

ANNUAL PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014

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 Director	01/22/2014
Sales Account Manager	02/24/2014
Local Sales Manager	04/21/2014
News Producer	04/21/2014
Editor	05/05/2014
Multimedia Journalist	05/05/2014
Technical Director	05/12/2014

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 Director - 3
 - Sales Account Manager - 1
 - Local Sales Manager - 5
 - News Producer - 2
 - Editor - 4
 - Multimedia Journalist - 4
 - Technical Director – 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	22
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 – June 11, 2013 – Las Vegas, NV – attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – September 10, 2013 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – October 08, 2013 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – January 23, 2014 – Las Vegas, NV - attended by Juan Nieto, Office Manager, KBLR
- Review Journal Career Fair – March 05, 2014 – 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.

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 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 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.

- Feria Telemundo – June 22, 2013
- Descarga – Community event August 10, 2013
- Descarga – Community event August 24, 2013
- Fiesta Las Vegas Latino Community Parade September 14, 2013
- Mayors Cup – October 25-27, 2013
- Springs Preserve Dia de los Muertos November 1-2, 2013
- Mayor's Cup February 15-17, 2014
- Nevada Broadcasters Bonnici Scholarship Community Fund April 24, 2014
- Springs Preserve Dia del Nino April 26, 2014
- Race for the Cure May 3, 2014

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 Director_____

Date Job Filled _____January 22, 2014_____

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
El Mundo	El Mundo.net			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 _____February 24, 2014_____

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
El Mundo	El Mundo.net			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Local Sales Manager_____

Date Job Filled _____April 21, 2014_____

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
El Mundo	El Mundo.net			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 _____April 21, 2014_____

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
El Mundo	El Mundo.net			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 _____ May 13, 2013 _____

Recruitment Source

That Referred

Ultimate Hire: __May 05, 2014_____

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
El Mundo	El Mundo.net			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 _____ May 05, 2014_____

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
El Mundo	El Mundo.net			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR-TV _____

Job Title: __Technical Director_____

Date Job Filled _____May 12, 2014_____

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
El Mundo	El Mundo.net			NO
Las Vegas Latin Chamber of Commerce	LVLCC.com			NO