

Annual EEO Public Report File

KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR(FM),
KOMR(FM), KHOV-FM
(June 1, 2021 – May 31, 2022)

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, 2021, to and including May 31, 2022 (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, 2021, to May 31, 2022

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	Digital Content Producer (R008709)	Internal – Current Employee
2	Multimedia Journalist (R009384)	Employee Referral
3	Account Executive (R009433)	LinkedIn
4	Assistant Director of Technology (R009481)	Indeed
5	Photographer (R009597)	Employee Referral
6	Reporter (R009600)	Employee Referral
7	Activations Coordinator (R009847)	Corporate Website
8	Broadcast Engineer (R009982)	LinkedIn
9	Multimedia Journalist (R010179)	Internal – Current Employee
10	Multimedia Producer (R010231)	Corporate Website
11	News Editor (R010465)	Internal – Current Employee

12	Assistant Director of Technology (R010482)	Indeed
13	Account Coordinator (R010861)	Linked In
14	On Air Talent (R011016)	Internal – Current Employee
15	Multimedia Journalist (R011134)	Linked In
16	Sales & Marketing Manager (R011203)	Internal – Current Employee
17	Production Assistant (R011268)	Career Website
	Total No. of Interviewees:	60

Appendix 2

Annual EEO Public File Report

Covering the Period from June 1, 2021, to May 31, 2022

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: All
B	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85007	0	Positions: All
C	AZ Women’s Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	Positions: All
D	AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012	0	Positions: All
E	Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004	0	Positions: All
F	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	Positions: All
G	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	Positions: All
H	NAU – School of Communications Attn: Career Services 1014 South San Francisco St. Flagstaff, AZ 86011-5619	0	Positions: All

I	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	0	Positions: All
J	South Mountain College * Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042	0	Positions: All
K	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283	0	Positions: All
L	SBE Jobs Online Info.@sbe.org	0	Positions: All
M	Arizona Broadcasters Association Attn: Chris Kline 426 N. 44 th St. #310 (602) 252-4833 www.careerpage.org	0	Positions: All
N	Friendly House – Job Placement Svcs. 113 W Sherman St, Phoenix, AZ 85004 sandrae@friendlyhouse.org	0	Positions: All
O	Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034 Katy.mendoza@gatewaycc.edu	0	Positions: All
P	Chicanos Por La Causa Attn: Career Services 3150 N. 35 th Avenue, Suite #5 Phoenix, AZ 85017 Mariajesus.cervantes@cplc.org	0	Positions: All
Q	Community Relations – Goodwill AZ CommunityRelations@goodwillaz.org	0	Positions: All
R	East Valley Institute of Technology Attn: Job Developer 1601 W. Main Street Mesa, AZ 85201 sgrosz@evit.com	0	Positions: All
S	Glendale Community College career.services@gccaz.edu	0	Positions: All
T	Arizona DES/South Phoenix Arizona Workforce Administration Margarita Herrera-Hernandez (602) 771-0901	0	Positions: All

	MHerrera-Hernandez@azdes.gov phoenixemployerservices@azdes.gov		
U	UCI Corporate Website External Internal Monica Silverstein 605 Third Avenue, 12th Floor New York, NY 10158 msilverstein@univision.net pguerrero@univision.net	15	Positions: All
V	Greater Phoenix Urban League infor@gphxul.org	0	Positions: All
W	Land A Job http://jobs.landajob.org/	0	Positions: All
X	Women For Hire http://jobs.womenforhire.com/	0	Positions: All
Y	Save Our Veterans http://board.jobcentral.com/saveourveterans	0	Positions: All
Z	One Community - Diversity Career Expo 4/25/2021 Angela Hughey angela@onecommunity.co	0	Positions: All
AA	Other Source(s) Not Notified by Employment Unit		
	Employee Referral	5	Positions: All
	Glassdoor	0	Positions: All
	CareerBuilder.com	1	Positions: All
	Job Site - Mediabistro	0	Positions: All
	LinkedIn	25	Positions: All
	Indeed.com	5	Positions: All
	Internal	9	Positions: All

*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, 2021, to May 31, 2022

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

Participated in Job/Career Fairs:

On April 26, 2022, Teadra Zarate, Human Resources Manager, participated at the **industry-wide Career Fair presented by the National Association of Broadcaster (NAB)** during their national NAB Show. Ms. Zarate has hiring authority for the stations. The career fair was in person from 10am to 2pm. The conference attracts more than 1300 attendees and 400 students.

Participated in Events Sponsored by Educational Institutions:

Brief Description of Activity:

August 23, 2021 – Nicole Gutierrez, Digital Content Producer was invited by the *Walter Cronkite School of Journalism at Arizona State University* to present, and share advise to current students during their *Young Alumni Must See Monday's panel*. These panels are made of Cronkite School alumni who have found jobs in their fields of interest. Nicole's participation included a 30-minute chat with students and time for questions.

Brief Description of Activity:

September 29, 2021 – Jazmin Mosqueda, Digital Content Creator, moderated a panel called *"Latinas Leaders in STEM"* presented by Univision Arizona and the *Arizona SciTech Institute*. The guests were Stephanie Parra CEO of All in Education, Karla Morales, VP of the Arizona Technology Council and Alexandra Figueroa, Software Developer from General Motors. These influential Latinas in STEM talked about how they are helping to build the STEM labor force in Arizona. The audience were middle and high school students and their parents. Jazmin also had an opportunity to share her story and career/internship opportunities at Univision Arizona.

Brief Description of Activity:

December 16, 2021 – *The Hispanic Convocation at Arizona State University* is a signature event that honors the accomplishments and commitment of ASU's Hispanic students pursuing higher education. News anchor Heidi Renpenning and Multimedia Journalist Liliana Salgado were invited to talk to the

students and their families and to conduct the event. Among the graduates was our own Andrea Conti, Marketing and Sales manager, who received her master's degree.

Brief Description of Activity:

March 4, 2022 – Employees Juan Villa, News Director and Multimedia Journalist Liliana Salgado participated on the 24th edition of the *Arizona Latino Media Association High School Journalism Summit at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication*. More than 100 high school students from different cities of the state with strong interest in journalism and careers in media participated. Our employees had the opportunity to share their own professional stories and participated on booster skills sessions, hands on experiences on covering press conferences and writing stories for radio, tv and social media.

Brief Description of Activity:

May 7, 2022 – *The Hispanic Convocation* is a signature event that honors the accomplishments and commitment of *Maricopa Community Colleges* Hispanic students pursuing higher education. Multimedia Journalist Hector Lagunas was invited to talk to the students and their families and to conduct the event. Hector graduated from one of the Maricopa Community Colleges, Phoenix College.

Participated in Events Sponsored Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues:

Brief Description of Activity:

October 6, 2021 – Univision News Network in partnership with the *National Association of Hispanic Journalists (NAHJ)* presented the virtual workshop “*Creative Formula For A Successful MMJ (Multimedia Journalist)*.” Liliana Salgado, Multimedia Journalist was one of the presenters. She shared her professional experience and talked about tips on how to produce creative and unique news stories. The audience were high school students and current journalists across the USA.

Brief Description of Activity:

November 12, 2021 – Univision Arizona and the *Rocky Mountain Emmy Chapter* presented the *2021 Virtual Student Lunch & Learn*. Attending employees were Joe Donnarumma, President and General Manager; Juan Villa, News Director; Isela Bhakta, Operations and Promotions Director; Gerardo Higginson, Community Empowerment Director; Jazmin Mosqueda, Content Digital Manager; Misael Gonzalez, Videographer; Arturo Villareal, Editor, Cinthia Halilyan Chavez, Lead Promotions; Sheila Varela, Reporter and Producer; Miguel Calvillo, Producer; Heidi Renpenning, News Anchor; Leon Felipe Gonzalez, News Anchor; Jorge Valenzuela, News Anchor; John Smedley, Technical Director and Liliana Salgado, Reporter. Valley high school and college students interested in media related careers and teachers participated virtually. The students had the opportunity to watch live behind the scenes how we produce our Midday newscast Edicion Digital, from our work in the newsroom to the control room and the actual news set. They also learned how our Video Journalist van operates and best tips to be a great MMJ. Our President and General Manager Joe Donnarumma and News Director Juan Villa welcomed the students and talked about the importance of internships and welcomed all to apply for current and future employment opportunities at Univision Arizona for positions in front and behind the camera and the microphones.

Brief Description of Activity:

February 3, 10, 17, 24, 2022. Univision Arizona joined the *Arizona SciTech Festival* virtually to present for the *2nd Edition of the Hispanic Leaders in Science Series*. Attending employees were Jorge Valenzuela, News Anchor; Edna Chapa, Radio Personality; and Jazmin Mosqueda, Digital Content Creator. The audience was middle and high school students from many local middle and high schools and their parents. Our employees participated in 4 workshops every Thursday in February. The purpose of these series was to inspire and motivate students, especially young Latinas, to pursue careers in STEM. Our talent moderated the conversations, had the opportunity to talk about their own personal careers in the broadcast industry and encouraged the audience to visit our Univision career website for future job opportunities and internships. Some of our guests were experts on creation of health and entertainment apps, genomics research, medicine, information security, pipeline engineering and software developer.

Brief Description of Activity:

April 5, 2022 – Univision Arizona joined national non-profit small business accelerator and incubator *Seedspot* during the 2022 Seedspot’s Startup Business Training. Jaime Boyd, Research Director, presented virtually the session “*Media Strategies for Reaching Latinx Customers.*” Jaime talked to business students; and current and future small business owners on the power of the Hispanic market, population and ratings trends; and also had the opportunity to talk about her role at Univision Arizona. Her participation lasted an hour.

Participation in Job Banks:

Arizona Broadcaster Association job bank of media trade groups with broad-based membership (including women and minorities) was utilized for high level job positions filled during the reporting period. In addition, we posted on the job banks for the **Arizona Hispanic Chamber of Commerce, Greater Phoenix Chamber of Commerce and One Community (LGBTQ+).**

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**. The training occurred on May 26, 2022, among those that participated were Gerardo Higginson, Community Empowerment Director.

Among the unit’s other efforts, on May 18, 2021, a memo was sent to staff reiterating our Equal Employment Opportunity policy.