled _____06/19/14_____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Sports Presenter_____

Date Job Filled _____ 07/28/14_____

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
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 Producer_____

Date Job Filled _____07/15/14 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Editor_____

Date Job Filled _____ 07/18/14_____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Operations Manager_____

Date Job Filled _____08/04/14_____

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
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 _____ 08/11/14_____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____ 13_____

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 _____08/16/14_____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Web Editor_____

Date Job Filled _____ 08/13/14_____

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
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 _____08/25/14 _____

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
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 _____ 09/30/14_____

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
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 Producer_____

Date Job Filled _____10/02/14_____

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
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 _____10/16/14 _____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____10_____

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: __Assignment Desk_____

Date Job Filled _____11/04/14 _____

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
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 Editor_____

Date Job Filled _____01/30/15 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Web Editor_____

Date Job Filled _____02/11/15 _____

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
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 _____02/20/15 _____

Recruitment Source

That Referred

Ultimate Hire: __nbcunicareers.com_____

Total # of interviewees: _____9_____

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 _____03/05/15 _____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Weather Anchor_____

Date Job Filled _____03/17/15_____

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

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Master Control Operator_____

Date Job Filled _____05/01/15 _____

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