

Annual EEO Public File Report

KAKW-DT, KTFO-CD, KXLK-CD, KLQB(FM), KLJA(FM)

(April 1, 2019 - March 31, 2020)

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KAKW-DT, Killeen, Texas, KTFO-CD, Austin Texas, KLQB(FM) Taylor, Texas, and KLJA(FM) Georgetown, KXLK-CD, Austin, Texas and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **April 1st, 2019** to and including **March 31th 2020** (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follows have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1

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Section 1: Vacancy information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
T-1	PHOTOJOURNALIST EDITOR	UNIVISION CAREER WEB SITE
T-2	MULTIMEDIA TECHNICIAN	UCI CAREER SITE
C-3	ACCOUNT EXECUTIVE	INTERNAL
C-4	MARKETING & PROMOTIONS COORDINATOR	INTERNAL
C-5	ACCOUNT COORDINATOR	INTERNAL
C-6	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
C-7	ACCOUNT COORDINATOR	LINKEDIN
T-8	MULTIMEDIA VIDEO JOURNALIST	INTERNAL
C-9	ACCOUNT COORDINATOR	INTERNAL
C-10	ACTIVATIONS TECHNICIAN	UCI CAREER SITE
T-11	DIGITAL CONTENT PRODUCER	UCI CAREER SITE
C-12	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL

Section 2: The total number of interviewees during the reporting period: 57

Appendix 2

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KAKW-DT, KTFO-CD, KXLK-CD, KLQB(FM), KLJA(FM)

(April 1, 2019 - March 31, 2020)

Section 1: Recruitment source information used by Stations **KAKW-DT, KTFO-CD, KLQB(FM), KLJA(FM)** and **KXLK-CD** for vacancies.

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
	TV Jobs PO Box 4116 Oceanside, California Tvjobs.com	0	T1; T-2; T-8; C-10; T-11
	University of Texas 1 University Station A0900 Austin, Texas ccsmain@austin.utexas.edu	0	T-1; T-2; C-3; C-4; C-5; C-6; C-7; T-8; C-10; T-11; C-12
	Greater Austin Hispanic Chamber Of Commerce 2800 South IH 35 Austin, Texas	0	T-1; T-2; C-3; C-4; C-5; C-6; C-7; T-8; C-9; C-10; T-11; C-12
	Southwestern University 1001 E University Ave Georgetown, Texas Career.services@southwestern.edu	0	T-1; T-2; C-3; C-4; C-5; C-6; C-7; T-8; C-9; T-11; C-12
	ST Edwards University 3001 South Congress Austin, Texas Seu.careerplan@stedwards.edu	0	T-1; T-2; C-3; C-4; C-5; C-6; C-7; T-8; C-10; T-11; C-12
	Austin Community College 5930 Middle Fiskville Rd. Austin, Texas (Purple Brief case)	0	C-3; T-8; C-10; T-11;
	Huston-Tillotson College 900 Chicon St. Austin, Texas cdg@htc.edu	0	
	American Association of University Women	0	T-2; C-3; C-4; C-5; C-6; C-

	AAUW Jeannie Best austinaauw@gmail.com PO Box 27223 Austin Texas 78755		7; C-9; C-10; T-11; C-12
	TexasVeterans Commission Neil Cochran 575 Round Rock West Bldg-H Round Rock TX 78681	0	
	American Woman in Radio and Television 3201 Steck Ave. Austin, Texas	0	T-1; T-2; C-3; C-4; C-5; C-7; T-8; C-9; C-10; T-11; C-12
	Texas Association of Broadcasters 502 E. 11 th St, ste 200 Austin, Texas	0	T-1; T-2; C-3; C-4; C-7; T-8; C-9; C-10; T-11; C-12
	Other Source(s) Not Notified by Employment Unit		
	Employee Referral	5	T-1; T-2; C-3; C-4; C-5; C-6; C-7; T-8; C-9; C-10
	Indeed	14	T-1; C-3; C-4; C-5; C-7; C-9; C-10; C-12
	LinkedIn	15	C-3; C-4; C-5; C-6; C-7; T-11; C-12
	Capital City African American Chamber of Commerce Natalie Medeira Cofield 5407 North IH 35 ste 304 Austin TX 78741	0	
	Texas Workforce Commission 2801 E Martin Luther King Jr. Blvd Austin, Texas	0	T-1; T-2; C-3; T-11
	Safe Place Women's Center PO Box 19454 Austin, Texas 78760	0	
	Internal posting – UCI central	22	T-1; T-2; C-3; C-4, C-5; C-6; C-7; T-8; C-9; C-10
	Texas State University 601 University Drive San Marcos, Tx 78666 Handshake.com	0	T-1; T-2; C-3; C-4; C-5, C-6; C-7; T-8; T-11; C-12

	Concordia University 11400 Concordia University Dr Austin, Tx 78726 Handshake.com	0	T-1; T-2; C-3; C-4; C-5; C-6; C-7; C-10; T-11; C-12
	National Association of Hispanic Journalists (not notified by employment unit)	1	

* Indicates sources that have requested notification of job openings.

Appendix 3

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The following sets forth the supplemental outreach conducted by the stations KAKW-DT, KTFO-CD, KXLK-CD, KLQB(FM), KLJA(FM)

Externship Program:

From July 9th to July 11th, Round Rock ISD and United Way sponsored Ginny Jones, High School Teacher from the Round Rock Independent School District to visit and shadow the Univision Production and news team. Ginny learned the procedures to produce a Live News Cast, and client commercial production. Ginny also learned procedures from the news team to prepare for interviews, how to handle breaking news, and writing the reports. Ginny took notes and shared all information with her High School students. Ginny also learned about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD, KXLK-CD) and Univision Radio (KLQB(FM), KLJA(FM)) work together to keep the community informed.

From July 9th to July 11 Round Rock ISD and United Way sponsored Krystal Lugo, High School teacher from Round Rock Independent School District, to visit and shadow the Univision Production team. Krystal learned the procedures to produce a News Cast, TV commercials, PSA's, News Briefs, Bill Boards, Morning Segments, and Radio Production. Krystal shared all information with her High School Students in Media Class. Krystal also learned about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD, KXLK-CD) and Univision Radio (KLQB(FM), KLJA(FM)) work together to keep the community informed.

CAREER DAY

- *Barrington Elementary Career Day-1*
On February 05, 2020, News Director, Ismael Martinez had the opportunity to participate in the Barrington Elementary Career Day. Ismael had the opportunity to talk to the students about his duties as a News Director and other jobs at Univision and showcased the duties of a field producer while working on a site. Ismael also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD, KXLK-CD) and Univision Radio (KLQB(FM), KLJA(FM)) work together to keep the community informed.
- *Barrington Elementary Career Day-1*
On February 05, 2020, Sports Reporter, Ruben Pizarro had the opportunity to participate in the Barrington Elementary Career Day. Ruben had the opportunity to talk to the students about his duties as a Sports Reporter and other jobs at Univision and showcased how an interview is executed, what type of research needs to be done, how to edit the interview to showcase it on the sports show. Ruben Pizarro also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD, KXLK-CD) and Univision Radio (KLQB(FM), KLJA(FM)) work together to keep the community informed.
- *Camino Real Elementary Career Day*

On November 11, 2019 Radio Personality, Claudia Talamantez had the opportunity to participate in the Camino Real Elementary Career Day. Claudia had the opportunity to talk to the students about her pathway to media and her duties as a Radio Personality and other jobs at Univision Radio and TV. Claudia encouraged the students to stay in school and pursue a college education. Claudia also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD, KXLK-CD) and Univision Radio (KLQB(FM), KLJA(FM)) work together to keep the community informed

- Lake Travis High School Tour

On February 06, 2020, Junio and Senior Spanish from Lake Travis High School visited Univision Austin. The students had the opportunity to hear from the Operations Manager, the Research Manager, an Account Executive, and Account Coordinator about their duties at Univision TV and Radio. The students also had the opportunity to participate on a live broadcast radio show with Edwin Guzman. The students were able to tour the station and learn about the different job opportunities in TV and Radio, they were able to ask questions to our managers, coordinators, producers, and talent. Blanca Gaytan talked to the students about how Univision TV (KAKW-DT, KTFO-CD, KXLK-CD) and Univision Radio (KLQB(FM), KLJA(FM)) work together to keep the community informed. The students were able to visit the Production department, the News department and they were able to shadow and ask questions regarding producing news cast

- Avance Graduation

On May 31, 2019 Univision Local Media Weather Presenter, Blanca Gaytan had the opportunity to participate as MC at the Avance Graduation, morning class. La Graduacion honors the achievements of parents and children who have shown great dedication to completing Avance's nine-month Parent-Child Education Program. Blanca had the opportunity to talk to students and parents regarding her job as Weather Anchor and Activations Lead, and the different job opportunities at Univision Radio and TV.

- Avance Graduation

On May 31, 2019 Univision Local Media, News Reporter, Carime Hernandez had the opportunity to participate as MC at the Avance Graduation, afternoon class. La Graduacion honors the achievements of parents and children who have shown great dedication to completing Avance's nine-month Parent-Child Education Program. Carime had the opportunity to talk to students and parents regarding her job as a News Reporter at Univision Local Media.

EDUCATIONAL INSTITUTES EVENTS

- University of Texas at Austin

On March 04, 2019 President & General Manager Christine Escobar had the opportunity to speak to 80 students from Central Texas entering the University of Texas in the fall as Freshman. Christine shared with the students her path through the University of Texas and her career in Media. Christine Escobar was able to talk on a one on one basis with media focused students. Christie shared her career path at Univision as an Account Executive, Sales Manager, Director of Sales and now as President and General Manager as well as other job opportunities at Univision Local Media.

SPONSORED COMMUNITY EVENTS

Back to School Bash

On August 03, 2019 Univision Local Media host a Back to School Bash. Univision Radio and TV talent visited with our community and shared their job description at the Univision booth. The community learned about reporters use equipment on the field, Radio personalities spoke about how they prepare for their radio shows, production team talked about how they produce a commercial for TV or Radio. the community also learned about weather and were able to interact and create their own Weather segment using a gigantic weather map . The talent also talked to the community about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD, KXLK-CD) and Univision Radio (KLQB(FM), KLJA(FM)) work together to keep the them informed.

Burnet Middle School Chromebook Giveaway

On September 21, 2019 Burnet Middle School celebrated a great accomplishment. Each student received a Chromebook. Radio Personality, Wendy Daza, tabled at the event and had the opportunity to speak to the students about her job as a Radio Personality for Univision Radio, in the BMF morning show. Wendy encourage kids to stay in school. The Students participated with Wendy Daza on a FB live. Wendy also had the opportunity to talk about other job opportunities at Univision Local Media. Wendy shared with the students how TV and Radio (KAKW-DT, KTFO-CD, KXLK-CD) (KLQB(FM), KLJA(FM)) work together to keep the community informed.

Caminos a la Universidad

On October 19, 2019, the Mexican Consulate hosted The Pathways to College Fair. Radio Personality Wendy Daza, attended and had the opportunity to talk to the students about her Career at Univision Radio. Wendy, shared with the students her job duties in the BMF morning show in KLQB, Wendy also talked to the students how cross promotion works, and described how she records her segment for the Edicion Digital news cast from the Radio Booth. The students also had the opportunity to ask questions and learned about other job opportunities at Univision Local Media (TV and Radio)

Herencia Hispana at Crocket High School

On September 19th, 2019, Crocket High School hosted the Herencia Hispana Event. Despierta Ausitn Host, Leslie Montoya had the opportunity to MC this event. Univision Local Media had a table at this event, where Leslie Montoya was able to talk to the students and parents about her job at Univision Local Media as the Despierta Austin Host and as a Radio Personality at Amor 107.7 Monday – Friday. Leslie also shared with the students her experiences recording TV commercials and Radio commercials. She also had the opportunity to answer questions and talk to the students about other job opportunities at Univision Local Media.

Austin Book Festival

On October 26th and 27th 2019, Univision Local Media had the opportunity to participate at the Austin Book Festival. More than 50k people attend this event. Weather Anchor, Gabriel Torres and Radio Personality Blanca Gaytan, participated at this event both days. The community was able to interact and

create their own weather segment utilizing the gigantic weather graphic. Gabriel talked shared his job duties as Weather Anchor for the Austin and San Antonio Market, and other duties at Univision Local Media. Blanca Gaytan shared her job duties as Activations Lead and Radio Personality at Amor 107.7. Blanca and Gabriel also answered questions and talked about other job opportunities at Univision Local Media.

En Ruta @ Popham Elementary School

On January 31, 2020, Univision Local Media visited Popham Elementary School at the Del Valley ISD. Primera Hora and Edicion Digital Host Carime Hernandez and Radio Personality and Despierta Austin Host Leslie Montoya aired live segments from the school, showcasing the School Choir and interviewed the School Principal and several parents that participate in a parent school program. Carime and Leslie were also able to talk to students, parents and teachers about their career path at Univision Local Media. Operations Manager Felipe Reynoso showcased to Teachers and Parents how a live news segment is produced from the Field. Activations Lead, Blanca Gaytan and activations team member Victor Jaramillo, greeted the students as they arrived to school. Blanca and Victor were also able to share with students, parents and teachers about their duties as Activations team members at Univision Local Media.

En Ruta @ Walnut Creek Elementary School

On February 07, 2020, Univision Local Media visited Walnut Creek Elementary School at the Austin ISD. Primera Hora and Edicion Digital Host Carime Hernandez and Radio personality Blanca Gaytan aired live segments from the school, showcasing several school programs such as PALS, Parenting Program, and interviewed the School Principal and parents and Teachers. Carime and Blanca were also able to talk to students, parents and teachers about their career path at Univision Local Media. Operations Manager Felipe Reynoso showcased to Teachers and Parents how a live news segment is produced from the Field. Activations team member, Victor Jaramillo, greeted the students as they arrived at the school. Victor was also able to share with students, parents and teachers about his duties in the Activations at Univision Local Media.

En Ruta @ Harmony Science Academy

On February 14, 2020, Univision Local Media visited Harmony School of Science Charter School. Primera Hora and Edicion Digital Host Carime Hernandez and Radio Personality Claudia Talamentez aired live segments from the school, showcasing the School's Robotic class and interviewed the School Principal and several teachers. Carime and Claudia were also able to talk to students, parents and teachers about their career path at Univision Local Media. Operations Manager Felipe Reynoso showcased to Teachers and Parents how a live news segment is produced from the Field. Activations Lead, Blanca Gaytan and activations team member Victor Jaramillo, greeted the students as they arrived to the school. Blanca and Victor were also able to share with students, parents and teachers about their duties as Activations team members at Univision Local Media.

En Ruta @ Science Hall Elementary School

On February 21, 2020, Univision Local Media visited Science Hall Elementary School at the Hays ISD. Primera Hora and Edicion Digital Host Carime Hernandez and Radio Personality Wendy Daza aired live segments from the school, showcasing the School Mariachi Band, the All Day Pre-K Program, the Dual Language Program. Carime and Wendy also interviewed the School Principal, parents and teachers. Carime and Wendy in between segments shared to students, parents and teachers about their career path

at Univision Local Media, Carime at TV News Reporter and Wendy as Radio Personality. Operations Manager Felipe Reynoso showcased to Teachers and Parents how a live news segment is produced from the Field. Activations Lead, Blanca Gaytan and activations team member Victor Jaramillo, greeted the students as they arrived to the school. Blanca and Victor were also able to share with students, parents and teachers about their duties as Activations team members at Univision Local Media.

Participation in Job Banks:

Texas Association of Broadcasters - job bank of media trade groups with broad-based membership (including women and minorities) was utilized for all the job positions filled during the reporting period.

Establishment of In-House EEO Training

The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. On March 3rd, March 5th and March 6th, 2020 Waleska Rivera, Human Resources Generalist conducted EEO Training for VP, General Manager and all department heads that have hiring power.

Among the unit's other efforts, on December 16, 2019 a memo was sent to staff reiterating our Equal Employment Opportunity policy