

Annual EEO Public Report File

KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR(FM),
KOMR(FM), KHOV-FM
(June 1, 2019 – May 31, 2020)

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): KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR(FM), KOMR(FM), KHOV-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 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 63.2080(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 63.2080(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 the purpose 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

Public File Report

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

KTVW-DT/KTVW-CD/KFPH-DT/KFPH-CD, KHOT-FM/KQMR(FM)/KOMR(FM)/KHOV-FM

Section 1: Vacancy Information for vacancies filled by the combined employment unit comprised of Stations **KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR(FM), KOMR(FM), and KHOV-FM.**

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Account Executive	Corporate Website
2	Account Executive	Employee Referral
3	Activations Lead	Employee Referral
4	General Manager	Talent Acquisitions Referral
5	Account Coordinator	Corporate Website
6	Marketing & Promotions Coordinator	Employee referral
7	Local Sales Manager	Internal Posting
8	Digital Content Creator	Internal Posting
9	Office Coordinator	Corporate Website
10	Sr. Business Development/AE	Employee Referral
	Total No. of Interviewees: 74	

Appendix 2

Annual EEO Public File Report

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

Section 1: Recruitment source information used by stations KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR(FM), KOMR(FM), and KHOV-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
A	Arizona Veterans Employment Advocate Attn: Veterans Program Supervisor 195 W. Irvington Rd. Tucson, AZ 85714	0	Positions: 1 - 10
B	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85007	0	Positions: 1 - 10
C	AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012	0	Positions: 1 - 10
D	AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	Positions: 1 - 10
E	Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004	0	Positions: 1 - 10
F	Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85730	0	Positions: 1 - 10
G	KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85721	0	Positions: 1 - 10

H	LULAC Attn: Frank Carillo 1604 E. Campus Drive Tempe AZ 85282	0	Positions: 1 - 10
J	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	Positions: 1 - 10
J	National Education Center of AZ Attn: Job Placement Services 6829 N. 46 th Avenue Glendale AZ 85301	0	Positions: 1 - 10
K	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	Positions: 1 - 10
L	NAU – School of Communications Attn: Career Services 1014 South San Francisco St. Flagstaff, AZ 86011-5619	0	Positions: 1 - 10
M	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	0	Positions: 1 - 10
N	South Mountain College * Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042	0	Positions: 1 - 10
O	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283	0	Positions: 1 - 10
P	YWCA of Maricopa County Attn: Job Placement Services 755 E. Willetta Phoenix AZ 85006	0	Positions: 1 - 10
Q	SBE Jobs Online Info.@sbe.org	0	Positions:
R	Arizona Broadcasters Association Attn: Chris Kline 426 N. 44 th St. #310 (602) 252-4833 www.careerpage.org	0	Positions: 1 - 4
S	Friendly House – Job Placement Svs. 113 W Sherman St, Phoenix, AZ 85004	0	Positions: 1 - 10

	sandrae@friendlyhouse.org		
T	Univisión - Operacion Trabajo mcalvillo@univision.net svarela@univision.net	0	Positions: 3 - 10
U	Univision – KUVE/Tucson Patricia Ahumada pahumada@univision.net		Positions: 3 - 10
V	Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034 Katy.mendoza@gatewaycc.edu	0	Positions: 1 - 10
W	Chicanos Por La Causa Attn: Career Services 3150 N. 35 th Avenue, Suite #5 Phoenix, AZ 85017 Mariajesus.cervantes@cplc.org	0	Positions: 1 - 10
X	Community Relations – Goodwill AZ CommunityRelations@goodwillaz.org	0	Positions: 1 - 10
Y	East Valley Institute of Technology Attn: Job Developer 1601 W. Main Street Mesa, AZ 85201 sgrosz@evit.com	0	Positions: 1 - 10
Z	Glendale Community College career.services@gccaz.edu	0	Positions: 1 - 10
AA	Arizona DES/South Phoenix Arizona Workforce Administration Margarita Herrera-Hernandez (602) 771-0901 MHerrera-Hernandez@azdes.gov phoenixemployerservices@azdes.gov	0	Positions: 1 - 10
AB	Internal posting 6006 S. 30 th Street, Phoenix, AZ 85042 (602) 232-3600 lwright2@univision.net	10	Positions: 1 - 10
AC	LinkedIn (Through UCI Co. Career Site)	19	Positions: 1 - 10
AD	UCI Corporate Website Eric Di Monti 605 Third Avenue, 12th Floor New York, NY 10158 edimonte@univision.net pguerrero@univision.net	13	Positions: 1 - 10

AE	Talent Acquisition Referral Media Staffing Network 13400 S Route 59, Suite 116-191 Plainfield IL, 60585	1	Positions: 4
AF	Job Board - Indeed.com (Through UCI Co. Career Site)	14	Positions: 1 - 10
AG	Greater Phoenix Urban League infor@gphxul.org	0	Positions: 1 - 10

	Other Source(s) Not Notified by Employment Unit		
AH	Employee Referral	12	Positions: 1- 7 & 10
AI	Glassdoor	2	Positions: 1 & 6
AJ	CareerBuilder.com	2	Positions: 5 & 9
AK	Handshake	1	Positions: 7

*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (602) 232-3503.

Appendix 3

Annual EEO Public File Report

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

KTVW-DT/KTVW-CA/KFPH-DT/KFPH-CD, KHOT-FM/KQMR(FM)/KOMR(FM)/KHOV-FM

Station(s) Comprising Station Employment Unit: KTVW, KTVW-CD, KFPH AND KFPH-CA, KHOT-FM, KQMR-FM, KOMR-FM, KHOV-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTVW, KTVW-CD, KFPH, KFPH-CD, KHOT-FM, KQMR-FM, KOMR-FM, and KHOV-FM

Internship Program:

Established an internship program to assist community students acquire skills in broadcasting. During the reporting period, the News Department had two interns from Arizona State University, Cronkite School of Journalism, Summer of 2019 and Fall of 2019.

Participated in Job/Career Fairs:

September 5, 2019, Juan Villa, News Director represented Univision Phoenix 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 KUVB/KFTU Stations participated at the **Arizona Broadcasters Career Fair from 11:00am – 3:00 pm at University of Arizona, in Tucson Arizona**. Laura Wright, HR Manager; Juan Villa, News Director; and Noemi Proano, Promotions and Community Affairs Coordinator answered job seekers' 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, 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:

On February 28, 2020 – HR Manager Laura Wright and News Producer Sheila Varela participated at the Cronkite Internship Interview Day held at the Arizona State University Downtown Campus. Met with eight students who were interested in a summer internship and learn more about Univision an job opportunities in the television media.

On March 6, 2020 News Director Juan Villa, News Anchor Heidi Renpenning, and Multimedia Journalist/Assignment Desk Jessica Chavarria participated at the **Arizona Latino Media Association Journalism** High School Workshop held at the Arizona State University. The workshop topics they presented were accuracy and fact checking. 90 High School students from across the state with strong interest in journalism and careers in media participated.

On March 11, 2019, - **Be A Leader Foundation Job Shadow**. Cancelled due to COVID-19.

Participation in Job Banks:

Arizona Broadcaster Association job bank of media trade groups with broad-based membership (including women and minorities) was utilized for 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. Among the unit's other efforts, on May 22, 2020 a memo was sent to staff reiterating our Equal Employment Opportunity policy