

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- KXLN-DT, Facility ID No. 53847, Rosenberg, Texas
- KFTH-DT, Facility ID No. 60537, Alvin, Texas
- KLTN(FM), Facility ID No. 65310, Houston, Texas
- KOVE-FM, Facility ID No. 19091, Galveston, Texas
- KAMA-FM, Facility ID No. 57806, Deer Park, Texas
- KESS-FM, Facility ID No. 25583, Port Arthur, Texas

B. Reporting Period: April 1, 2025, to March 31, 2026.

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R017842 Assignment Desk Editor	Internal Candidate
2.	R017091 Technical Director	Internal Candidate
3.	R018443 Local Sales Manager	Employee Referral
4.	R019032 Local Sales Manager	Employee Referral
5.	R018901 Broadcast Engineer	TU Careers Website
6.	R018948 Technical Director	Indeed
7.	R019225 Account Executive	Employee Referral
8.	R019321 Reporter	TU Careers Website
9.	R019043 Anchor and Reporter Weather	TU Careers Website
10.	R019111 Account Executive	Employee Referral
11.	R019293 News Photographer	LinkedIn

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: **41**

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	11	All Positions
DirectEmployer ² https://de.works/app/dashboard	No	0	All Positions
Cámara de Empresarios Latinos de Houston president@empresarioslatinos.org	No	0	All Positions except positions 7 and 9
Ser-Jobs for Progress	No	0	All Positions except positions 7 and 9

¹ The job vacancies are either e-mailed to contacts or posted on the sources' websites.

² 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.

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
Devry Career Services	No	0	All Positions except positions 7 and 9
The Association of LGBTQ+ Journalists (NLGJA) JobBoard@nlgja.org	No	0	All Positions except positions 7 and 9
Houston Community College institutional.equity@hccs.edu	No	0	All Positions except positions 7 and 9
TV Jobs TVJobs.com	No	0	All Positions except positions 7 and 9
Texas Association of Broadcasters TAB.org	No	0	All Positions except positions 7 and 9
Workforce Solutions jobs@wrksolutions.com	No	0	All Positions except positions 7 and 9
University of Houston Downtown information@uhd.edu	No	0	All Positions except positions 7 and 9
University of Houston	No	0	All Positions except positions 7 and 9
Texas State University txstnews@txstate.edu	No	0	All Positions except positions 7 and 9
Houston Community College hcc.talent@hccs.edu	No	0	All Positions except positions 7 and 9
Lone Star College	No	0	All Positions except positions 7 and 9
San Jacinto College information@sjcd.edu	No	0	All Positions except positions 7 and 9
Houston Association of Hispanic Media Professionals (HAHMP) hahmponline@gmail.com	No	0	All Positions except positions 7 and 9

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp> for the educational institutions listed below.

Educational Institution	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
Baylor University	No	0	All Positions except positions 7 and 9
Houston Christian University	No	0	All Positions except positions 7 and 9
Lamar University	No	0	All Positions except positions 7 and 9
Lee College	No	0	All Positions except positions 7 and 9
Prairie View A&M University	No	0	All Positions except positions 7 and 9

Educational Institution	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
Rice University	No	0	All Positions except positions 7 and 9
Sam Houston State University	No	0	All Positions except positions 7 and 9
Southern Methodist University	No	0	All Positions except positions 7 and 9
Texas A&M University-Central Texas	No	0	All Positions except positions 7 and 9
Texas A&M University-Corpus Christi	No	0	All Positions except positions 7 and 9
Texas A&M University-Kingsville	No	0	All Positions except positions 7 and 9
Texas A&M University- San Antonio	No	0	All Positions except positions 7 and 9
Texas Christian University	No	0	All Positions except positions 7 and 9
Texas Southern University	No	0	All Positions except positions 7 and 9
Texas State University	No	0	All Positions except positions 7 and 9
Texas Woman's University	No	0	All Positions except positions 7 and 9
The University of Texas at El Paso	No	0	All Positions except positions 7 and 9
The University of Texas at San Antonio	No	0	All Positions except positions 7 and 9
The University of Texas at Tyler	No	0	All Positions except positions 7 and 9
The University of Texas at Rio Grande Valley	No	0	All Positions except positions 7 and 9
University of Dallas	No	0	All Positions except positions 7 and 9
University of Houston Clear Lake	No	0	All Positions except positions 7 and 9
University of Houston Victoria	No	0	All Positions except positions 7 and 9
University of North Texas	No	0	All Positions except positions 7 and 9
University of North Texas at Dallas	No	0	All Positions except positions 7 and 9
University of St. Thomas Houston	No	0	All Positions except positions 7 and 9
University of St Thomas	No	0	All Positions except positions 7 and 9
University of Texas at Arlington	No	0	All Positions except positions 7 and 9

Educational Institution	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
University of Texas at Austin	No	0	All Positions except positions 7 and 9
West Texas A&M University	No	0	All Positions except positions 7 and 9

In addition to the above recruitment sources, candidates were referred by the below 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	11
Indeed	No	1
Employee Referrals	No	7
Internal Candidate	No	6
Search Engine	No	2
Social Media	No	3

E. Outreach Activities During Reporting Period

Description	Dates
The employment unit posted all job vacancies (except positions #7 and #9) at the Texas Association of Broadcasters' job bank of media trade groups which membership includes women and minorities.	Throughout Reporting Period
The Station Employment Unit co-sponsored with the University of Houston-Downtown (UHD) a scholarship program. Two high school seniors received the "Tu Futuro" ("Your Future") full scholarships to cover the cost of a four-year undergraduate degree at UHD. The celebration event was hosted by the employment unit.	04/23/2025
The Station Employment Unit co-sponsored with Lone Star College (LSC) a scholarship program. One student received the "Tu Camino" ("Your Way") full scholarship to cover the cost of a two-year undergraduate degree at LSC. The celebration event was hosted by the employment unit.	12/03/2025
The Employment Unit's Community Empowerment team conducted a station tour for participants of the American Red Cross AVANZA Program (Spanish Spokespeople.) During the visit, attendees explored the operations of several departments at the station and learned about the media industry.	04/09/2025
The employment unit's environmental reporter participated as a panelist at ComSciCon, an interactive and hands-on science communication workshop at Rice University, designed to strengthen science communication skills and promote effective public engagement with scientific topics.	04/12/2025
The employment unit's environmental reporter participated as a panelist at the SEJ 2025 Conference. The panel was titled the "Meeting Communities Where They Are in Environmental Journalism." The reporter spoke about the work involved in covering environmental issues affecting Latino communities.	04/25/2025

Description	Dates
A member of the employment unit's environmental reporting team was selected as a Fellow for the Logan Science Journalism Program – Environmental, held at the Marine Biological Laboratory in Woods Hole and organized by The University of Chicago. The program equips journalists with the knowledge and skills to navigate complex scientific concepts effectively, improving the quality of science communication in the news coverage.	05/18/2025
The Employment Unit's Community Empowerment team conducted a station tour for participants of the Cámara de Empresarios Latinos Youth Summer Business Camp. During the visit, students learned about the operations of the station and the different career opportunities in broadcasting and media.	07/14/2025
The employment unit's environmental reporter was selected as a Fellow for the Oxford Climate Journalism Network, organized by the Reuters Institute for the Study of Journalism at the University of Oxford. The program helps journalist, editors and media executives develop coverage of climate change.	07/15/2025
A member of the employment unit participated as a speaker at Rice University. The graduate students from the Sustainability and Global Affairs program learned about careers in the media industry.	09/09/2025
The employment unit's Digital Content Manager participated as a speaker at YES Prep West Career Day. The event was organized by Televisa Foundation, participants learned about careers in the media industry.	09/16/2025
Members of the Employment Unit's Community Empowerment team participated in a yearly training focused on broad recruitment, Direct Employers and Handshake.	10/16/2025
Members of the employment unit's meteorology team hosted meteorology students from Puertorriqueños en las Ciencias Atmosféricas y Meteorología (PCAM) at station studios for a tour.	01/26/26
A member of the employment unit's meteorology team participated as a speaker at Alvin Elementary School's Career Day. Students learned about careers in meteorology.	02/03/2026
A member of the employment unit's radio team participated as a speaker at King Elementary School's Career Day. Students learned about careers in radio broadcasting.	02/20/2026
A member of the Employment Unit's radio team and the Director of Community Empowerment participated as speakers at McMasters Elementary School's Career Day. Students learned about careers in radio and TV broadcasting industry.	03/27/2026