

Annual EEO Public Report File

KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR(FM),
KOMR(FM), KHOV-FM
(June 1, 2020 – May 27, 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): 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, 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 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, 2020 to May 27, 2021

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	Office Coordinator	Indeed.com
2	Director of Technology	Linked-In
3	Account Executive	Employee Referral
4	Account Executive	Linked-In
5	Director of Sales	Internal Posting
6	News Producer	Internal Posting
7	Account Executive (2)	Linked-In Employee Referral
8	Creative Services Producer	Internal Posting
Total No. of Interviewees: 37		

Appendix 2

Annual EEO Public File Report

Covering the Period from June 1, 2020 to May 27, 2021

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: 1,2,4,5,6,7,8
B	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85007	0	Positions: 1,2,4,5,6,7,8
C	AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	Positions: 1,2,4,5,6,7,8
D	AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012	0	Positions: 1,2,4,5,6,7,8
E	Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004	0	Positions: 1,2,4,5,6,7,8
F	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	Positions: 1,2,4,5,6,7,8
G	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	Positions: 1,2,4,5,6,7,8
H	NAU – School of Communications Attn: Career Services 1014 South San Francisco St. Flagstaff, AZ 86011-5619	0	Positions: 1,2,4,5,6,7,8

I	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	0	Positions: 1,2,4,5,6,7,8
J	South Mountain College * Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042	0	Positions: 1,2,4,5,6,7,8
K	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283	0	Positions: 1,2,4,5,6,7,8
L	SBE Jobs Online Info.@sbe.org	0	Positions: 2
M	Arizona Broadcasters Association Attn: Chris Kline 426 N. 44 th St. #310 (602) 252-4833 www.careerpage.org	0	Positions: 1,2,5,6,7,8
N	Friendly House – Job Placement Svs. 113 W Sherman St, Phoenix, AZ 85004 sandrae@friendlyhouse.org	0	Positions: 1,2,5,6,7,8
O	Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034 Katy.mendoza@gatewaycc.edu	0	Positions: 1,2,5,6,7,8
P	Chicanos Por La Causa Attn: Career Services 3150 N. 35 th Avenue, Suite #5 Phoenix, AZ 85017 Mariajesus.cervantes@cplc.org	0	Positions: 1,2,5,6,7,8
Q	Community Relations – Goodwill AZ CommunityRelations@goodwillaz.org	0	Positions: 1,2,5,6,7,8
R	East Valley Institute of Technology Attn: Job Developer 1601 W. Main Street Mesa, AZ 85201 sgrosz@evit.com	0	Positions: 1,2,5,6,7,8
S	Glendale Community College career.services@gccaz.edu	0	Positions: 1,2,5,6,7,8
T	Arizona DES/South Phoenix Arizona Workforce Administration Margarita Herrera-Hernandez (602) 771-0901	0	Positions: 1,2,5,6,7,8

	MHerrera-Hernandez@azdes.gov phoenixemployerservices@azdes.gov		
U	LinkedIn (Through UCI Co. Career Site)	18	Positions: 1,2,3,4,5,6,7,8
V	UCI Corporate Website External Internal Monica Silverstein 605 Third Avenue, 12th Floor New York, NY 10158 msilverstein@univision.net pguerrero@univision.net	7	Positions: 1,2,3,4,5,6,7,8
W	Job Board - Indeed.com (Through UCI Co. Career Site)	7	Positions: 1,2,3,4,5,6,7,8
X	Greater Phoenix Urban League infor@gphxul.org	0	Positions: 1,2,5,6,7,8
Y	Land A Job http://jobs.landajob.org/	0	Positions: 1,2,3,4,5,6,7,8
Z	Women For Hire http://jobs.womenforhire.com/	0	Positions: 1,2,3,4,5,6,7,8
AA	Save Our Veterans http://board.jobcentral.com/saveourveterans	0	Positions: 1,2,3,4,5,6,7,8
AB	One Community - Diversity Career Expo 4/25/2021 Angela Hughey angela@onecommunity.co	0	Positions: 7, 8
AC	Other Source(s) Not Notified by Employment Unit		
AD	Employee Referral	2	Positions: 3
AE	Glassdoor	1	Positions: 1
AF	CareerBuilder.com	1	Positions: 6
AG	Job Site - Mediabistro	1	Positions: 6

*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, 2020 to May 27, 2021

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 March 25, 2021, Laura Wright, Human Resources Manager, participated at the **Diversity Career Expo** presented by One Community and sponsored by Univision-AZ. The career fair was virtual, communicated with job seekers via chat and video/audio from 10a – 1p.

Participated in Events Sponsored by Educational Institutions:

Brief Description of Activity:

October 26, 2020, Jaime Boyd, Research Director presented via Zoom meeting to a class in the Walter Cronkite School of Mass Communications at Arizona State University on the top of “**The Business of Television News.**” In the presentation she covered the topics of what is the role of a research director at a media company, what other positions are available to work at media companies, all about Univision, the power of the Hispanic market, population trends, and ratings trends. At the end of the presentation, there was time for the students to ask questions. The participation lasted approximately one hour.

Brief Description of Activity:

On February 4th, 11th, 18th and 25th, 2021, Univision Arizona joined **the Arizona SciTech Festival** virtually to present for the 1st time Hispanic Leaders in Science Series. Attending Employees: Heidi Renpenning, Anchor; Daniela Zavala, Reporter; Liliana Salgado, Reporter and Felipe Corral, Sports Anchor. The audience was middle and high school students from many local middle and high schools. We participated in 4 workshops every Thursday in February. Our employees moderated the conversations: Sports and Science, COVID and Science, Space and Science and Women in Technology. We talked to athletes, epidemiologists, scientists, an astronaut and software developers among others. Our participants also had the opportunity talk about their own personal careers in the broadcast industry. They encouraged the audience to visit our Univision career website for future job opportunities and internships.

Brief Description of Activity:

March 9, 2021, Jaime Boyd, Research Director was invited to give a presentation to a class in the Walter Cronkite School of Mass Communications at **Arizona State University on the top of “The Business of Television News.”** In the presentation she covered the topics of what is the role of a research director at a media company, what other positions are available to work at media companies, all about Univision, the power of the Hispanic market, population trends, and ratings trends. At the end of the presentation, there was time for the students to ask questions. Overall, the class via Zoom lasted an hour.

Brief Description of Activity:

April 20, 2021 – Nicole Gutierrez, Digital Content Producer was invited by the Walter Cronkite School of Journalism at Arizona State University to present and share interviewing tips via Zoom to Middle and High School students during their **Cronkite night of programming with Student Television Network.** Nicole presentation included a 30-minute chat with students and time for questions.

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.

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 26, 2021, Laura Wright, HR Manager conducted the training to all hiring managers. Among the unit’s other efforts, on May 19, 2021 a memo was sent to staff reiterating our Equal Employment Opportunity policy.