

KUVE-CD, KFTU-DT, KFTU-CD, KUVE-DT

**Annual EEO Public File Report**

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): KUVE-CD, Tucson, AZ, KFTU-DT, Douglas, AZ, KFTU-CD, Tucson, AZ, and KUVE-DT, Green Valley, AZ, 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 June 1, 2019 to and including May 31, 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 hiree 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 hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

Appendix 1

Annual EEO Public File Report

Covering the Period from June 1, 2019 to May 31, 2020

Station(s) Comprising Station Employment Unit: KUVU-CD, KFTU-DT, KFTU-CD and KUVU-DT

Section 1: Vacancy Information

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>
	UNIT DID NOT FILL POSITIONS DURING THE 2019-2020 REPORTING PERIOD	
	<b>Total No. of Interviewees:</b>	

Appendix 2

Annual EEO Public File Report

Covering the Period from June 1, 2019 to May 31, 2020

Station(s) Comprising Station Employment Unit: KUVU-CD, KFTU-DT, KFTU-CD and KUVU-DT

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
A	Arizona Veterans Employment Advocate Attn: Veterans Program Supervisor 195 W. Irvington Rd. Tucson, AZ 85714		
B	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85007		
C	AZ Women's Education & Employment (WEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021		
D	Cochise College Career Services Center Attn: Job Placement 4190 W. State Hwy 80 Douglas, AZ 85607		
E	Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85730		
F	KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85721		
G	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340		
H	National Education Center of AZ Attn: Job Placement Services 6829 N. 46 <sup>th</sup> Avenue Glendale AZ 85301		

I	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012		
J	NAU – School of Communications Attn: Career Services 1014 South San Francisco St. Flagstaff, AZ 86011-5619		
K	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013		
L	South Mountain College Attn: Job Placement Services 7050 South 24 <sup>th</sup> Street Phoenix AZ 85042		
M	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283		
N	YWCA of Maricopa County Attn: Job Placement Services 2999 N 44 <sup>th</sup> Street Phoenix AZ 85018		
O	Arizona Broadcasters Association Attn: Chris Kline 426 N. 44 <sup>th</sup> St. #310 (602) 252-4833 <a href="http://www.careerpage.org">www.careerpage.org</a>		
P	Friendly House – Job Placement Svs. 113 W Sherman St, Phoenix, AZ 85004 <a href="mailto:sandrae@friendlyhouse.org">sandrae@friendlyhouse.org</a>		
Q	Chicanos Por La Causa Attn: Career Services 3150 N. 35 <sup>th</sup> Avenue, Suite #5 Phoenix, AZ 85017 <a href="mailto:Marajesus.cervantes@cplc.org">Marajesus.cervantes@cplc.org</a>		
R	City of Phoenix Empl. & Training Division 200 W. Washington 19 <sup>th</sup> Fl. Phoenix AZ 85003 <a href="mailto:Mary.alejandro@phoenix.gov">Mary.alejandro@phoenix.gov</a>		
S	East Valley Institute of Technology Attn: Job Developer 1601 W. Main Street Mesa, AZ 85201		

	<a href="mailto:sgrosz@evit.com">sgrosz@evit.com</a>		
T	Internal posting <a href="mailto:lwright2@univision.net">lwright2@univision.net</a>		
U	Univision News Miguel Calvillo <a href="mailto:mcalvillo@univision.net">mcalvillo@univision.net</a> Sheila Varela <a href="mailto:svarela@univision.net">svarela@univision.net</a>		
V	Arizona DES/South Phoenix Arizona Workforce Administration Margarita Herrera-Hernandez (602) 771-0901 <a href="mailto:MHerrera-Hernandez@azdes.gov">MHerrera-Hernandez@azdes.gov</a> <a href="mailto:phoenixemployerservices@azdes.gov">phoenixemployerservices@azdes.gov</a>		
W	Glendale Community College <a href="mailto:career.services@gccaz.edu">career.services@gccaz.edu</a>		
X	Univision – KUVE Patricia Ahumada <a href="mailto:pahumada@univision.net">pahumada@univision.net</a>		
Y	Community Relations – Goodwill AZ <a href="mailto:CommunityRelations@goodwillaz.org">CommunityRelations@goodwillaz.org</a>		
A	Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034 <a href="mailto:Katy.mendoza@gatewaycc.edu">Katy.mendoza@gatewaycc.edu</a>		
AA	LinkedIn (Through UCI Co. Career Site)		
AB	UCI Company Career Site Perla Guerrero 605 Third Avenue, 12th Floor New York, NY 10158 <a href="mailto:pguerrero@univision.net">pguerrero@univision.net</a>		
AC	Job Board - Indeed.com (Through UCI Co. Career Site)		
AD	US Jobs <a href="https://us.jobs/">https://us.jobs/</a>		

### Other Source(s) Not Notified by Employment Unit

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Univision KUVE, KFTU, Tucson makes regular on-air announcements inviting interested parties who might wish to receive employment notices to contact, Laura Wright, HR Manager. The employment unit has not received any requests for job opening notifications.

## Appendix 3

### Annual EEO Public File Report

Covering the Period from June 1, 2019 to May 31, 2020

Station(s) Comprising Station Employment Unit: KUVE-CD, KFTU-DT, KFTU-CD and KUVE-DT

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KUVE-CD, KFTU-TV, KFTU-CD and KUVE-DT.

#### **Participated in Job/Career Fairs:**

September 5, 2019, Juan Villa, News Director represented Univision Tucson at the **NAHJ Excellence Journalism Expo and Career Fair in San Antonio**. Juan participated as a coach to journalists and individuals interested in journalism. Juan also met with individuals looking for job opportunities in in the field of journalism and in the broadcast industry.

September 16, 2019 – Univision KUVE/KFTU Stations participated at the **Arizona Broadcasters Career Fair from 11:00am – 3:00 pm at the University of Arizona, in Tucson Arizona**. Laura Wright, HR Manager; Juan Villa, News Director; and Noemi Proano, Promotions and Community Affairs Coordinator answered job seeker’s and student’s questions regarding employment opportunities, internships, and careers at Univision.

February 25, 2020 **Arizona Broadcasters Career Fair from 11:00am – 3:00 pm at University of Arizona, Tucson, AZ**. Laura Wright, HR Manager, Juan Villa, News Director, and Naomi Proano, Promotions and Community Affairs Coordinator participated by answering job seekers questions regarding employment and internship opportunities at our broadcast facilities in Tucson and Phoenix.

#### **Participated in Events Sponsored by Educational Institutions:**

January 11, 2020 – **Career day at Warren Elementary School in Tucson, AZ**. Naomi Proano, Marketing & Promotions Coordinator conducted presentations to two 5<sup>th</sup> grade classes. She shared her personal experience in broadcasting and explained to the students the different careers in the TV and Radio industry.

#### **Participation in Job Banks:**

(Unit did not have any open positions for 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. Among the unit’s other efforts, on May 22, 2020, a memo was sent to staff reiterating our Equal Employment Opportunity policy.