

**Annual EEO Public File Report
(April 1, 2019 – March 31, 2020)**

**KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM) and KLNO(FM)
RECRUITMENT INITIATIVES**

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): **KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM)** and **KLNO(FM)** 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 31st, 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 follow have been designed, in the aggregate, to provide the required information.

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.

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Appendix 1 to
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Section 1: Vacancy information.

Full-time Positions Filled By Job Title		Recruitment Source Referring Hiree
1	Local Sales Manager R003723	Other Source
2	Broadcast Engineer R003928	UCI Careers
3	Investigative Photographer R003917	Employee Referral
4	Digital Content Producer R005336	Current Employee
5	Investigative Producer R003927	Employee Referral
6	Sr. Graphic Artist R003783	UCI Careers
7	Account Executive R004487	UCI Careers
8	Account Executive R004695	UCI Careers
9	Executive Producer R004443	Employee Referral
10	Account Coordinator R004968	Glassdoor

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11	Assignment Editor/Producer R005312	Current Employee
12	Multimedia Journalist R004021	Employee Referral
13	Account Coordinator R005513	Current Employee
14	Account Coordinator R005921	UCI Careers
15	Account Coordinator R006292	LinkedIn
16	Broadcast Technician R004815	Other Source
17	Local Sales Manager R006514	Current Employee
18	Assistant Director of Technology R003559	UCI Careers

Section 2: The total number of interviewees during the reporting period: 129.

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Section 1: Recruitment source information.

RS	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
1	Amberton University Student Services Office 1700 Eastgate University Garland, Texas 75041 Phone : 972-279-9728 Fax : 1-972-613-7598 Not Applicable	0	Position: 1-18
2	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Fax : 1-817-695-2838 Michelle McConnell	0	Position: 1-18
3	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Email : info@gdaacc.com Fax : 972-241-8270 Lisa Vongthackdy	0	Position: 1-18
4	Austin Area Urban League 8011 Cameron Road Suite 100, Bldg. A Austin, Texas 78754 Phone : 512-478-7176 Email : darnise_bowens@aaul.org Fax : 1-512-478-1239 Darnise Bowens	0	Position: 1-18
5	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : Not Applicable	0	Position: 1-18

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	Fax : 512-448-8549 Kathy Amber		
6	Catholic Charities of Dallas, Inc 9461 LBJ Ste 100 Dallas, Texas Phone : 214-520-6590 Fax : 1-214-520-6595 Mary Ann Owens	0	Position: 1-18
7	* Colombia College of Chicago 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312-344-7281 Email : mgreen@colum.edu Fax : 1-312-344-8020 Matthew Green	0	Position: 1-18
8	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	0	Position: 1-18
9	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Email : chum@dbcc.org Fax : 214-421-5510 Carmen Humbel	0	Position: 1-18
10	Denton Hispanic Chamber of Commerce PO Box 2536 Denton, Texas 75206 Phone : 940-565-1919 Fax : 1-940-565-1917 Arlene Lewis	0	Position: 1-18
11	DeVry Career Services 4800 Regent Blvd Irving, Texas Phone : 972-929-6777 Email : rgaines@devry.edu Fax : 1-972-929-6779 Rhonda Gaines	0	Position: 1-18

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12	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Email : karen.matos@fwhcc.org Fax : 1-817-625-1405 Karen Matos	0	Position: 1-18
13	Greater Dallas Hispanic Chamber of Commerce 4622 Maple Ave Suite 207 Dallas, Texas 75219 Phone : 214-521-6007 Email : gdhcc@gdhcc.com Fax : 1-214-520-1687 Not Applicable	0	Position: 1-18
14	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Email : career@uiwtx.edu Fax : 1-210-829-6094 EEO Officer	0	Position: 1-18
15	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : 415-921-5225 Fax : 415-931-4671	0	Position: 1-18
16	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	0	Position: 1-18
17	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	0	Position: 1-18
18	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215	0	Position: 1-18

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	Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden		
19	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	0	Position: 1-18
20	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	0	Position: 1-18
21	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	0	Position: 1-18
22	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	0	Position: 1-18
23	* Ohio/Illinois Center for Broadcasting 9885 Rockside Rd Suite 160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : jhardy@beonair.com Fax : 1-216-642-9232 Janice Hannah-Hardy	0	Position: 1-18
24	San Antonio Chapter of AWRT San Antonio, Texas Email : lonnie.hernandez@twcable.com Lonnie Hernandez	0	Position: 1-18
25	SER National Service 122 W John Carpenter Freeway Suite 200	0	Position: 1-18

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	<p>Irving, Texas 75039 Phone : 469-524-1200 Email : tmorales@SER-national.org Fax : 1-469-524-1287 Tony Morales</p>		
26	<p>Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones</p>	0	Position: 1-18
27	<p>St. Mary's University of San Antonio One Camino Santa Maria Civic Engagement and Career Development San Antonio, Texas 78228 Phone : 210-436-3102 Email : lsandoval123@stmarytx.edu Fax : 1-210-431-2231 Lauren Sandoval</p>	0	Position: 1-18
28	<p>UCI Careers Site</p>	6	Position: 1-18
29	<p>Texas A&M University at Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 1-903-886-5010 Keith McFarland</p>	0	Position: 1-18
30	<p>Texas Association of Broadcasters 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 Job Listings</p>	0	Position: 1-18
31	<p>Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney</p>	0	Position: 1-18

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32	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : (512) 245-2652 Email : kjulian@txstate.edu Fax : 1-512-245-3993 Karen Julian	0	Position: 1-18
33	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	0	Position: 1-18
34	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	0	Position: 1-18
35	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : info@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	0	Position: 1-18
36	* University of North Texas 1155 Union Circle #310589 Denton, Texas 76203-5017 Phone : 940-565-2537 Email : mediaarts@unt.edu Fax : 1-940-369-7838 Media Arts Employment	0	Position: 1-18
37	University of Texas at Dallas 800 W Campbell Rd Mail Station MC 16 Richardson, Texas 75080 Phone : 972-883-2943 Email : careercenter@utdallas.edu Fax : 1-972-883-2431 Career Center	0	Position: 1-18

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38	University of Texas at San Antonio 6900 North Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Email : regina.gomez@UTSA.edu Fax : 1-210-458-4117 Regina Gomez	0	Position: 1-18
39	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	0	Position: 1-18
40	University of Texas at Arlington PO Box 19156 Arlington, Texas 76019-0156 Phone : 817-272-5554 Email : careers@uta.edu Not Applicable	0	Position: 1-18
41	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	0	Position: 1-18
	NOT POSTED BY EMPLOYMENT UNIT		
42	Glassdoor	1	Position 10
43	Current Employee	4	Position: 1-18
44	Did not indicate (Source Unknown)	0	Position: 1-18
45	Employee Referral	4	Position: 1-18
46	Other Source	1	Position: 1-18

* Indicates sources that have requested notification of job openings.

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Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Univision Dallas
Local Media **KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM) and
KLNO(FM)**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Stations Participants	Participant Title
1	April 17, 2019	Participation in events or programs sponsored by educational institutions	Univision Staff participated with Pinkston Collegiate Academy's "Resume Critique Mentoring Session" workshop to provide one-on-one tips to students to market their skills.	1	COMMUNITY EMPOWERMENT DIRECTOR
2	June 10-14, 2019	Provision of assistance to	Univision Dallas Fort Worth Local Media partners with Ft. Worth ISD's Vital Link program	18	PRESIDENT & GM, NEWS ANCHOR,

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		unaffiliated non-profit entities and the maintenance of websites	to provide ten students a week-long job shadowing experience. Students visit with various departments to learn the skills necessary in broadcasting.		NEWS ANCHOR, ASSIT. DIRECTOR OF TECHNOLOGY, NEWS PRODUCER, PROMOTIONS COORDINATOR, TECHNICAL DIRECTOR, MARKETING & PROMOTIONS COORDINATOR, RADIO PERSONALITY, GRAPHIC DESIGNER, RADIO PERSONALITY, TECHNICAL DIRECTOR 11:30AM, METEROLOGIST, ASSIGNMENT DESK SUPERVISOR, RADIO PERSONALITY, SALES EXECUTIVE, RADIO PERSONALITY, COMMUNITY EMPOWERMENT DIRECTOR
3	June to August, 2019	Establishment of an intern program designed to assist members of the community	Sales and Marketing Department offered a Summer College Internship Program. Intern worked in developing sales presentations and marketing material.	2	Sales Director, Marketing & Promotions Coordinator, HR Manager
4	June to August, 2019	Establishment of an intern program designed to assist members of the community	Community Empowerment Department offered a Summer College Internship program. Intern had the opportunity to work on producing community affairs programs for TV and radio, social media community campaigns, participate at onsite activations, and productions supporting community events.	1	Community Empowerment Director, HR Manager
5	June to August, 2019	Establishment of an intern program designed to assist members of the community	News Department offered a Summer College Internship program. Intern worked with producers, news assignments, anchors and reporters. Intern was able to develop skills in assignments area as well as podcasting.	4	News Director, Assignment Desk Supervisor, News Talent, News Producer, HR Manager
6	June 10 -13, 2019	Establishment of training programs for station personnel	Staff members of participated in Smith College Univision Women's Leadership Academy program which focused on improving leadership skills to qualify for higher positions.	3	News Reporter Sports Reporter HR manager

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7	June 11, 2019	Participation in events or programs sponsored by educational institutions	Univision Staff participated with Pinkston Collegiate Academy's "Collegiate Breakfast with the Boss" event to provide one-on-one insight into the variety of careers in broadcasting with students.	5	VP & GM, DIRECTOR OF SALES, NATIONAL SALES MANAGER, LOCAL SALES MANAGER, COMMUNITY EMPOWERMENT DIRECTOR
8	September 18, 2019	Establishment of an intern program designed to assist members of the community	In partnership with University of North Texas and University of Texas in Arlington, Noticias 23's "Proyecto U" program provided comprehensive work experience and coaching for students to develop technical skills under the supervision of the News Department. Participants produced a Spanish language newscast that aired as part of "Noticias 23 Univision Fin de Semana" (Univision 23 Weekend News), fulfilling different on-camera and behind-the-scenes roles.	14	NEWS DIRECTOR TECHNICAL DIRECTOR 10PM, TECHNICAL DIRECTOR 5PM, SPORTS ANCHOR, NEWS PRODUCER, METEROLOGIST, ASSIGNMENT DESK, EXECUTIVE NEWS PRODUCER, EDITOR, GRAPHIC ARTIST, ASSIGNMENT DESK SUPERVISOR, NEWS REPORTER
9	October 9, 2019	Participation in events or programs sponsored by educational institutions	Univision Staff spoke to J.T. Saldivar Elementary students of DISD regarding sports broadcasting.	1	Sports Anchor
10	October 23, 2019	Participation in job banks, internet programs and other programs designed to promote outreach	Univision Staff participated with the Annual Communications Day hosted by the Department of Communication at the University of Texas at Arlington. Staff reviewed with communication majors resumes and provided advice regarding jobs broadcasting.	2	Community Empowerment Director, Brand Ambassador
11	November 8, 2019	Participation in events or programs sponsored by educational institutions	Univision Staff participated in a Career Day at Schimelpfenig Middle School to share information on television broadcasting.	1	NEWS PERSONALITY

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12	November 22, 2019	Sponsorship of events in the community designed to increase public awareness	Univision Local Media hosted Pinkston Collegiate Academy students for a behind the scene intimate tour of a radio studio and TV studio along with an overview of all departments at the station. Students visited with News Staff and Radio Personality.	4	NEWS TALENT, RADIO PERSONALITY, AUDIO OPERATOR, COMMUNITY EMPOWERMENT DIRECTOR
13	December 7, 2019	Participation in scholarship programs	Univision Dallas Local Media provided financial support to the DFW Hispanic Communicators Scholarship gala. Staff also participated in the selection of recipients and awarding of scholarships.	1	NEWS PRODUCER
14	December 10, 2019	Sponsorship of events in the community designed to increase public awareness	Univision Local Media hosted Ursuline Academy of Dallas for a behind the scenes intimate tour of a radio studio and TV studio along with an overview of all departments at the station. Students interacted with staff from the News Department and with Radio personalities.	5	COMMUNITY EMPOWERMENT DIRECTOR, RADIO PERSONALITY, NEWS PERSONALITY, AUDIO OPERATOR, NATIONAL SALES MANAGER
15	December 18, 2019	Sponsorship of events in the community designed to increase public awareness	Univision Local Media hosted East Grand Preparatory's Digital Media Club for a behind the scenes intimate tour of a radio studio and TV studio along with an overview of all departments at the station. Students interacted with staff from the News Department and with Radio personalities.	4	COMMUNITY EMPOWERMENT DIRECTOR, RADIO PERSONALITY, NEWS PERSONALITY, AUDIO OPERATOR
16	February 7, 2020	Sponsorship of events in the community designed to increase public awareness	Univision Local media hosted 45 Irving ISD's Nimitz High School Stand Up students for a behind the scenes intimate tour of a radio studio and TV studio along with an overview of all departments at the station. Students interacted with staff from the News Department and with Radio personalities.	6	COMMUNITY EMPOWERMENT MANAGER; NEWS ANCHOR; NEWS ANCHOR; RADIO PERSONALITY, RADIO PERSONALITY, PROMOTIONS COORDINATOR
17	February 12, 2020	Sponsorship of events in the community designed to	Univision Staff mentored students from Irving ISD Jackie Mae Townsell Elementary School for their broadcasting presentation in their gifted and talented course. Students toured the station, visited with radio personalities, viewed	5	NEWS PRODUCER, AUDIO OPERATOR, NEWS TALENT, RADIO PERSONALITY, COMMUNITY EMPOWERMENT DIRECTOR

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		increase public awareness	a live newscast, and participated in an editorial meeting.		
18	February 28, 2020	Participation in events or programs sponsored by educational institutions	Univision Staff participated in a Career Day at T.A. Sims Elementary School of Ft. Worth ISD to share information on radio broadcasting.	11	RADIO PERSONALITY
19	February 27, 2020	Participation in events or programs sponsored by educational institutions	Staff participated in a Career Day at Barbara Bush Global Leadership Academy of Grand Prairie ISD.	1	SPORTS ANCHOR
20	March 23, 2020	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.	1	HUMAN RESOURCES GENERALIST, GENERAL MANAGER, AND ALL DEPARTMENT HEADS THAT HAVE HIRING POWER
21	March 25, 2020	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.	1	HUMAN RESOURCES GENERALIST, GENERAL MANAGER, AND ALL DEPARTMENT HEADS THAT HAVE HIRING POWER