

Annual EEO Public File Report

KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM) and KLNO(FM)
(April 1, 2020 – March 31, 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): **KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM) and KLNO(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 **April 1st, 2020 to and including March 31st, 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 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.

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

Annual EEO Public File Report

Covering the Period from April 1, 2020 to March 31, 2021

**KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM),
KLNO(FM)**

Section 1: : Vacancy information for vacancies filled by combined employment unit
compromised of Stations

Full-time Positions Filled By Job Title		Recruitment Source Referring Hiree
1.	Assignment Editor/Producer R007011	UCI Careers
2.	Account Executive R007113	Employee Referral
3.	News Producer R007370	Internal Univision Employee
4.	Account Executive R007498	Employee Referral
5.	Account Executive R007588	Employee Referral
6.	Assignment Editor/Producer R007943	Internal Univision Employee

Section 2: The total number of interviewees during the reporting period: 50.

Appendix 2

Annual EEO Public File Report

Covering the Period April 1, 2020 to March 31, 2021

Section 1: Recruitment source information used by Stations **KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM), KLNO(FM)**

RS	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
1	Amberton University Student Services Office 1700 Eastgate University Garland, Texas 75041 Phone : 972-279-9728 Fax : 1-972-613-7598 Not Applicable	0	Position: 1-6
2	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Fax : 1-817-695-2838 Michelle McConnell	0	Position: 1-6
3	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Email : info@daacc.com Fax : 972-241-8270 Lisa Vongthackdy	0	Position: 1-6
4	Austin Area Urban League 8011 Cameron Road Suite 100, Bldg. A Austin, Texas 78754 Phone : 512-478-7176 Email : darnise_bowens@aaul.org Fax : 1-512-478-1239 Darnise Bowens	0	Position: 1-6
5	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : Not Applicable Fax : 512-448-8549 Kathy Amber	0	Position: 1-6
6	Catholic Charities of Dallas, Inc	0	Position: 1-6

	9461 LBJ Ste 100 Dallas, Texas Phone : 214-520-6590 Fax : 1-214-520-6595 Mary Ann Owens		
7	* Colombia College of Chicago 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312-344-7281 Email : mgreen@colum.edu Fax : 1-312-344-8020 Matthew Green	0	Position: 1-6
8	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	0	Position: 1-6
9	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Email : chum@dbcc.org Fax : 214-421-5510 Carmen Humbel	0	Position: 1-6
10	Denton Hispanic Chamber of Commerce PO Box 2536 Denton, Texas 75206 Phone : 940-565-1919 Fax : 1-940-565-1917 Arlene Lewis	0	Position: 1-6
11	DeVry Career Services 4800 Regent Blvd Irving, Texas Phone : 972-929-6777 Email : rgaines@devry.edu Fax : 1-972-929-6779 Rhonda Gaines	0	Position: 1-6
12	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Email : karen.matos@fwhcc.org Fax : 1-817-625-1405 Karen Matos	0	Position: 1-6

13	<p>Greater Dallas Hispanic Chamber of Commerce 4622 Maple Ave Suite 207 Dallas, Texas 75219 Phone : 214-521-6007 Email : gdhcc@gdhcc.com Fax : 1-214-520-1687 Not Applicable</p>	0	Position: 1-6
14	<p>Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Email : career@uiwtx.edu Fax : 1-210-829-6094 EEO Officer</p>	0	Position: 1-6
15	<p>Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : 415-921-5225 Fax : 415-931-4671</p>	0	Position: 1-6
16	<p>Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams</p>	0	Position: 1-6
17	<p>Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin</p>	0	Position: 1-6
18	<p>MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden</p>	0	Position: 1-6
19	<p>NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services</p>	0	Position: 1-6
20	National Association of Black Accountants	0	Position: 1-6

	7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer		
21	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	0	Position: 1-6
22	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	0	Position: 1-6
23	* Ohio/Illinois Center for Broadcasting 9885 Rockside Rd Suite 160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : jhardy@beonair.com Fax : 1-216-642-9232 Janice Hannah-Hardy	0	Position: 1-6
24	San Antonio Chapter of AWRT San Antonio, Texas Email : lonnie.hernandez@twcable.com Lonnie Hernandez	0	Position: 1-6
25	SER National Service 122 W John Carpenter Freeway Suite 200 Irving, Texas 75039 Phone : 469-524-1200 Email : tmorales@SER-national.org Fax : 1-469-524-1287 Tony Morales	0	Position: 1-6
26	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	0	Position: 1-6
27	St. Mary's University of San Antonio One Camino Santa Maria Civic	0	Position: 1-6

	Engagement and Career Development San Antonio, Texas 78228 Phone : 210-436-3102 Email : lsandoval123@stmarytx.edu Fax : 1-210-431-2231 Lauren Sandoval		
28	UCI Careers Site	6	Position: 1-6
29	Texas A&M University at Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 1-903-886-5010 Keith McFarland	0	Position: 1-6
30	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Job Listings	0	Position: 1-6
31	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	0	Position: 1-6
32	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : (512) 245-2652 Email : kjulian@txstate.edu Fax : 1-512-245-3993 Karen Julian	0	Position: 1-6
33	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	0	Position: 1-6
34	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	0	Position: 1-6

35	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : info@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	0	Position: 1-6
36	* University of North Texas 1155 Union Circle #310589 Denton, Texas 76203-5017 Phone : 940-565-2537 Email : mediaarts@unt.edu Fax : 1-940-369-7838 Media Arts Employment	0	Position: 1-6
37	University of Texas at Dallas 800 W Campbell Rd Mail Station MC 16 Richardson, Texas 75080 Phone : 972-883-2943 Email : careercenter@utdallas.edu Fax : 1-972-883-2431 Career Center	0	Position: 1-6
38	University of Texas at San Antonio 6900 North Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Email : regina.gomez@UTSA.edu Fax : 1-210-458-4117 Regina Gomez	0	Position: 1-6
39	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	0	Position: 1-6
40	University of Texas at Arlington PO Box 19156 Arlington, Texas 76019-0156 Phone : 817-272-5554 Email : careers@uta.edu Not Applicable	0	Position: 1-6
41	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176	0	Position: 1-6

	Fax : 512-478-1239 Herman Lessard		
	OTHER SOURCES NOT POSTED BY EMPLOYMENT UNIT		
42	Glassdoor	1	Position: 6
43	LinkedIn	16	Positions: 1, 2, 3, 4, 6
44	Indeed	8	Positions: 1, 2, 3,
45	Career Builder	1	Positions: 1
46	Current Employee	9	Positions: 1, 3, 4, 5, 6
47	Univision Career Website	9	Positions: 1, 3, 4, 5, 6
48	Employee Referral	3	Positions: 2, 3, 5
49	Other Source	0	Position: 0

* Indicates sources that have requested notification of job openings.

Appendix 3

Annual EEO Public File Report Form

Covering the Period April 1, 2020 to March 31, 2021

Station(s) Comprising Station Employment Unit: **KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM), KLNO(FM)**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM), KLNO(FM)

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Stations Participants	Participant Title
1	June 4, 2020 and June 11, 2020	Participation in events or programs sponsored by educational institutions	Univision Staff participated with Pinkston Collegiate Academy's Summer Bridge Program to provide insights to the workplace environment.	5	GENERAL MANAGER OPERATIONS DIRECTOR COMMUNITY EMPOWERMENT DIRECTOR SALES DIRECTOR OPERATIONS LEAD
2	October 9, 2020	Participation in events or programs sponsored by educational institutions	Univision News Anchor presented to journalism students attending the Instituto Universitario Franco Ingles de Mexico, S. C. His focus was on working conditions under a pandemic.	1	NEWS ANCHOR
3	September 10, 2020 to November 19, 2020	Establishment of an intern program designed to assist members of the community	In partnership with University of North Texas and University of Texas in Arlington, Noticias 23's "Proyecto U" program provided comprehensive work experience and coaching for students to develop technical skills under the supervision of the News Department. Participants produced a Spanish language newscast that aired as part of "Noticias 23" (Univision 23 News), fulfilling different roles.	17	NEWS ANCHOR MULTIMEDIA DIGITAL JOURNALIST SPORTS ANCHOR NEWS PRODUCER AM NEWS EXECUTIVE PRODUCER ASSIGNMENT DESK SUPERVISOR NEWS ANCHOR NEWS REPORTER NEWS REPORTER NEWS PRODUCER PM TECHNICAL DIRECTOR NEWS REPORTER NEWS PRODUCER NEWS ANCHOR PM TECHNICAL DIRECTOR NEWS ANCHOR AM

					NEWS DIRECTOR
4	October 23 - 29 , 2020	Participation in job banks, internet programs and other programs designed to promote outreach	Univision Staff participated with the Annual Communications Day hosted by the Department of Communication at the University of Texas at Arlington. Staff shares practical advice with broadcasting students regarding getting the first job opportunity as well as advice to succeed.	1	NEWS ANCHOR
6	November 9, 2020	Participation in events or programs sponsored by educational institutions	Univision Staff participated in a Career Day at Schimelpfenig Middle School to share information on television broadcasting.	1	NEWS PERSONALITY
7	September 30, 2020	Participation in community event designed to increase awareness	Univision Meteorologist participated with Weather Geeks to bring awareness to Spanish broadcasting of weather emergency situations.	1	METEROLOGIST
8	November 2020	Establishment of an intern program designed to assist members of the community	The Univision STEP Capstone Practicum Semester provides an opportunity for students to train with journalism and media professionals who manage the day-to-day business of Univision, and to gain on-the-job experience while completing program requirements for their undergraduate or graduate degree. The student worked on concepting and producing a <i>Noticias 23</i> Weather App promotional announcement.	2	OPERATIONS MANAGER, SR. GRAPHIC DESIGNER
9	January 13, 2021	Participation in events or programs sponsored by educational institutions	Univision Staff participated with Pinkston Collegiate Academy to discuss how to they choose career path in media.	2	GENERAL MANAGER RADIO/TV ON-AIR PERSONALITY
10	March 3, 2021	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.	17	HUMAN RESOURCES GENERALIST, GENERAL MANAGER, NEWS DIRECTOR, OPERATIONS MANAGER, DIRECTOR OF SALES, LOCAL SALES MANAGER TV, LOCAL SALES MANAGER RADIO, DIRECTOR OF TECHNOLOGY, PROMOTIONS MANAGER, ASSIGNMENT DESK SUPERVISOR, CHIEF PHOTOGRAPHER, COMMUNITY EMPOWERMENT MANAGER,

					REGIONAL NATIONAL SALES MANAGER, REGIONAL DIGITAL SALES MANAGER, ACCOUNT COORDINATOR SUPERVISOR, SENIOR CONTENT DIRECTOR, PRODUCTION MANAGER
11	March 16, 2021	Annual EEO Notice	A memo was sent to all Dallas employees reiterating our Equal Employment Opportunity policy.	1	HUMAN RESOURCES GENERALIST
12	March 17, 2021	Participation in events or programs sponsored by educational institutions	Univision on-air personality participated as a special guest speaker with the University of North Texas TV/Radio Announcing to provide insights on the media industry and answer questions from students.	1	RADIO PERSONALITY
13	March 26, 2021	Participation in events or programs sponsored by educational institutions	Univision leadership participated in the 10 th Annual Media Arts Kickstarter event hosted by the The University of North Texas Department of Media Arts. Staff engaged with college media students in a Speed Networking event to provide insights to working in media, internships, and professional tips.	2	DIRECTOR OF OPERATIONS, NEWS DIRECTOR
14	March 25, 2021	Staff Skills Training	Univision staff participated in a MAGID storytelling and perfecting the pitch workshop. Designed for reporters/anchors/producers about how to best execute a strong story pitch and get it approved! What's missing from your story ideas that may be the reason you don't get the green light. How to be deliberate in your language, your thought process, who you'll talk to, what you'll shoot and what's needed to make this shine on digital.	8	Assignment Editor/Producer News News Producer News Anchor Chief Photographer Executive Producer Multimedia Journalist News Reporter Vice President of News