

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- KTVW-DT, Facility ID No. 35705, Phoenix, Arizona
- KTVW-CD, Facility ID No. 29464, Flagstaff/Doney Park, Arizona
- KFPH-DT, Facility ID No. 41517, Flagstaff, Arizona
- KFPH-CD, Facility ID No. 2739, Phoenix, Arizona
- KHOT-FM, Facility ID No. 59422, Paradise Valley, Arizona
- KQMR(FM), Facility ID No. 22977, Globe, Arizona
- KOMR(FM), Facility ID No. 55913, Sun City, Arizona
- KHOV-FM, Facility ID No. 29021, Wickenburg, Arizona

B. Reporting Period: June 1, 2025 – May 31, 2026

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	Senior Producer (R018432)	TU Careers Website
2.	News Producer (R018431)	Internal Current Employee
3.	Associate Producer (R018767)	TU Careers Website
4.	Anchor (R018794)	Internal Current Employee
5.	Local Sales Manager (R019108)	Internal Current Employee
6.	Multimedia Journalist (R019213)	Employee Referral
7.	Production Assistant (R018294)	Internal Current Employee
8.	Activations Technician (R018123)	Employee Referral
9.	Multimedia Technician (R019006)	Other
10.	News Editor (R019333)	Employee Referral
11.	Multimedia Journalist (R019338)	TU Careers Website
12.	Assistant Director, Technology (R019564)	LinkedIn
13.	News Producer (R020236)	Internal Current Employee
14.	Anchor and Executive Producer (R020014)	Internal Current Employee

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 59

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	10	All positions
Arizona Broadcasters Association https://azbroadcasters.org/jobs/	No	0	Positions 1-13
Arizona Hispanic Chamber of Commerce https://members.azhcc.com/jobs	No	0	Positions 1-13
Greater Phoenix Chamber of Commerce https://phoenixchamber.com/	No	0	Positions 1-13
OneCommunity directory.onecommunity.com/jobs/	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
Handshake ² https://app.joinhandshake.com	No	0	Positions 3-6, 9-13
Maricopa Community Colleges https://mcccd.pipelineaz.com/	No	0	Positions 1-13
Grand Canyon University	No	0	Positions 1-13
Arizona DES/South Phoenix	No	0	Positions 1-13
Goodwill AZ Community Relations CommunityRelations@goodwillaz.org	No	0	Positions 1-13
Friendly House	No	0	Positions 1-13
Greater Phoenix Urban League info@phxul.org	No	0	Positions 1-13
DirecEmployers ³ https://de.works/app/dashboard	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	13
Social media	No	6
Employee Referrals	No	14
Other	No	3
Indeed	No	3
Internal Current Employee	No	10

E. Outreach Activities During Reporting Period

Description	Dates
The employment unit hosted fifteen students from the journalism program at BYU-Idaho for a tour of the studios. The students learned about the news operations and content production. The students had the opportunity to interact with the news team and watched a live news production from the news set and control room. Students learned about the different careers in broadcast media.	6/11/2025
The employment unit participated in the 2025 Hispanic/Latine Youth Media Workshop at Northern Arizona University. Approximately forty high school students participated in this immersive hands-on production experience, encouraging and motivating students to explore careers in Virtual Reality, Game Design, Zine Making, Animation, and Filmmaking. The employment unit's News Anchor had the opportunity to talk to students about his career and education background. Students were encouraged to visit the TU careers site to learn more about internships and job vacancies.	6/13/2025

² Handshake is an employment website. Handshake's network includes a community of over 17 million students, alumni, employers, and career educators.

³ 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.

Description	Dates
The employment unit's News Anchor spoke with participants of the State Department's Studies of U.S. Institutes program ("SUSI") at Arizona State University Walter Cronkite School of Journalism. There were approximately eighteen foreign professors and students of journalism. The News Anchor spoke about her career in the broadcast industry, and her perspective as a naturalized citizen in covering government and political issues. She encouraged participants to visit the TU careers website for future job opportunities. Additionally, four of the participants visited the station to learn more about the operations and had the opportunity to meet with local manager and directors.	6/17/2025
The employment unit hosted at the station studios eight investigative journalists as part of the Global Ties AZ – International Visitor Leadership Program (US State Department). Participants had the opportunity to speak to station staff about news coverage, fact checking and breaking news. The journalists also had the opportunity to visit the state-of-the-art news virtual set and control room and watch a live newscast from production to going on air.	9/3/2025
The employment unit's Director of Operations participated at the University of Arizona 2025 Fall Career Fair. She hosted a booth at the event where she was able to interact with about thirty students. She provided TU careers website information.	9/17/2025
The employment unit's Director of Operations and Office Manager participated at the Career Fair at Northern Arizona University (NAU). They spoke to approximately fifty students throughout the fair. They talked about current career opportunities at TU and internships.	9/25/2025
The EEO Officer participated at the ASU Fall 2025 Undergraduate Career & Internship Fair. About three hundred students participated in this fair. Students learned about career opportunities at TU.	9/30/2025
The employment unit's Multimedia Journalist participated in a Career Day event at NFL YET College Preparatory Academy – Espiritu Schools. About thirty High School students from different classes enrolled in the Journalism program participated in this event. Students learned career opportunities in the media industry.	2/6/2026
The employment unit's News Director participated in the Grand Canyon University – Media Career Job Fair. This career fair at Grand Canyon University was focused only on media opportunities. It included a tour of their new media center and introduction to journalism professors. Approximately four hundred students attended the fair. Students learned about job opportunities and internships.	2/25/2026
The employment unit's News Director participated at the 28th Arizona Latino Media Association Workshop. He spoke to approximately one hundred students from fifteen different Arizona High Schools about careers in the broadcast industry.	3/6/2026
The employment unit hosted at the station studios a group of more than ten High School students from diverse Valley schools in participated Be a Leader Foundation Career Shadow Week. The students visited the studios and spent some time with employees in from the Marketing & Sales, TV News, Promotions/Production, Radio, and Engineering departments. The students learned about the different career opportunities in the media industry.	3/9/2026
The employment unit hosted fourteen students for a Career Day from the Thunderbird School of Global Management – Latam Business	3/17/2026

Description	Dates
Club. Approximately fourteen students spoke to several station staff from different departments and learned about career opportunities in the media industry.	
The employment unit established the Univision Arizona Contigo Tu Futuro (Your Future) Scholarship. There were approximately five hundred applicants for the scholarship. The recipient received a full four-year scholarship to attend Northern Arizona University (NAU).	From 12/1/2025 to 5/11/2026
The employment unit listed all upper-level positions with the media trade group, the Arizona Broadcasters Association, whose membership includes substantial participation of women and minorities.	Throughout the reporting period