

FCC Form 396
Narrative Statement Regarding EEO Outreach

During the license term, the KUVN-DT, KSTR-DT, KUVN-CD employment unit (the “employment unit”) undertook a number of measures to achieve broad and inclusive outreach in connection with specific station employment opportunities and to disseminate information about broadcasting employment opportunities in general throughout the community that the stations serve.

As reflected in the two attached Annual EEO Public File Reports, the employment unit notifies a wide assortment of recruitment sources to broadly disseminate notice of job vacancies to qualified applicants. For example, the employment unit posts notifications of vacancies to Internet job banks targeted to individuals seeking broadcast employment, such as Univision.com and TVJobs.com. To broaden outreach even further, the employment unit advertises job vacancies by contacting regional academic institutions, such as the American Broadcasting School, Concordia University, Lamar University, St. Mary’s University of San Antonio, Texas A&M University at Commerce, Texas College, and University of Texas at Dallas. Additionally, the employment unit notifies organizations whose membership includes a substantial number of women and minorities, such as the Fort Worth Hispanic Chamber of Commerce, the Greater Dallas Hispanic Chamber of Commerce, NAACP and the National Lesbian and the Gay Journalists Association. During the 2020-2021 and the 2021-2022 reporting periods, the employment unit broadly publicized each of the vacancies filled through these and other measures.

In addition, the employment unit engages in supplemental outreach activities that help provide information to the public about opportunities in broadcasting in general. For example, the employment unit maintains an internship program designed to assist members of the community to acquire skills needed for broadcast employment. During the 2020-2021 reporting period, the station hosted sixteen interns. During the 2021-2022 reporting period the station hosted one intern.

The station likewise participates in events sponsored by educational institutions relating to career opportunities in broadcasting, including on June 4 and 11, 2020 with Pinkston Collegiate Academy’s Summer Bridge Program; on October 23 to 29, 2020 and October 26, 2021 with the University of Texas at Arlington at the Annual Communications Day; on November 9, 2020 at Schimelpfenig Middle School’s Career Day; on November 5, 2021 with the Plano School District Career Day; on December 1, 2021 with the University of Texas Employer Career Fair Training; on December 1, 2021 with the University of Texas Employer Career Fair training; and on March 2, 2022 at the Houston Baptist University’s Spring 2022 Virtual Career Fair..

The employment unit also provides training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination, such as on March 3, 2021, when the regional human resources generalist, Waleska Rivera held management and training sessions for supervisors, managers and department heads for the stations that have hiring capabilities regarding the FCC’s EEO rules, methods of ensuring equal employment opportunities, and preventing discrimination.

Finally, as described above, the station lists upper-level category openings with organizations whose membership includes substantial participation of women and minorities,

including the Texas Association of Broadcasters, the Fort Worth Hispanic Chamber of Commerce, the Greater Dallas Hispanic Chamber of Commerce, NAACP and the National Lesbian and the Gay Journalists Association