

**EXHIBIT 1**

**EEO Annual Public File Reports**

**June 1, 2020 through May 31, 2022**

**KHRR**

**Tucson, AZ**

---

## **ANNUAL PUBLIC FILE EEO REPORT**

**KHRR - Tucson, Arizona**  
June 1, 2020 through May 31, 2021

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

Regional Account Manager      55343BR

MMJ/Photojournalist              58399BR

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **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: 7**

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.

<b>Name of Recruitment Source</b>	<b>Total Number of Interviewees Referred During Year</b>
Internal	0
NBCU Employee Referral	1
nbcunicareers.com	3
Social Media	2
Career Fairs/Diversity Events/Mixers/Associations	0
NBCUniversal Contractor – YOH Managed Staffing	0
NBC Current/Former Intern/Employee	1

5. 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.

### **Newspaper/Trade Ads**

No newspaper/trade ads were placed for the positions listed during this period.

**Internet Recruiting** – The stations post Jobs on-line at the following websites: [www.nbcunicareers.com](http://www.nbcunicareers.com), [www.tvjobs.com](http://www.tvjobs.com), <http://www.sbe.org>, [www.careerpage.org](http://www.careerpage.org), [www.azbroadcasters.org](http://www.azbroadcasters.org), [www.careerbuilder.com](http://www.careerbuilder.com) (where applicable). All on-line ads are directed back to [www.nbcunicareers.com](http://www.nbcunicareers.com) to apply.

**Internal Posting** – Job openings are posted at each station and are shared with other stations for a broad distribution. Email is also used to distribute job openings internally.

**Internal EEO Management Training** -- All Telemundo employees are required to complete courses online such as: Preventing Workplace Harassment, Diversity and Inclusion, Workplace Violence Prevention, Effective Communication, Code of Conduct, Integrity Training, Compliance Standards, 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. In addition, employees participated in Meet the Moment a shared virtual experience which kicked off a year-long educational program aligned to our diversity, equity and inclusion efforts company-wide; sessions 1, 2 & 3 were completed during this reporting period.

### **Employee Skills Training**

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: 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, Microsoft Excel and Lunch & Learn series Training – “Identity Theft, Skimming & Phishing” and “Active Assailant” training. Respect in the Workplace and Meet the Moment trainings. NBCU Career Week 2020 is an annual series of internal training and development events aimed to provide quality, interactive development experiences, knowledge and tools to promote success at Telemundo Enterprises, Stations & NBCU employees was held November 9<sup>th</sup> – 13, 2020

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.

### **Career Fairs**

**Career Fair: 2020 Arizona Broadcasters Association / University of Arizona Career Fair** was held virtually on September 15, 2020, Office Manager, Virginia Luna participated. Attendees were provided information about on job openings for both KTAZ & KHRR. They were also provided with our company website where job positions are posted and updated on a regular basis.

**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 newsrooms and work toward fair and accurate representation of Latinos in news media. The National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) held their joint 2020 Convention & Career Fair virtually on Augusts 5 – 9 from Washington, D.C. News Director Mike Gaytan attended the convention & participated in the career fair and shared with attendees’ information about job opportunities with KTAZ.

**Career Fair: 2021 Arizona Broadcasters Association / Arizona State University Career Fair** was held virtually on May 13, 2021, Office Manager, Virginia Luna participated in the virtual event. Attendees were provided information about on job openings for both KTAZ & KHRR. They were also provided with our company website where job positions are posted and updated on a regular basis. As part of the career fair, our

job opportunities information was also posted on Handshake an app that connects students on college campuses with open positions.

### **Station tour and career information**

#### **Community Events**

Telemundo KTAZ TV-39 is committed to providing information, assistance and support to the communities we serve. Throughout the year, we sponsor events open and free of charge to the public. These events provide information about our stations, including any job openings and career information is also shared with attendees. In addition, these events offer free services such as mammograms, physical checkups (adults & children), book giveaways and others. The station informs the public of such events by airing psa's and promos with the events' information. Below is a list of events that Telemundo hosted and participated in.

- Arizona Hispanic Chamber of Commerce - Power of the Purse (Virtual Event) – March 4, 2021

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KHRR

Job Title & Number: Regional Account Manager 55343BR

Date Job Filled: November 2, 2020

Recruitment Source That Referred Ultimate Hire: Employee Referral

Number of Interviews: 1

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/e-mail	Has this Source Requested Notices?
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="http://nbcunicareers.com/">nbcunicareers.com/</a>	No
ASU Walter Cronkite School of Journalism	<a href="http://www.cronkite.asu.edu">www.cronkite.asu.edu</a>	Michael Wong	<a href="mailto:Mike.wong@asu.edu">Mike.wong@asu.edu</a> <a href="mailto:careersercies@asu.edu">careersercies@asu.edu</a>	No
Arizona Broadcasters Association	<a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>	Chris Kline	<a href="mailto:ckline@azbroadcasters.org">ckline@azbroadcasters.org</a>	No
Grand Canyon University	<a href="mailto:careerservices@gcu.edu">careerservices@gcu.edu</a>	Career Services	<a href="mailto:careerservices@gcu.edu">careerservices@gcu.edu</a>	No
University of Arizona	<a href="http://www.arizona.edu">www.arizona.edu</a>	Sarah Diaz Justin Finnerty	<a href="mailto:sdiaz@eller.arizona.edu">sdiaz@eller.arizona.edu</a> <a href="mailto:jfinnerty@email.arizona.edu">jfinnerty@email.arizona.edu</a>	No
South Mountain Community College	<a href="http://www.southmountaincc.edu">www.southmountaincc.edu</a>	Suzanne Hipps	<a href="mailto:suzanne.hipps@southmountaincc.edu">suzanne.hipps@southmountaincc.edu</a>	No
Tvjobs.com	<a href="http://tvjobs.com">http://tvjobs.com</a>			No
YOH Managed Staffing	<a href="http://www.yohmanagedstaffing.com">www.yohmanagedstaffing.com</a>	Maria Perez	<a href="mailto:maria.perez@nbcuni.com">maria.perez@nbcuni.com</a>	No
Phoenix College	1202 W. Thomas Road Phoenix, AZ 85013	Julie Plombon	<a href="mailto:careerservices@pcmail.maricopa.edu">careerservices@pcmail.maricopa.edu</a> <a href="mailto:julie.plombon@phoenixcollege.edu">julie.plombon@phoenixcollege.edu</a>	No
Gateway Community College	108 N. 40 <sup>th</sup> Street Phoenix, AZ 85034		<a href="mailto:broсило@gatewaycc.edu">broсило@gatewaycc.edu</a>	No
Glendale Community College	6000 W. Olive Ave. Glendale, AZ 85302	Laura Hinau	<a href="mailto:Laura.hinau@gccaz.edu">Laura.hinau@gccaz.edu</a>	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KHRR

Job Title & Number: Multimedia Journalist (58399BR)

Date Job Filled: March 1, 2021

Recruitment Source That Referred Ultimate Hire: Referral

Number of Interviews: 6

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone/e-mail	Has this Source Requested Notices?
nbcucareers.com	<a href="https://nbcucareers.com">https://nbcucareers.com</a>		<a href="http://nbcunicareers.com/">nbcunicareers.com/</a>	No
ASU Walter Cronkite School of Journalism	<a href="http://www.cronkite.asu.edu">www.cronkite.asu.edu</a>	Michael Wong	<a href="mailto:Mike.wong@asu.edu">Mike.wong@asu.edu</a> <a href="mailto:careersercies@asu.edu">careersercies@asu.edu</a>	No
Arizona Broadcasters Association	<a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>	Chris Kline	<a href="mailto:ckline@azbroadcasters.org">ckline@azbroadcasters.org</a>	No
Grand Canyon University	<a href="mailto:careerservices@gcu.edu">careerservices@gcu.edu</a>	Career Services	<a href="mailto:careerservices@gcu.edu">careerservices@gcu.edu</a>	No
University of Arizona	<a href="http://www.arizona.edu">www.arizona.edu</a>	Sarah Diaz Justin Finnerty	<a href="mailto:sdiaz@eller.arizona.edu">sdiaz@eller.arizona.edu</a> <a href="mailto:jfinnerty@email.arizona.edu">jfinnerty@email.arizona.edu</a>	No
South Mountain Community College	<a href="http://www.southmountaincc.edu">www.southmountaincc.edu</a>	Suzanne Hipps	<a href="mailto:suzanne.hipps@southmountaincc.edu">suzanne.hipps@southmountaincc.edu</a>	No
Tvjobs.com	<a href="http://tvjobs.com">http://tvjobs.com</a>			No
YOH Managed Staffing	<a href="http://www.yohmanagedstaffing.com">www.yohmanagedstaffing.com</a>	Maria Perez	<a href="mailto:maria.perez@nbcuni.com">maria.perez@nbcuni.com</a>	No
Phoenix College	1202 W. Thomas Road Phoenix, AZ 85013	Julie Plombon	<a href="mailto:careerservices@pcmail.maricopa.edu">careerservices@pcmail.maricopa.edu</a> <a href="mailto:julie.plombon@phoenixcollege.edu">julie.plombon@phoenixcollege.edu</a>	No
Gateway Community College	108 N. 40 <sup>th</sup> Street Phoenix, AZ 85034		<a href="mailto:broisilo@gatewaycc.edu">broisilo@gatewaycc.edu</a>	No
Glendale Community College	6000 W. Olive Ave. Glendale, AZ 85302	Laura Hinau	<a href="mailto:Laura.hinau@gccaz.edu">Laura.hinau@gccaz.edu</a>	No

## **ANNUAL PUBLIC FILE EEO REPORT**

**KHRR - Tucson, Arizona**

**June 1, 2021 through May 31, 2022**

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

**There were no Open Positions at this site during the reporting period.**

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Not Applicable**
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: Not Applicable**

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.

<b>Name of Recruitment Source</b>	<b>Total Number of Interviewees Referred During Year</b>
Unknown	
NBCU Employee Referral	
nbcunicareers.com	
Social Media	
Career Fairs/Diversity Events/Mixers/Associations	
NBCUniversal Contractor – YOH Managed Staffing	
NBC Current / Former Intern / Employee	

5. 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.

### **Newspaper/Trade Ads**

No newspaper/trade ads were placed for the positions listed during this period.

**Internet Recruiting** – When job vacancies are available, the station routinely posts Jobs on-line at the following websites: [www.nbcunicareers.com](http://www.nbcunicareers.com), [www.azbroadcasters.org](http://www.azbroadcasters.org), and [www.azhcc.com](http://www.azhcc.com) (where applicable). All on-line ads are directed back to [www.nbcunicareers.com](http://www.nbcunicareers.com) to apply.

**Internal Posting** – All Job openings are posted at each station and are shared with other stations for a broad distribution. Email is also used to distribute job openings internally.

**Internal EEO Management Training** -- All Telemundo employees are required to complete courses online such as: Respect in the Workplace, Diversity and Inclusion, Workplace Violence Prevention, Effective Communication, Code of Conduct, Integrity Training, Compliance Standards, Environmental Health and Safety Training. Employees participate in these courses on a yearly basis. New hire employees are required to take the above-mentioned courses during their first few weeks of employment. In addition, employees participated in Meet the Moment a shared virtual educational program aligned to our diversity, equity, and inclusion efforts company-wide; 2 sessions (10/5/2021 Commit to Acts of Inclusion & 4/26/2022 The Power of Collective Purpose) were completed during this reporting period.

### **Employee Skills Training**

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: Safety Training; Building Business Relationships, Building Resilience as a Leader, How to Make Strategic Thinking a Habit, Leading Through Relationships; Project Management, Time Management, Microsoft Office, Microsoft Word, Microsoft PowerPoint, Microsoft Excel, Meet the Moment trainings, and Lunch & Learn series – “Identity Theft, Skimming & Phishing” and “Active Assailant” training. The Talent Lab also provides training on a variety of topics, such as providing Feedback S.O.I. NBCU Career Week 2021 is an annual series of internal training and development events aimed to provide quality, interactive development experiences, knowledge, and tools to promote success at Telemundo Enterprises, Stations & NBCU employees was held November 1<sup>st</sup> – 5<sup>th</sup>, 2021

The Hispanic Leadership Institute is an organization that promotes the individual development of Hispanics for increased participation in leadership roles and serves as a principal education and networking resource for expertise and advocacy on leadership issues affecting Latino communities. Patricio Gutierrez, Managing Editor/Executive Producer and Sandra Carranza, Local Sales Manager were selected to participate in the HLI Class of 2022; a 15-week program of weekly classes conducted one evening a week. Participants are given the opportunity to engage Arizona’s foremost business, education, and government policy experts in a dialogue about leadership and their role in creating a thriving economy.

### **Employee Resource Groups**

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.

### **Career Fairs**

Career Fair: **2021 Arizona Broadcasters Association / University of Northern Arizona University Virtual Recruiting Experience (VRX)** was held virtually on Wednesday, October 6, 2021, Office Manager, Virginia Luna participated. Attendees were provided information about on job openings for both KTAZ & KHRR. They were also provided with our company website where job positions are posted and updated on a regular basis.



**Virtual Convention: National Association of Hispanic Journalists (NAHJ) – July 14 – 16, 2021**

NAHJ is the largest organization of Latino journalists in the United States. Their mission is to increase the number of Latinos in the newsrooms and work toward fair and accurate representation of Latinos in news media. The culmination of a month's long virtual event (June 16<sup>th</sup> – July 17<sup>th</sup>) featuring workshops and panels hosted by NBCU with recruiters from the company participating in the recruiting event for Hispanic journalists from July 14<sup>th</sup> – 16<sup>th</sup>, 2021.

**Virtual Convention: National Association of Black Journalists (NABJ) – August 18 – 20, 2021**

NABJ hosted its annual virtual convention and career fair in August; the premier multiday conference for journalism education, career development, networking, and industry innovation hosted nearly 4,000 attendees during the 2020 gathering. During the three-day virtual event NBC's businesses came together to meet with NABJ membership through recruiting events and training workshops.

**Virtual Convention: Asian American Journalists Association (AAJA) – August 25 – 27, 2021**

Over the course of the three days NBCU recruiters scheduled meetings between AAJA members and people from our various businesses in addition to hosting a series of virtual sessions.

**Virtual Convention: The Association of LGBTQ Journalists (NLGJA) – September 10, 2021**

NBCU talent acquisition met with members of NLGJA during the one-day virtual recruiting event.

**Community Outreach**

Telemundo KHRR is committed to providing information, assistance, and support to the communities we serve. Throughout the year, we sponsor events open and free of charge to the public. These events provide information about our stations, including any job openings and career information is also shared with attendees.

- **March 4, 2022 8:00a – 3:00p 24<sup>th</sup> Annual Arizona Latinos Media Association (ALMA)** hosted their first in-person high school workshop. News Anchor, Octavio Pulido participated as a panelist to discuss "Reporting in the era of a Pandemic" and had an opportunity to interact with high school students interested in sharpening their journalism skills.
- **March 2, 2022 7:00p - National Association of Hispanic Journalists - CSUF Chapter** invited Multimedia Journalist, Gabriela Martinez as a guest speaker for their virtual panel "Successful tools for Journalism" to assist students achieve the professional opportunities needed to succeed in journalism.