

Annual EEO Public File Report

**Stations KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM,
KQBU-FM**

(April 1, 2021 - March 31, 2022)

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): **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM, KQBU-FM** are 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 1, 2021, to and including March 31, 2022 (the “Applicable Period”).

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

1. 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. 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.

This report was timely filed on March 31, 2022, and was updated on May 5, 2022, to delete information about recruitment that had been recorded in error, add information about recruitment that had been unintentionally omitted, and make clerical changes.

Appendix 1

Public File Report

Covering the Period from April 1, 2021, to March 31, 2022

KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM, KQBU-FM

Section 1: Vacancy information for vacancies filled by combined employment unit comprised of Stations **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM, KQBU-FM**

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Account Executive TV R008337	Employee Referral
2	Account Executive TV R008335	Employee Referral
3	Associate Producer R009721	UCI-Company Careers Site
4	Broadcast Engineer R008668	UCI-Company Careers Site
5	News Photographer R009843	Other Job Board
6	Producer R009722	LinkedIn
7	Associate Producer R010078	UCI-Company Careers Site
8	Assignment Desk Editor R009127	Employee Referral
9	Account Executive R010113	Employee Referral
10	Meteorologist R008918	UCI-Company Careers Site
11	Account Executive R009332	LinkedIn
12	Account Executive R009507	Employee Referral
13	Producer R010164	Other Job Board

Section 2: The total number of interviewees during the reporting period: 69

Appendix 2

Annual EEO Public File Report

Covering the Period April 1, 2021, to March 31, 2022

Section 1: Recruitment source information used by Stations KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM, KQBU-FM

	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	UCI Career Site	17	All Positions
2	Alvin Community College Website: https://www.alvincollege.edu/	0	1,2,8
3	Austin Alliance for Women in Media Website: https://awmaustin.org/	0	5
4	Camara de Empresarios Latinos de Houston 7047 Harrisburg Blvd. Houston, Texas 77011 president@empresarioslatinos.org (713)774-5002	0	1,2,5,7,8,12
5	Galveston College Job Placement Office 4015 Avenue Q. Galveston, TX 77550 mstockfleth@gc.edu	0	1,2,5,7,12
6	Houston Community College HCC Central Campus 1300 Holman Houston, Texas 77004 institutional.equity@hccs.edu	0	1,2,5,7,8,12
7	Houston Hispanic Chamber of Commerce Job Placement 1801 Main Street Suite 890 Houston, TX 77002 apeimbert@houstonhispanicchamber.com	0	1,2,7,8,12

8	Latino Learning Center rodolfo@latinolearningcenter.org	0	8
9	LoneStar Veteran Association www.vetslist.us	0	1,2,5,8
10	Texas Association of Broadcasters Job Placement, Craig Bean 502 E. 11th Street, Suite 200 Austin, Texas 78701 www.tab.org (512) 322-9944, (512) 322-0522 (fax)	0	1,2,4,5,6,7,8,9,10,11, 12,13
11	Ser-Jobs For Progress Wendy Ramos Employment Opportunities 201 Broadway Houston, Texas 77012 713-773-6000 felicia.hines@serhouston.org	0	1,2,5,7,8,12
12	TVJobs.com POBox 4116 Ocean, CA 92052 tvjobs.com	0	1,2,5,7,8,13
13	AMFMJobs.com	0	12
14	SBE info@sbe.org	0	4
15	Texas Workforce workintexas.com		1,2,8
16	<i>Universities below were posted in Handshake</i>		
	Alamo Colleges District	0	7,12,13
	Austin College	0	1,2,4,5,7,8,12,13
	Concordia University Texas	0	7,12,13
	Houston Baptist University	0	1,2,4,5,7,8,12,13
	Huston-Tillotson University	0	1,2,4,5,7,8,12,13
	Lamar University	0	1,2,3,4,5,6,7,8,9, 11,12,13
	Lee College	0	1,2,4,7,8,12,13

	Prairie View A&M University	0	1,2,4,5,7,8,12,13
	Rawls College of Business-Texas Tech University	0	7,12,13
	Rice University	0	1,2,3,4,5,6,7,8,9,11,12,13
	Sam Houston State University	0	3,4,6,9,11
	St. Edward's University	0	1,2,4,8
	St. Mary's University	0	1,2,3,4,5,6,8,9,11
	Texas A&M University -Central Texas	0	1,2,8
	Texas A&M University	0	1,2,8
	Texas A&M University- San Antonio	0	3,4,5,6,9,11
	Texas Lutheran University	0	5
	Texas State University	0	1,2,4,5,8
	Texas Southern University	0	1,2,4,5,8
	Texas Woman's University	0	1,2,3,4,6,8,9,10,11
	The University of Texas at San Antonio	0	4,10
	The University of Texas Rio Grande Valley	0	3,4,5,6,9,11
	Trinity University	0	3,4,6,9,11
	University of Houston-Main Campus ucs@uh.edu	0	1,2,8
	University of Houston Downtown www.uh.edu/ucs uhdcareer@uhd.edu business-uhd@csm.simplicity.com	0	1,2,5,8
	University of Houston-Clear Lake	0	4
	University of North Texas	0	1,2,3,4,6,8,9,11
	University of St. Thomas Houston	0	1,2,4,8,10

	University of Texas at Austin	0	4,10
	University of the Incarnate Word	0	4,10
	West Texas A&M University	0	1,2,4,8,10

Other Source(s) Not Notified By Employment Unit

	LinkedIn	9	6,7-9,11,12
	Employee Referrals	13	1,2,4,5,8,9,10,12
	Other Board	26	1,3,4,5,6,7,9,10,11,12,13
	Internal	4	1,2,3,6,8,9,10,13
	Glass Door	0	0
	Social Media	0	0
	Career Builder	0	0
	Monster	0	0
	Simply Hired	0	0
	Handshake	0	0
	Indeed	0	0

* Indicates sources that have requested notification of job openings.

Appendix 3

Annual EEO Public File Report Form

Covering the Period April 1, 2021, to March 31, 2022

Station(s) Comprising Station Employment Unit: **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM, KQBU-FM**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM, KQBU-FM**

Internship Programs

11/18/2021: Jose D. Herrera participated in as a mentor for the STEP program. He created a presentation on the topic “The Art of the MMVJ”, a 2-hr. presentation with Q&A time for students.

7/28/2021: Jose D. Herrera participated in as a mentor for the STEP program. He created a presentation on the topic “The Art of the MMVJ”, a 2-hr. presentation with Q&A time for students.

Establishment of In-House EEO Training:

Among the unit’s other efforts, on March 30, 2022, a memo was sent to staff reiterating our Equal Employment Opportunity policy

Career Fairs:

12/1/2021: Recruitment Training for college students. EEO Officer, attended University of Texas-Employer Career Fair Training. Learned more about UT Austin campus-wide recruiting best practices. Information on career fairs, workshops and how to create a brand that students will seek to apply at.

12/9/2021: EEO Officer, participated in the Workforce Virtual Career Fair. During this Career Fair applicant were able to view the company profile., preview job opportunities, and chat with EEO officer and was able to chat with 3 students that were interested in different career opportunities within the News Department.

3/2/2022: Spring 2022 Virtual Houston Baptist University: During the Career Fair applicants were able to view the company profile, preview job opportunities, and have a 1:1 meeting with EEO Officer.

Educational Activities:

4/15/2021: Glenn Coleman, Vice President Director of Sales, participated as a Panelist in the University of Houston-Downtown webinar focused on Executives in Sales and Media.

Community Activities:

11/4/2021: Space Center Houston. In this event Laura Sierra, News Anchor shared her career story with STEM students who form part of a Space Center Houston program to inspire and motivate them to achieve greatness.

10/12/2021: Laura Sierra, News Anchor attended Conversatorio, Mujeres Empoderadas. Laura shared life stories, based on challenges, dreams and professional successes as an anchor/reporter at Univision. Laura also talked about her challenges and benefits of working in broadcasting.

6/16/2021: Laura Sierra was invited to be a guest speaker to discuss communication techniques in the Aprende a presenter en TV y Radio event.

1/23/2022: Fernanda Ramos, Meteorologist, participated as a panelist in the workshop, Getting "Reel" About Broadcasting.

7/30/2021: Gilberto Romero, Account Executive, participated as a Panelist in the webinar hosted by NAMI Mental Health which focused on the topic of Minority Mental Health. Gilberto Romero had the opportunity to talk about Univision's commitment to mental health awareness and as a EEO broadcasting company.

11/10/2021: Grace Olivares, Community Empowerment Director, participated as a panelist in this event which was dedicated to Business Women with a Vision. As a panelist, Grace Olivares talked about her job and Univision's community campaigns, as well as the opportunities in broadcasting.

9/1/2021: Grace Olivares, Community Empowerment Director, is a mentor at the Consulate General of Mexico Mentorship program. This has been an ongoing program since September 2021 each month it is a 1-hour meeting. As a mentor Grace had the opportunity to share her job in broadcasting and personal experiences with her mentee.

3/2/2022: Several Employees participated in Houston Reads Day, celebrating Read Across America presented by the organization Literacy Now. An initiative to bring awareness to the literacy crisis in our city. Employees registered for their preferred reading time and chose a participating school from the Houston Independent School District or Aldine Independent School District.

10/1/2021: As part of an educational program presented by the Consulate General of Mexico in Houston Martha Kattan participated in the Mentorship Program as a Mentor. This program began on October 2021 and ended March 2022. Martha and her mentee met virtually for 2 hours on a bi-weekly basis.

3/9/2022: La Camara de Empresarios Latinos hosted an event focused on Women in Business and Leadership. Martha Kattan participated as a panelist and discussed how she reach success in her leadership role and shared how she continues to grow and maintain professional career goals especially during difficult times.

Job Banks:

Texas Association of Broadcasters' job bank of media trade groups with broad-based membership was utilized for all the job positions filled during the reporting period.