

Annual EEO Public File Report

KAKW-DT, KTFO-CD KLQB(FM), KLJA(FM) and KXLK-CD

(April 01, 2020 - March 31, 2021)

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): KAKW-DT, Killeen, Texas, KTFO-CD, Austin Texas, KLQB(FM) Taylor, Texas, and KLJA(FM) Georgetown, KXLK-CD, Austin, Texas 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 01st 2020 to and including March 31st, 2021 (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 follows 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.

Appendix 1 to
Annual EEO Public File Report

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Section 1: Vacancy information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
T-1	Multimedia Journalist R007038	Indeed
T-2	Technical Director R007338	Internal
T-3	Multimedia Journalist R007495	Internal
T-4	News Director R007444	Employee Referral

Section 2: The total number of interviewees during the reporting period: 24

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Section 1: Recruitment source information used by Stations KAKW-DT, KTFO-CD, KLQB(FM), KLJA(FM) and KXLK-CD for vacancies.

	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
	TV Jobs PO Box 4116 Oceanside, California Tvjobs.com	0	T1, T2, T3, T4
	University of Texas 1 University Station A0900 Austin, Texas ccsmain@austin.utexas. edu	0	T1, T2, T3, T4
	Greater Austin Hispanic Chamber Of Commerce 2800 South IH 35 Austin, Texas	0	
	Southwestern University 1001 E University Ave Georgetown, Texas Career.services@southwestern.edu	0	T1, T2, T3, T4
	ST Edwards University 3001 South Congress Austin, Texas Seu.careerplan@stedwards.edu	0	T1, T2, T3, T4
	Austin Community College 5930 Middle Fiskiville Rd. Austin, Texas (Purple Brief case)	0	T1,T2,T3,T4

	Huston-Tillotson College 900 Chicon St. Austin, Texas cdg@htc.edu	0	T1, T2, T3, T4
	American Association of University Women AAUW Jeannie Best austinaauw@gmail.com PO Box 27223 Austin Texas 78755	0	Positions: 0
	TexasVeterans Commission Neil Cochran 575 Round Rock West Bldg-H Round Rock TX 78681	0	Positions: 0
*	American Woman in Radio and Television 3201 Steck Ave. Austin, Texas	0	T1, T2, T4,
	Texas Association of Broadcasters 502 E. 11 th St, ste 200 Austin, Texas	0	T1, T2, T3, T4
	Employee Referral	4	T4
	Capital City African American Chamber of Commerce Natalie Medeira Cofield 5407 North IH 35 ste 304 Austin TX 78741	0	Positions: 0
	Texas Workforce Commission 2801 E Martin Luther King Jr. Blvd Austin, Texas	0	Positions: 0
	Safe Place Women's Center PO Box 19454 Austin, Texas 78760	0	Positions: 0
	Internal posting – UCI central	7	T1, T2, T3, T4
	Texas State University 601 University Drive San Marcos, Tx 78666 Handshake.com	0	T1, T2, T3, T4

	Concordia University 11400 Concordia University Dr Austin, Tx 78726 Handshake.com	0	Positions: 0
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	Other sources not notified by employment unit		
	Linked in Linkedin.com/job2	10	
	Indeed .com	2	Positions: 0
	National Association of Hispanic Journalists	0	Positions:0
	Glass Door (not notified by employment unit)	1	Positions: 0

* Indicates sources that have requested notification of job openings.

Appendix 3 to

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The following sets forth the supplemental outreach conducted by the stations KAKW-DT, KTFO-CD, KLQB(FM), and KLJA(FM) and KXLK-CD.

Participation in Job Banks:

Texas Association of Broadcasters - job bank of media trade groups with broad-based membership (including women and minorities) was utilized for all the job positions filled during the reporting period.

Establishment of 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. On March 2nd, March 3rd and March 4th, 2021 Waleska Rivera, Human Resources Generalist conducted EEO Training for VP, General Manager and all department heads that have hiring power.

Among the unit's other efforts, on March 1, 2021 a memo was sent to staff reiterating our Equal Employment Opportunity policy

FCC EEO Training:

Broadcast1Source in partnership with TLP Law and the California Broadcaster's Association gave a virtual one-hour training called CBA Training on March 2, 2021. The training focus to train all EEO Officers and Human Resources department to remind us of the FCC guidelines and requirements for the EEO public File. Waleska Rivera, Human Resources Generalist participated in this training for Houston.

Participated in Job/Career Fairs:

April 9th, 2020 - Univision Austin hosted the “Students Training and Employment Program” managed by the Production Operations team. The STEP’s mission is to teach and train the core understanding of the Univision workflow including local media operations, digital, multimedia production such as video editing, graphics and audio designing with a purpose to employ well rounded candidates should an opportunity within our organization opens.

September 16th, 2020 - Univision Austin hosted a session with the “Students Training and Employment Program” which is managed by the Production Operations team. The session was hosted by TV and Radio Commercial Producer, Daniel Rojas. In this session the students learned about Premiere Intermediate, which includes, color correction/grading, adding graphics within premiere, audio mastering inside premiere, speed ramps, intermediate effects, batch rendering and essential graphics. The students had the opportunity to ask questions regarding Daniel’s position and experience.

September 17th, 2020 - Univision Austin hosted a session with the “Students Training and Employment Program” which is managed by the Production Operations team. The session was hosted by Producer Editor, Jesus Garcia. In this session the students learned about Audition Basics, which included, properties of audio, waveform view, multi-track view, destructive vs non-destructive, tools overview, applying effects, effects rack, cleaning up audio (inside audition) frequency analysis, exporting/importing, and plug-ins. The students had the opportunity to ask questions regarding Jesus position and experience.

December 10th, 2020- Lee Hecht Harrison designed a virtual event “Winter Job Jam” for organizations with large hiring needs for mid to senior level professionals from various areas including HR, IT, Finance, R&D, Sales, Engineering. The event was also organized not only with the intent to hire for current openings, but also to network for future positions. Univision participated in this virtual career fair to recruit openings for all Texas, Mayra Villalobos HR manager participated in this event.

February 9th, 2021- Lamar University hosted the “Virtual Coffee & Connect” available to all students of all majors to meet and connect with employers to build and develop their networking skills. Univision participated hosted by Waleska Rivera, HR Generalist and discuss current and future openings at Univision.

February 10th, 2021 - Univision Austin hosted a session with the “Students Training and Employment Program” which is managed by the Production Operations team. The session was hosted by Commercial Producer, Daniel Rojas. In this session the students learned about Premiere Intermediate, which includes, color correction/grading, adding graphics within premiere, audio mastering inside premiere, speed ramps, intermediate effects, batch rendering and essential graphics. The students had the opportunity to ask questions regarding Daniel’s position and experience.

February 11th, 2021 - Univision Austin hosted a session with the “Students Training and Employment Program” which is managed by the Production Operations team. The session was hosted by Producer Editor, Jesus Garcia. In this session the students learned about Audition Basics, which included, properties of audio, waveform view, multi-track view, destructive vs non-destructive, tools overview, applying effects, effects rack, cleaning up audio (inside Audition) frequency analysis, exporting/importing, and plug-ins. The students had the opportunity to ask questions regarding Jesus position and experience.

February 23rd, 2021- Austin College hosted the “Virtual Spring Career Fair”. This fair is to virtually meet students who are seeking full time, part time and summer internships.

February 25th, 2021- Prairie View University hosted the “Communications Virtual Career Fair” available to all communications and marketing digital arts majors. The purpose of this event is to expose the communications majors to a variety of career paths in their field and allow them to connect with potential employers. Univision participated on this event, hosted by Waleska Rivera- HR Generalist.

March 26th, 2021- South Texas College hosted the “2021 Jaguar Experience, Virtual Transition Fair”. This event hosts numerous employers to connect with candidates to discuss full-time, part-time and internship opportunities from a wide variety of fields. Cesar Chapa, Activations Mgr and Mayra Guerrero, Account Coordinator, participated in this event to promote and discuss Univision career opportunities.