

## **Annual EEO Public File Report**

### **Stations KISF(FM), KRGF(FM), KLSQ(AM) Univision Radio - Las Vegas, Nevada**

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): KISF(FM), KRGF(FM), KLSQ(AM) 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 May 27, 2020 to and including May 27, 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 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 to

Annual EEO Public File Report

Covering the Period from May 27, 2020 to May 27, 2021

Station(s) Comprising Station Employment Unit: Stations KISF(FM), KRGT(FM), KLSQ(AM)

Section 1: Vacancy Information

<b>Full-time Positions Filled By Job Title</b>		<b>Recruitment Source of Hiree</b>
1	Account Executive	Univision Careers Website

Total Number of Interviewees from All Sources: 12

Appendix 2 to

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Covering the Period from May 27, 2020 to May 27, 2021

Station(s) Comprising Station Employment Unit: Stations KISF(FM), KRGT(FM), KLSQ(AM)

Section 2: Recruitment Source Information

	<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	Univision Radio, Inc. – Inter Company Posting Contact: Intercompany HR Contacts Via-Internal Address Book – Emails	0	Position: None
B	Univision Radio – Las Vegas – Internal Posting Contact: Ana G. Quirarte 6767 W. Tropicana Ave, Suite 102 Las Vegas, NV 89103	0	Position: None
C	Univision Radio – Las Vegas – On Air Announcements Contact: Ana G. Quirarte 6767 W. Tropicana Ave, Suite 102 Las Vegas, NV 89103	0	Position: None
D	Univision.com Univision Communications UCI Central Website	3	Position: 1
E	LinkedIn (through Univision Communications)	3	Position: 1
F	Community College of Southern Nevada (CCSN)Contact: Kelly Wuest/Ryan Rishling <a href="mailto:Kelly_Wuest@ccsn.nevada.edu">Kelly_Wuest@ccsn.nevada.edu</a> . <a href="https://csn-csm.symplicity.com/ryan.rishling@csn.edu">https://csn-csm.symplicity.com/ryan.rishling@csn.edu</a>	0	Position: None

	<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>
G	Colombia College Hollywood 18618 Oxnard St Tarzana, CA 91356 Stephen Herring, Asst Director <a href="mailto:sherring@columbiacollege.edu">sherring@columbiacollege.edu</a>	0	Position: 1
H	Greenspun School of Communication Contact: Dr. Gary Larson/Diana Morrison 4505 S. Maryland Parkway, Las Vegas, NV 89154 (702) 895-3011	0	Position: 1
I	Grossmont College 8800 Grossmont College Dr El Cajon, CA 92020-1799 <a href="mailto:Evan.wiring@gcccd.edu">Evan.wiring@gcccd.edu</a>	0	Position: 1
J	UNLV Career Services Contact: Randy J. Pearson 4505 South Maryland Pkwy, Las Vegas, NV 89154 (702) 895-3928	0	Position: None
K	Jobs Connect Nevada Contact: Colleen McBirney 3405 S. Maryland Parkway Las Vegas, NV 89109 (702) 486-0129 <a href="mailto:cemcBirney@nvdetr.org">cemcBirney@nvdetr.org</a>	0	Position: 1
L	Las Comadres Para Las Américas Contact: Ofelia Allen 1060 Riddle Glen Henderson, NV 89012 <a href="http://www.lascomadres.org">www.lascomadres.org</a>	0	Position: 1
M	Nevada Broadcasters Association (NBA) 3900 Paradise Rd., Suite 279 Las Vegas, NV 89169 (702) 794-4494	0	Position: 1
N	Job Fairs	0	Position: None

	<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>
O	NVCareercenter.org Gina Garcia ggarcia@nvcareercenter.org	0	Position: 1
P	Ajilon Professional Staffing 3993 Howard Hughes Prkway Ste. #320 Las Vegas, NV 89169	0	Position: 1
Q	Everest College 170 N. Stephanie St. Henderson, NV 89074	0	Position: 1
R	CORESTAFF Services 8941 Harlan Street Westminster, CO 80031 www.corestaff.com	0	Position: None
S	Latin Chamber of Commerce 300 North 13 <sup>th</sup> Street Las Vegas, NV 89101 Juanblvlcc.com	0	Position: 1
T	Las Vegas Indian Center 2300 W. Bonanza Rd Las Vegas, NV 89106 receptionist@lvcoxmail.com	0	Position: 1
U	www.mediarecruiter.com	0	Position: None
V	<a href="http://www.rab.com">www.rab.com</a> (Radio Advertising Bureau)	0	Position: None
W	Catholic Charities Bushra Hossain, Job Developer 1511 Las Vegas Blvd North Las Vegas, NV 98101 702-387-2254	0	Position: 1
X	Desert Rose High School Michael Merced, CTE Job Placement Coordinator 444 W. Books Ave N.LV 89030	0	Position: 1
Y	Women's Chamber of Nevada 3690 S. Eastern LV, NV 89109 <a href="mailto:info@womenschamberofnevada.org">info@womenschamberofnevada.org</a>	0	Position: 1
Z	Las Vegas Urban League Trici Moseley 3575 Cheyenne Ave, Ste #101 N. Las Vegas, NV 89032 #702-636-3949x228 jmanalang@lvul.org	0	Position: None

	<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>
AA	Marine For Life Network David E. Diaz Gy Sgt USMCR <a href="http://www.MarineForLife.org">www.MarineForLife.org</a> david.diaz84@gmail.com	0	Position: 1
BB	UNISTAFF A.Reyes <a href="mailto:Adriana@unistaffnv.com">Adriana@unistaffnv.com</a>	0	Position: 1
CC	Jobertising.com Oscar Moreno, Founder & Managing Member <a href="mailto:oscar.moreno@jobertising.com">oscar.moreno@jobertising.com</a>	0	Position: 1
	<b>Other Source(s) Not Notified by Employment Unit</b>		
DD	Word of Mouth/Walk Ins	0	Position: None
EE	Indeed.com	6	Position: 1

\*Indicates sources that have requested notification of job vacancies at the SEU. Local Organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices to full-time job openings may do so by contacting Human Resources at 702.284.6400 or [aquirarte@univision.net](mailto:aquirarte@univision.net)

Appendix 3 to

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Covering the Period from May 27, 2020 to May 27, 2021

Station(s) Comprising Station Employment Unit: Stations KISF(FM), KRGT(FM), KLSQ(AM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit.

**Participated in Job/Careers Fairs:**

On August 27, 2020, our stations participated in the Association of Latino Professionals for America (ALPFA) “Breaking Into The Entertainment Industry” Virtual Workshop. Human Resources Manager, with hiring authority spoke to attendees interested in learning more about the company and the kinds of positions which are routinely filled. From this Job Fair exposure, we received resumes along with applications and screened a number of applicants.

On February 04, 2021, our stations participated in the Lee Hatch Harrison Virtual Career Fair. Human Resources Manager, with hiring authority spoke to attendees interested in learning more about the company and the kinds of positions which are routinely filled. From this Job Fair exposure, we received resumes along with applications and screened a number of applicants.

**Participated in Event Sponsored by Educational Institutions:**

On September 23, 2020, our stations participated in the T-Howard Foundation Professional development services for recent graduates and young professionals Virtual Meet & Greet. Students spoke with Human Resources Manager to discuss the importance of language and attitude in the workplace. They also provided information on their start in Broadcasting and provided career advice in this field. This gave the students an idea of what is expected in the business world such as broadcasting.

On October 20, 2020, our stations participated in the University of San Diego Virtual Career Fair. Students spoke with Human Resources Manager to discuss the importance of language and attitude in the workplace. They also provided information on their start in Broadcasting and provided career advice in this field. This gave the students an idea of what is expected in the business world such as broadcasting.

On March 25, 2021, our stations participated in the Western High School’s Virtual College & Career Fair. Students viewed video sent by On Air Talent to discuss the importance of language and attitude in the workplace. They also provided information on their start in Broadcasting and provided career advice in this field. This gave the students an idea of what is expected in the business world such as broadcasting.

On May 04, 2021, our stations participated in the Nevada Broadcasters Junior Achievement of Southern Nevada Virtual Expo. Students spoke with Sales Professionals to discuss the importance of language and attitude in the workplace. They also provided information on their start in Broadcasting and provided career advice in this field. This gave the students an idea of what is expected in the business world such as broadcasting.

### **Training Webinar through The California Broadcasters Association:**

On March 02, 2021, our stations participated in The Changing Face of the FCC's EEO training meeting. President & Regional Radio General Manager attended webinar. Webinar was hosted by Gregg P. Skall, CBA's Washing Counsel and FCC Authority and Lisa Fields, Broadcast1 Source, invitation to participate was sent by The California Broadcasters Association.

On April 15 & 22, 2021, our stations participated in the T-Howard Foundation Goal Setting & Performance Management Trainings Virtual Workshops. Human Resources Manager co-led two training for students and early career professionals on the topics of "Goal Setting" and "Performance Management – Driving your Career." The trainings were each 1.5 hours long via a virtual setting. The first training provided participants with tips on how to effectively set goals in their professional and personal lives. The second part provided them with tools on how to drive change in their careers. Discussed points on how to have difficult conversations to ensure an effective outcome. Provided participants with a toolkit that included examples on how to have effective conversations.

### **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 April 14, 2021 Laura Wright, Human Resources Manager conducted a virtual EEO Training for VP, General Manager and all department heads that have hiring power. Attendees to this meeting were all supervisors, managers, and department heads for the stations that have hiring capabilities. The session provided training to management level personnel responsible for ensuring the station's compliance with Federal Equal Employment requirements including the FCC's EEO rules regarding hiring outreach equal employment opportunities and prevent discrimination.

Among the unit's other efforts, on May 24, 2021, a memo was sent to staff reiterating our Equal Employment Opportunity policy.

### **Participated in Job Banks:**

The Stations listed job openings in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities—Nevada Broadcasters Association.