

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, 2024 to March 31, 2025

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R016386 Coordinator, Community Empowerment	TU Careers Site
2.	R016537 Multimedia Journalist	TU Careers Site
3.	R017139 National Account Coordinator	LinkedIn

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: **19**

D. Recruitment Source Information¹

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

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Site https://corporate.televisaunivision.com/careers/	N/A	2	All positions
Southwestern University career.services@southwestern.edu	No	0	Only Position No. 3
Texas Association of Broadcasters 502 E. 11 th St, Ste 200 Austin, Texas	No	0	All positions
American Association of University Women austinaauw@gmail.com	No	0	Only Position No. 3
Greater Austin Black Chamber of Commerce admin@austinbcc.org	No	0	Only Position No. 3
Texas Veterans Commission tvcemployment@tvc.texas.gov	No	0	Only Position No. 3
Tvjobs.com admin@tvjobs.com	No	0	Only Position No. 3

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

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

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Abilene Christian University	No	0	All positions
Alamo Colleges District	No	0	All positions
Angelo State University	No	0	All positions
Arcadia University	No	0	All positions
Arizona State University	No	0	All positions
Auburn University	No	0	All positions
Austin Community College	No	0	All positions
Azusa Pacific University	No	0	All positions
Baruch College, The City University of New York	No	0	All positions
Baylor University	No	0	All positions
Brown University	No	0	All positions
California State University Los Angeles – Cal State LA	No	0	All positions
Chicago State University	No	0	All positions
Codecademy	No	0	All positions
Coe College	No	0	All positions
Collin College	No	0	All positions
Columbia College Chicago	No	0	All positions
Columbia University	No	0	All positions
Concordia University Texas	No	0	All positions
CUNY Queensborough Community College	No	0	All positions
Dallas Baptist University	No	0	All positions
Dallas College	No	0	All positions
Dartmouth College	No	0	All positions
Del Mar	No	0	All positions
DePaul University	No	0	All positions
East Texas Baptist University	No	0	All positions
Florida International University	No	0	All positions
Fordham University	No	0	All positions
Georgia State University	No	0	All positions
Hardin-Simmons University	No	0	All positions
Haverford College	No	0	All positions
Hofstra University	No	0	All positions
Houston Christian University	No	0	All positions
Hutson-Tillotson University	No	0	All positions
Ithaca College	No	0	All positions
John Hopkins University	No	0	All positions
Lamar University	No	0	All positions
Lee College	No	0	All positions
LeTorneau University	No	0	All positions
Loyola University Maryland	No	0	All positions
Loyola University New Orleans	No	0	All positions
Miami Dade College	No	0	All positions
Midwestern State University	No	0	All positions
Montclair State University	No	0	All positions

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
New York Tech (New York Institute of Technology)	No	0	All positions
New York University	No	0	All positions
North Central Texas College	No	0	All positions
Our Lady of the Lake University	No	0	All positions
Pace University	No	0	All positions
Paul Quinn College	No	0	All positions
Prairie View A&M University	No	0	All positions
Princeton University	No	0	All positions
Rawls College of Business – Texas Tech University	No	0	All positions
Sam Houston State University	No	0	All positions
Schreiner University	No	0	All positions
Seminole State College of Florida	No	0	All positions
Smith College	No	0	All positions
Southern Methodist University	No	0	All positions
Southern New Hampshire University	No	0	All positions
St. Edward's University	No	0	All positions
St. John's University-New York	No	0	All positions
St. Mary's University	No	0	All positions
Stanford University	No	0	All positions
Stony Brook University	No	0	All positions
Tarleton 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-Central Texas	No	0	All positions
Texas A&M University-Commerce	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 Women's University	No	0	All positions
The University of Chicago	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
The University of Texas at Tyler	No	0	All positions
The University of Texas Permian Basin	No	0	All positions
The University of Texas Rio Grande Valley	No	0	All positions
Trinity University	No	0	All positions
University of California San Diego	No	0	All positions
University of Dallas	No	0	All positions
University of Houston-Clear Lake	No	0	All positions

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
University of Houston-Victoria	No	0	All positions
University of Idaho	No	0	All positions
University of Illinois Chicago	No	0	All positions
University of Mary-Hardin Baylor	No	0	All positions
University of Miami	No	0	All positions
University of North Texas	No	0	All positions
University of North Texas Dallas	No	0	All positions
University of Pittsburgh	No	0	All positions
University of St. Thomas	No	0	All positions
University of Texas at Arlington	No	0	All positions
University of Texas at Austin	No	0	All positions
University of the Incarnate Word	No	0	All positions
Villanova University	No	0	All positions
Virginia Commonwealth University	No	0	All positions
West Texas A&M University	No	0	All positions

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	7
Indeed	No	0
Employee Referrals	No	5
Other Job Board	No	4
Internal Candidate	No	1

E. Outreach Activities During Reporting Period

Description	Dates
The Community Empowerment Coordinator, was invited by Texas A&M University's Association of Latino Professionals of America Organization (ALPFA) to host a series of four virtual mentorship meetings with students, covering a range of career-related topics. Throughout these sessions, she provided insights on career goals, networking strategies, the media industry, and effective interview techniques. She shared with the mentees about her duties as Community Empowerment Coordinator, her day-to-day business activities, and other positions at the employment unit.	September 27, 2024 October 18, 2024 November 1, 2024 November 25, 2024
The employment unit hosted a Baylor University Student for a Shadowing Day at the station. Student toured the TV station and was able to speak to Marketing Sales Manager, Production Coordinator, and Editor/Producer. He was also able to visit and see the radio personality in a live session on the radio. The student was able to learn about the different positions at the employment unit and the broadcast media industry overall.	November 19, 2024

Description	Dates
The employment unit hosted a student from the University of Texas at Austin. This was a partnership with Public Relations Society of America (PRSA) Shadowing Day at the station. The student toured the TV station and was able to speak to the Marketing Sales Manager, Production Coordinator, and Editor/Producer. She was also able to visit and see the radio personality in a live recording for the Despierta Austin segment. The student learned about the different positions at the employment unit and about the broadcast media industry overall.	November 12, 2024
The employment unit hosted a Teacher at Round Rock ISD for a Shadowing Day at the station studios. She toured the TV station and was able to speak to the Marketing Sales Manager, Production Coordinator, and Editor/Producer. She was also able to visit and see the radio personality in a live session on the radio. She learned about the different positions at the employment unit and the media broadcast industry overall.	July 10, 2024
The Community Empowerment Coordinator participated at the Texas A&M University's Association of Latino Professionals for America Organization (ALPFA) and served as a panelist. She shared insights on her role in the Community Empowerment Department. She spoke to students seeking career opportunities in the media broadcasting industry and provided guidance about navigating the corporate world.	March 3, 2024
The employment unit's Community Empowerment Coordinator, and the National Account Coordinator, participated in the Tom Green Elementary School's "Read Across America" week. They visited the bilingual kindergarten class and provided insights about their job roles and responsibilities.	March 6, 2025
The employment unit's Meteorologist, participated in Tom Green Elementary School's Career Week. He spoke to students and shared insights about his day-to-day responsibilities and provided information about the media industry career opportunities.	March 13, 2025
The employment unit's Multi-Media Journalist, participated in Tom Green Elementary School's Career Week. He spoke to students and shared insights about his day-to-day responsibilities and provided information about the media industry career opportunities.	March 14, 2025
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.	Throughout the Reporting Period