

EEO Outreach

Employment Unit:

WKAQ

San Juan, PR

Facility ID No. 64983

October 1, 2018 – September 30, 2020

As set forth in the annual public file reports for 2019 and 2020 submitted with the instant Schedule 396, the Employment Unit, except in unusual circumstances such as backfilling positions subject to the Station's collective bargaining agreement, used a variety of recruitment sources designed to inform qualified job applicants in the community of the availability of full-time vacancies at the stations. Such resources include the station's website, <https://www.telemundopr.com/>, which directs interested applicants to apply for open positions at www.nbcunicareers.com, and additional organizations identified by the Employment Unit which are reasonably calculated to reach the entire community (*see* recruitment sources listed in the annual public file reports submitted as Exhibit 2).

The employment unit also undertook a variety of non-vacancy-specific outreach initiatives during the reporting period. This included participating in the National Association of Broadcasters Annual Convention, maintaining an internship program, providing training and development opportunities designed to enhance employees' abilities to assume positions of greater responsibility, providing employee training that addressed methods to ensure equal employment opportunities and prevent discrimination, and participating in speaking engagements to educate the community about careers in broadcasting such as the Local Media Summit.