

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- KUVN-DT, Facility ID No. 35841, Garland, Texas
- KUVN-CD, Facility ID No. 5319, Fort Worth, Texas
- KSTR-DT, Facility ID No. 60534, Irving, Texas
- KQBU(FM), Facility ID No. 21599, Benbrook, Texas
- KDXX(FM), Facility ID No. 57376, Lewisville, Texas
- KLNO(FM), Facility ID No. 41380, Fort Worth, Texas

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

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R016962 Account Coordinator	LinkedIn
2.	R017365 Broadcast Technician	LinkedIn
3.	R017802 Editor	Other Job Board
4.	R017903 Multimedia Technician	Indeed
5.	R017952 Community Empowerment Manager	Employee Referral
6.	R017960 National Account Coordinator	Internal Candidate
7.	R018396 Local Sales Manager	Employee Referral
8.	R018407 Account Coordinator	Other Job Board
9.	R018520 Account Executive	Internal Candidate
10.	R018526 Account Executive	Internal Candidate
11.	R018670 Multimedia Journalist	Employee Referral
12.	R018722 Editor	Employee Referral
13.	R019470 Editor & Photographer	Employee Referral
14.	R019888 Activations Supervisor	Internal Candidate

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 60

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 Website https://corporate.televisaunivision.com/careers/	N/A	14	Positions 1-14
Amberton University Advisor@amberton.edu	No	0	Positions 1-13
American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone: 817-695-2474	No	0	Positions 1-13
NLGJA JobBoard@nlgja.org	No	0	Positions 1-13

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

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
DeVry Career Services 4800 Regent Blvd Irving, Texas Phone: 630-652-8606	No	0	Positions 1-13
DFW Minority Supplier Development Council sourcing@dfwmsdc.com	No	0	Positions 1-13
El Paso Hispanic Chamber of Commerce	No	0	Positions 1-13
Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone: 817-625-5411 Fax: 1-817-625-1405	No	0	Positions 1-13
Houston Community College institutional.equity@hccs.edu	No	0	Positions 1-13
Greater Dallas Hispanic Chamber of Commerce 4622 Maple Ave Suite 207 Dallas, Texas 75219 Phone: 214-521-6007	No	0	Positions 1-13
Brivicmedia	No	0	Positions 1-13
Jarvis Christian College Website: Jarvis.edu	No	0	Positions 1-13
NAACP 2002-Wheeler Ave. Houston, Texas 77004 Phone: 713-526-3389 Url: www.naacphouston.org branch@naacphouston.org Fax: 1-713-630-2699	No	0	Positions 1-13
National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone: 202-588-9888 Email: JobBoard@nlgja.org	No	0	Positions 1-13
Camara de Empresarios Latinos de Houston president@empresarioslatinos.org	No	0	Positions 1-13
SER National Service 122 W John Carpenter Freeway Suite 200 Irving, Texas 75039 Phone: 469-524-1200 postmaster@ser-national.org	No	0	Positions 1-13
Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone: 317-846-9000 Url: www.sbe.org Email: info@sbe.org	No	0	Positions 1-13
Media Alliance Houston info@mediaalliancehouston.org	No	0	Positions 1-13
Texas Association of Broadcasters	No	0	Positions 1-13

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
502 East 11th Street Suite 200 Austin, Texas 78701 Phone: 512-322-9944 Url: www.tab.org Email: jobs@tab.org Fax: 1-512-322-0522			
TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone: 760-754-8177 Url: www.tvjobs.com Email: admin@tvjobs.com Email: info@tvjobs.com	No	0	Positions 1-13
Women's Business Enterprise Alliance (WBEA) 4100 Westheimer Rd., Ste 260, Houston, TX 77027 Email: bids@wbea-texas.org postmaster@wbea-texas.org	No	0	Positions 1-13
DirectEmployer ² https://de.works/app/dashboard	No	0	Positions 1-14

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

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
Alamo Colleges District	No	0	Positions 1-13
Arcadia University	No	0	Positions 1-13
Austin College	No	0	Positions 1-13
Baylor University	No	0	Positions 1-13
Collin College	No	0	Positions 1-13
Concordia University Texas	No	0	Positions 1-13
Dallas College	No	0	Positions 1-13
East Texas Baptist University	No	0	Positions 1-13
Houston Baptist University	No	0	Positions 1-13
Houston Christian University	No	0	Positions 1-13
Huston-Tillotson University	No	0	Positions 1-13

² 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.

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
Lamar University	No	0	Positions 1-13
Lee College	No	0	Positions 1-13
Prairie View A&M	No	0	Positions 1-13
Rawls College of Business-Texas Tech University	No	0	Positions 1-13
Rice University	No	0	Positions 1-13
Sam Houston State University	No	0	Positions 1-13
St. Edward's University	No	0	Positions 1-13
St. Mary's University	No	0	Positions 1-13
Southern Methodist University	No	0	Positions 1-13
Texas A&M University-Commerce	No	0	Positions 1-13
Texas A&M University-Central Texas	No	0	Positions 1-13
Texas A&M University-Corpus Christi	No	0	Positions 1-13
Texas A&M University-Kingsville	No	0	Positions 1-13
The University of Texas- Dallas	No	0	Positions 1-13
Texas A&M University-San Antonio	No	0	Positions 1-13
Texas A&M University-Texarkana	No	0	Positions 1-13
Texas Christian University	No	0	Positions 1-13
Texas Lutheran University	No	0	Positions 1-13
Texas Southern University	No	0	Positions 1-13
Texas Southmost College	No	0	Positions 1-13
Texas State University	No	0	Positions 1-13
Texas Woman's University	No	0	Positions 1-13
The University of Texas-Arlington	No	0	Positions 1-13
The University of Texas-Dallas	No	0	Positions 1-13
The University of Texas-Rio Grande Valley	No	0	Positions 1-13
The University of Texas-San Antonio	No	0	Positions 1-13
The University of Texas-Tyler	No	0	Positions 1-13
University of North Texas	No	0	Positions 1-13
University of North Texas at Dallas	No	0	Positions 1-13

In addition to the above recruitment sources, candidates were referred by the below 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	11
Employee Referrals	No	11
Indeed	No	1
Other Job Board	No	16
Internal Candidate	No	7

E. Outreach Activities During Reporting Period

Description	Dates
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The employment unit's Sports Reporter visited John F Townley Elementary School where he spoke to students about his career path, experiences, and insights into the broadcast media industry.	May 2, 2025
The employment unit's Sports Reporter visited third grade students from Buckner Terrace Montessori. He spoke about his career in the broadcast industry.	May 7, 2025
Several employment unit staff met with the students at the Pleasant Grove School for The Gifted and Talented, they spoke about their job duties at the station. Students had an opportunity to have a Q&A with the staff.	May 7, 2025
The employment unit's Meteorologist visited third grade students from Dan D Rogers Elementary School to talk about careers in the broadcast industry. The students asked questions about meteorology, working in news, and how they could also become meteorologists.	May 9, 2025
The employment unit's Meteorologist spoke to students at Gilbert Elementary about her career and how to become a meteorologist.	May 16, 2025
Several employment unit staff spoke with students at Emmet J Conrad High School. Students learned about different careers in the media industry.	July 26, 2025
Several employment unit staff visited Thomas Jefferson High School to speak to approximately one hundred 11th and 12th grade students about their career journey, and how to pursue a career in the media industry. They discussed the roles of various departments, as well as how high school and college prepares students for a future career.	August 18, 2025
The station employment unit hosted students from the UTD American Marketing Organization Club for a tour of the studios. The students learned about the day-to-day job duties at the station. Several station personnel participated including on air personalities.	November 4, 2025
Several employment unit's staff hosted students from the Lassiter High School yearbook and journalism classes for a station tour. Students learned about the day-to-day job duties and about their careers. In the studio staff spoke to the students about their careers and the students practiced with the cameras and green screens. The students also had an opportunity to visit the sales department where they heard from the sales team about the role sales plays in a media company.	February 2, 2026
The employment unit's Sports Reporter visited the Lorenzo DeZavala Elementary School where he spoke with 5 th grade students about careers in the broadcast industry.	February 13, 2026
The station hosted various students from different universities that were part of the Alliance of Women in Media club to tour the station studios. Station personnel spoke about their roles in sales, activations, community relations, on-air talent and news editing.	March 6, 2026
Several employment unit staff participated at the David G Burnet Elementary School Career and College Fair. Station personnel provided information to 4th through 6th grade students about careers in the broadcast industry.	March 12, 2026
Employment unit staff from the community empowerment, promotions, and sales departments participated in the Tarrant County College North West Campus Spring Job Fair. They spoke to students seeking post-graduation career opportunities within the company. Station representatives spoke to approximately 100 students who visited the booth and provided information about careers in media.	March 24, 2026
The employment unit posted all job vacancies with the Texas Association of Broadcasters' job bank of media trade groups which membership includes women and minorities.	Throughout the reporting period