

Annual EEO Public File Report

**Stations KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE(FM), KAMA(FM),
KQBU(FM)**

(March 28, 2019 - March 31, 2020)

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): **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE(FM), KAMA(FM), KQBU(FM)** are 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 March 28, 2019 to and including March 31, 2020 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. 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 hire 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 “Fulltime 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 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 March 28, 2019 to March 31, 2020

KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE(FM), KAMA(FM), KQBU(FM)

Section 1: Vacancy information for vacancies filled by combined employment unit comprised of Stations **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE(FM), KAMA(FM), KQBU(FM)**

Full-time Positions Filled by Job Title		Recruitment Source of Hiree
1.	Sales Marketing Manager	Internal/Current Univision Employee
2.	News Photographer	Employee Referral
3.	National Sales Manager	UVN Career Site
4.	Morning News Producer	Internal/Current Univision Employee
5.	Account Executive	LinkedIn
6.	Account Executive	Employee Referral
7.	Morning Associate Producer	UVN Career Site
8.	Account Coordinator	UVN Career Site
9.	Activations Technician	UVN Career Site
10.	Account Executive (3)	Employee Referral (2) UVN Career Site (1)

11.	Community Empowerment Coordinator	Internal/Current Univision Employee
12.	Commercial Producer	Internal/Current Univision Employee
13.	Social Media Specialist	Indeed
14.	Production Technician	Internal/Current Univision Employee
15.	Account Executive	Employee Referral
16.	General Manager	UVN Career Site
17.	Producer	UVN Career Site
18.	Technical Director	Internal/Current Univision Employee
19.	Account Executive	Internal/Current Univision Employee
20.	Broadcast Technician	Internal/Current Univision Employee
21.	News Photographer	LinkedIn
22.	News Photographer	LinkedIn
23.	Technical Director	Internal/Current Univision Employee
	Total Interviewees:	99

Appendix 2

Annual EEO Public File Report

Covering the Period March 28, 2019 to March 31, 2020

Section 1: Recruitment source information used by Stations **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE(FM), KAMA(FM), KQBU(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
	University of Houston -Downtown Career Services One Main Street Houston, TX 77002 www.uhd.edu/cobcareer (713) 221-8000	0	Positions: 1-24
	University of Houston – Main Campus 4800 Calhoun Rd Houston, TX 77004 (713) 743-2255	0	Positions: 1-24
	University of St. Thomas Career Planning & Placement Center 3800 Montrose Blvd. Houston, TX 77006 www.stthom.edu (713) 525-6939	0	Positions: 1-24
	Lamar State College 4400 MLK Blvd. P. O. Box 10012 Beaumont, TX 77710 www.lamar.edu (409) 984-6418	0	Positions: 1-24
	Galveston College Job Placement Office 4015 Avenue Q. Galveston, TX 77550	0	Positions: 1-24

Lee College Student Career & Employment Office P. O. Box 818 Baytown, Texas 77520 www.lee.edu	0	Positions: 1-24
Alvin Community College Career Services 3110 Mustang Rd. Alvin, TX 77511 www.myinterfase.com/alvin/employer	0	Positions: 1-24
University of St. Thomas Career Center 3800 Montrose Blvd Houston, TX 77006	0	Positions: 1-24
Austin College Handshake Career Services 900 N Grand Ave Sherman, TX 75090 (903) 813-2000	0	Positions: 1-24
HCC Central Campus 1300 Holman Houston, Texas 77004	0	Positions: 1-24
Houston Hispanic Chamber of Commerce Job Placement 1801 Main Street Suite 890 Houston, TX 77002	0	Positions: 1-24
Houston Baptist University Planning & Placement Center 7502 Fondren Rd, Houston, TX 77074 (281) 649-3000 Ext. 3227	0	Positions: 1-24
Houston Community College James Corona 3100 Main Street Houston, TX 77004 www.hccs.edu (713)718-6826	0	Positions: 1-24
Camara de Empresarios Latinos de Houston 7047 Harrisburg Blvd. Houston, Texas 77011 info@empresarioslatinos.org (713)774-5002	0	Positions: 1-24

Texas Association of Broadcasters Job Placement, Craig Bean 502 E. 11th Street, Suite 200 Austin, Texas 78701 www.tab.org (512) 322-9944, (512) 322-0522 (fax)	0	Positions: 1-24
Ser-Jobs For Progress Wendy Ramos Employment Opportunities 201 Broadway Houston, Texas 77012 713-773-6000 info@serhouston.org	0	Positions: 1-24
Huston-Tillotson College Office of Career & Graduate Development 900 Chicon Street Austin, Texas 78702 www.ht@htu.edu	0	Positions: 1-24
Texas A&M University 400 Bizzell St. College Station, TX 77843 www.tamu.edu	0	Positions: 1-24
University of TX Austin Community Career Services 110 Inner Campus Drive Austin, TX 78705 www.utexas.edu	0	Positions: 1-24
Texas State University Office of Human Resources 601 University Dr. San Marcos, TX 78666	0	Positions: 1-24
Texas Workforce Commission www.workintexas.com	0	Positions: 1-24
St. Mary's University of SA Career Opportunities One Camino Santa Maria San Antonio, Texas 78228 civicandcareer@stmarytx.edu	0	Positions: 1-24
Univision Career Site	26	Positions: 1-24
Other Source(s) Not Notified by Employment Unit		

	Employee Referral	13	Positions: 1, 2, 4, 4, 5, 6, 10, 10, 11, 13, 15, 17, 19,
	Glassdoor	5	Positions: 4, 4, 6, 13, 18
	Indeed	16	Positions: 1-21
	LinkedIn	21	Positions: 1-21
	Total Number of Interviewees:	99	

Appendix 3

Annual EEO Public File Report Form

Covering the Period March 28, 2019 to March 31, 2020

Station(s) Comprising Station Employment Unit: **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE(FM), KAMA(FM), KQBU(FM)**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE(FM), KAMA(FM), KQBU(FM)**

Internship Program:

Established an internship program to assist community students acquire skills in TV broadcasting. During the reporting period, the News Department had two internships in (Summer 2019) from the University of Houston and Texas Christian University.

Participated in Job/Career Fairs:

April 16, 2019 – Univision Houston participated in the Spanish Internship Fair and Open House from 4:00 p.m. – 6:00 p.m., at University of Houston Downtown. The fair and open house was sponsored by the Spanish B.A. and the department of History, Humanities, and Languages. Ignacio Rodriguez, HR Manager and Waleska Rivera, HR Generalist participated and discussed Univision openings and internship opportunities and answer any student questions.

October 29, 2019 – Univision Houston participated in the Corporate Communications, Health and Relational Communications and Media and Public Communications Hosted by University of Houston Downtown from 1:00 p.m.- 2:30 p.m., Waleska Rivera, HR Generalist participated and discussed with the students about Univision Houston opportunities and possible internships.

February 8, 2020 – Univision Houston participated in the 34th Annual Center And Education Day at the George R Brown Convention Center from 10:00 a.m. – 3:00 p.m., Employees that participated are Jessica Mendoza, Community Empowerment Coordinator and Maria Mendez, Activations Technician and Richard Mayorga, Activations Technician and Karina Yapor, Anchor and Gabriel Preciado, Multimedia Journalist and Deysy Rios, Reporter, Marlene Guzman, Reporter/Anchor and Karuska Matos, Meteorologist. The employees discussed about Univision Houston career opportunities and about their experience within Univision.

February 23, 2020 – Univision Houston participated in the Jo Fair 2020 with Plaza Las Americas from 12:00 p.m. – 4:00 p.m. Ignacio Rodriguez, HR Manager and Renzo Heredia, On Air Personality and Gerardo Ortega, Account Executive participated. The participants discussed about Univision Houston career opportunities and current openings.

Participated in Events Sponsored by Educational Institutions:

April 17, 2019 –Students from ST. Mark Lutherans School learnt about media, production in the communication industry as part of a project for their Spanish class. They were able to discuss and learn from our meteorologist, Anthony Ortiz Rodriguez who explained about the green screen. The students also were able to go to production and learnt about our production equipment.

May 1, 2019 – Univision Houston participated in the Houston Community College Internship Luncheon from 11:00 a.m. – 1:30 p.m. Waleska Rivera, HR Generalist participated, and the students presented a 5-10-minute presentation about their internship experiences. The HR Generalist discussed about her role within Univision and the career opportunities Univision offers.

May 7, 2019 – Students from ST. Mark Lutherans School learnt about media, production in the communication industry as part of a project for their Spanish class. They were able to discuss and learn from our meteorologist, Anthony Ortiz Rodriguez who explained about the green screen. The students also were able to go to production and learnt about our production equipment.

December 11, 2019 – Pearland High School students from the Spanish Honor Society tour the station as part of their project to learn about behind scenes in the communications industry. Jessica Mendoza, Community Empowerment Coordinator took the students to each department and the students experienced hands on participation in the news department and weather center.

February 20, 2020 – Cleveland High School students from their Spanish Club visited the studios in Houston to learn about communications and the news process as part of their objective. Jessica Mendoza, Community Empowerment Coordinator led the students to each department and discussed about our news department and weather center.

March 5, 2020 – Univision Houston participated in Read Across America at Sylvan Rodriguez Elementary School from 10:15 a.m. – 11:15 a.m., The following employees participated: Yareli Reyes, Show producer and Jessica Mendoza, Community Empowerment Coordinator and Grace Olivares, Community Empowerment Director and Rene Aguilar, Account Executive and Angela Beltran, On Air Talent and Marcela Sanchez, Producer and Alicia Ramos, Assignment Desk Editor and Alicia Del Fierro, Local Sales Manager and Patricia Hernandez, Office Manager and Veronica Arzayus, Account Executive and Angelina Rouget, Marketing & Promotions Coordinator and Claudia Ramos, Multimedia Journalist and Aaron Combs, Finance Manager and Marie Barden, Sales Director and Richard Mayorga, Activations Technician and Osiris Hernandez, Account Coordinator and Gerardo Reyes, Account Executive. The employees introduced themselves and discussed about their positions, they also read books to the students.

Participation in Job Banks:

Texas Association of Broadcasters - job bank of media trade groups with broad-based membership (including women and minorities) was utilized for all the 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 March 3rd, March 5th and March 6th, 2020 Waleska Rivera, Human Resources Generalist conducted EEO Training for VP, General Manager and all department heads that have hiring power.

Among the unit's other efforts, on December 16, 2019 a memo was sent to staff reiterating our Equal Employment Opportunity policy