

## **Annual EEO Public File Report**

### **Stations KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM, KQBU-FM (April 1, 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): **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, 2020 to and including March 31, 2021 (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 “Fulltime 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**

**Public File Report**

**Covering the Period from April 1, 2020 to March 31, 2021**

**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**

<b>Full-time Positions Filled by Job Title</b>		<b>Recruitment Source of Hiree</b>
1.	Production Technician	Internal/Current Univision Employee
	<b>Total Interviewees:</b>	5

## Appendix 2

### Annual EEO Public File Report

Covering the Period April 1, 2020 to March 31, 2021

**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
University of Houston -Downtown Career Services One Main Street Houston, TX 77002 <a href="http://www.uhd.edu/cobcareer">www.uhd.edu/cobcareer</a> (713) 221-8000	0	Positions: 1-1
University of Houston – Main Campus 4800 Calhoun Rd Houston, TX 77004 (713) 743-2255	0	Positions: 1-1
University of St. Thomas Career Planning & Placement Center 3800 Montrose Blvd. Houston, TX 77006 <a href="http://www.stthom.edu">www.stthom.edu</a> (713) 525-6939	0	Positions: 1-1
Lamar State College 4400 MLK Blvd. P. O. Box 10012 Beaumont, TX 77710 <a href="http://www.lamar.edu">www.lamar.edu</a> (409) 984-6418	0	Positions: 1-1
Galveston College Job Placement Office 4015 Avenue Q. Galveston, TX 77550	0	Positions: 1-1

<p>Lee College Student  Career &amp; Employment Office  P. O. Box 818  Baytown, Texas 77520  www.lee.edu</p>	0	Positions: 1-1
<p>Alvin Community College  Career Services  3110 Mustang Rd. Alvin, TX 77511  <a href="http://www.myinterfase.com/alvin/employer">www.myinterfase.com/alvin/employer</a></p>	0	Positions: 1-1
<p>University of St. Thomas  Career Center  3800 Montrose Blvd  Houston, TX 77006</p>	0	Positions: 1-1
<p>Austin College  Handshake Career Services  900 N Grand Ave  Sherman, TX 75090  (903) 813-2000</p>	0	Positions: 1-1
<p>HCC Central Campus  1300 Holman  Houston, Texas 77004</p>	0	Positions: 1-1
<p>Houston Hispanic Chamber of Commerce  Job Placement  1801 Main Street Suite 890  Houston, TX 77002</p>	0	Positions: 1-1
<p>Houston Baptist University  Planning &amp; Placement Center 7502 Fondren  Rd, Houston, TX 77074  (281) 649-3000 Ext. 3227</p>	0	Positions: 1-1
<p>Houston Community College  James Corona  3100 Main Street  Houston, TX 77004  www.hccs.edu  (713)718-6826</p>	0	Positions: 1-1
<p>Camara de Empresarios Latinos  de Houston  7047 Harrisburg Blvd.  Houston, Texas 77011  info@empresarioslatinos.org  (713)774-5002</p>	0	Positions: 1-1

<p>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)</p>	<p>0</p>	<p>Positions: 1-1</p>
<p>Ser-Jobs For Progress  Wendy Ramos  Employment Opportunities  201 Broadway Houston, Texas 77012  713-773-6000  <a href="mailto:info@serhouston.org">info@serhouston.org</a></p>	<p>0</p>	<p>Positions: 1-1</p>
<p>Huston-Tillotson College  Office of Career &amp; Graduate Development  900 Chicon Street  Austin, Texas 78702  <a href="http://www.ht@htu.edu">www.ht@htu.edu</a></p>	<p>0</p>	<p>Positions: 1-1</p>
<p>Texas A&amp;M University  400 Bizzell St.  College Station, TX 77843  <a href="http://www.tamu.edu">www.tamu.edu</a></p>	<p>0</p>	<p>Positions: 1-1</p>
<p>University of TX Austin  Community Career Services  110 Inner Campus Drive Austin, TX  78705 <a href="http://www.utexas.edu">www.utexas.edu</a></p>	<p>0</p>	<p>Positions: 1-1</p>
<p>Texas State University  Office of Human Resources  601 University Dr.  San Marcos, TX 78666</p>	<p>0</p>	<p>Positions: 1-1</p>
<p>Texas Workforce Commission  <a href="http://www.workintexas.com">www.workintexas.com</a></p>	<p>0</p>	<p>Positions: 1-1</p>
<p>St. Mary's University of SA  One Camino Santa Maria  San Antonio, Texas 78228  <a href="mailto:civicancareer@stmarytx.edu">civicancareer@stmarytx.edu</a></p>	<p>0</p>	<p>Positions: 1-1</p>
<p>Univision Career Site</p>	<p>2</p>	<p>Positions: 1-1</p>
<p><b>Other Source(s) Not Notified by Employment Unit</b></p>		

	Glassdoor	1	Positions: 1-1
	LinkedIn	2	Positions: 1-1
	<b>Total Number of Interviewees:</b>	5	

\* Indicates sources that have requested notification of job openings.

## Appendix 3

### Annual EEO Public File Report Form

Covering the Period April 1, 2020 to March 31, 2021

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**

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

**April 9<sup>th</sup>, 2020** - Univision 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. The

**December 10<sup>th</sup>, 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 9<sup>th</sup>, 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 23<sup>rd</sup>, 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. Univision participated and the employee that hosted the event was Waleska Rivera, HR Generalist.

**February 25<sup>th</sup>, 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 26<sup>th</sup>, 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

Manager and Mayra Guerrero, Account Coordinator participated in this event to promote and discuss Univision career opportunities.

**March 31<sup>st</sup>, 2021** - Univision hosted the “Students Training and Employment Program” managed by the Production Operations team. The employee Jose D. Herrera, Multimedia Journalist discussed with student’s career opportunities within Univision. He also discussed what is like to be in his position (characteristics, advantages/disadvantages). 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.

### **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 2<sup>nd</sup>, March 3<sup>rd</sup> and March 4<sup>th</sup>, 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 December 9, 2020 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.