

**EEO PUBLIC FILE REPORT**

**A. Station Employment Unit**

- KAKW-DT, Facility ID No. 148, Killeen, Texas
- KTFO-CD, Facility ID No. 35882, Austin, Texas
- KXLK-CD, Facility ID No. 48836, Austin, Texas
- KLQB-FM, Facility ID No. 63201, Taylor, Texas
- KLJA-FM, Facility ID No. 55475, Georgetown, Texas

**B. Reporting Period: April 1, 2025 to March 31, 2026**

**C. Full-Time Vacancy Information**

	<b>Full-Time Position Title</b>	<b>Recruitment Source of Hire</b>
1.	R017629 Multimedia Journalist	TU Careers Website
2.	R018022 Multimedia Journalist	Social Media
3.	R018054 Account Coordinator	Employee Referral
4.	R018762 Multimedia Senior Producer	Internal Candidate
5.	R018986 Account Coordinator	LinkedIn
6.	R019023 Multimedia Journalist	Other Job Board
7.	R019205 Multimedia Producer	LinkedIn
8.	R019255 On-Air Talent	Internal Candidate
9.	R019317 Multimedia Journalist	Indeed

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 33

**D. Recruitment Source Information<sup>1</sup>**

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
TU Careers Website <a href="https://corporate.televisaunivision.com/careers/">https://corporate.televisaunivision.com/careers/</a>	N/A	7	All Positions
Southwestern University <a href="mailto:career.services@southwestern.edu">career.services@southwestern.edu</a>	No	0	All Positions
Texas Association of Broadcasters 502 E. 11 <sup>th</sup> St, Ste 200 Austin, Texas	No	0	All Positions
American Association of University Women <a href="mailto:austinaauw@gmail.com">austinaauw@gmail.com</a>	No	0	All Positions
Greater Austin Black Chamber of Commerce <a href="mailto:admin@austinbcc.org">admin@austinbcc.org</a>	No	0	All Positions
Texas Veterans Commission <a href="mailto:tvcemployment@tvc.texas.gov">tvcemployment@tvc.texas.gov</a>	No	0	All Positions
Tvjobs.com <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	No	0	All Positions
DirectEmployer <sup>2</sup>	No	1	All Positions

<sup>1</sup> The job vacancies are either e-mailed to contacts or posted on the sources' websites.

<sup>2</sup> Direct Employers Association ("DE") is a full-service recruitment marketing and creative tool aimed at helping employers establish a prominent web presence to appeal to a diverse candidate pool. DE has created strong alliances with national, state, and community-based organizations across the nation. DE provides Member Companies' job vacancies to organizations for posting on their websites. DE represents over 1,000 of the top employers from around the globe.

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
<a href="https://de.works/app/dashboard">https://de.works/app/dashboard</a>			

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp> for the educational institutions listed below.

<b>Educational Institution</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Austin Community College	No	0	All Positions
Baylor University	No	0	All Positions
Concordia University Texas	No	0	All Positions
East Texas A&M University	No	0	All Positions
East Texas Baptist University	No	0	All Positions
Houston Christian University	No	0	All Positions
Huston-Tillotson University	No	0	All Positions
Lamar University	No	0	All Positions
Lee College	No	0	All Positions
North Central Texas College (All Campuses)	No	0	All Positions
Prairie View A&M University	No	0	All Positions
Rawls College of Business – Texas Tech University	No	0	All Positions
St. Edward’s University	No	0	All Positions
Texas A&M International University	No	0	All Positions
Texas A&M University – Texarkana	No	0	All Positions
Texas A&M University – Corpus Christi	No	0	All Positions
Texas A&M University Kingsville	No	0	All Positions
Texas A&M University – San Antonio	No	0	All Positions
Texas Christian University	No	0	All Positions
Texas Lutheran University	No	0	All Positions
Texas Southern University	No	0	All Positions
Texas Southmost College	No	0	All Positions
Texas State University	No	0	All Positions
Texas Wesleyan University	No	0	All Positions
Texas Woman’s University	No	0	All Positions
The University of Texas at Dallas	No	0	All Positions
The University of Texas at El Paso	No	0	All Positions
The University of Texas at San Antonio	No	0	All Positions Except No. 4
The University of Texas at Tyler	No	0	All Positions
The University of Texas Permian Basin	No	0	All Positions
The University of Texas at Rio Grande Valley	No	0	All Positions
University of North Texas	No	0	All Positions
University of North Texas at Dallas	No	0	All Positions
University of Texas at Arlington	No	0	All Positions Except No. 4
University of Texas at Austin	No	0	All Positions Except No. 6-8

In addition to the above recruitment sources, candidates were referred by the following recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	10
Indeed	No	2
Employee Referrals	No	3
Other Job Board	No	2
Internal Candidate	No	4
Social Media	No	4

**E. Outreach Activities During Reporting Period**

Description	Dates
The employment unit hosted the Advanced Placement Spanish class from James Bowie High School at station for a tour of the studios. The group toured the TV station and were able to speak to the Marketing Sales Manager, Production Coordinator, and Editor/Producer. They were also able to visit and see the radio personality in a live session on the radio. They learned about the career opportunities in the media broadcast industry.	April 2, 2025
The employment unit’s Community Empowerment Coordinator, and the Multimedia Journalist, participated in the Walnut Creek Elementary’s “Career Day” week. They visited the bilingual 2 <sup>nd</sup> through 5 <sup>th</sup> grade classes and provided insights about their job roles and responsibilities.	April 30, 2025
The employment unit’s Radio Talent and Marketing and Promotions manager participated in the James Bowie High School Career Day for the Advanced Placement Spanish class. Students learned about job roles and careers in the broadcast media industry.	May 5, 2025
The employment unit hosted the Dobie Middle School and College Prep Academy’ summer school program at the station for a tour of the studios. The group toured the TV station and were able to speak to the Marketing Sales Manager, Production Coordinator, and Editor/Producer. They also saw one of the radio personalities in a live session on the radio. They learned about career opportunities in the media broadcast industry.	June 26, 2025
The employment unit hosted an exchange multimedia journalist intern from Buenos Aires Argentina from January 19-February 14, 2026. The Professional Fellows Program for Emerging Media Leaders (PFP EML) is a two-way exchange program sponsored by the U.S. Department of State with funding provided by the U.S. Government and administered by ICFJ. This exchange program is for media professionals (journalists, technologists, and media entrepreneurs) from Latin America and the Caribbean, as well as U.S. media professionals, who are interested in harnessing the power of digital tools and helping to create and strengthen businesses that provide news and information in the public interest.	January 19 – February 14, 2026
The employment unit hosted the Advanced Placement Spanish class from James Bowie High School at the station for a tour of the studios. The group spoke to the Marketing Sales Manager,	March 25, 2026

Description	Dates
<p>Production Coordinator, and Editor/Producer about their job duties. They were also able to visit and see the radio personality in a live session on the radio. They learned about the different career opportunities in the media broadcast industry.</p>	
<p>The employment unit posted all job vacancies with the Texas Association of Broadcasters' job bank of media trade groups, whose membership includes women and minorities.</p>	<p>Throughout the Reporting Period</p>