

Annual EEO Public File Report

**Stations KXLN-DT, KFTH-DT, KLAT(AM), KLTN(FM), KOVE-FM, KAMA-FM,
KQBU-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): **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 April 1, 2020 to and including March 31, 2021 (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 April 1, 2020 to March 31, 2021

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 compromised 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. | Production Technician | Internal/Current Univision Employee |
| | | |
| | Total Interviewees: | 5 |
| | | |

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 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: 1-1 |
| | University of Houston – Main Campus 4800 Calhoun Rd Houston, TX 77004 (713) 743-2255 | 0 | Positions: 1-1 |
| | University of St. Thomas Career Planning & Placement Center 3800 Montrose Blvd. Houston, TX 77006 www.stthom.edu (713) 525-6939 | 0 | Positions: 1-1 |
| | Lamar State College 4400 MLK Blvd. P. O. Box 10012 Beaumont, TX 77710 www.lamar.edu (409) 984-6418 | 0 | Positions: 1-1 |
| | Galveston College Job Placement Office 4015 Avenue Q. Galveston, TX 77550 | 0 | Positions: 1-1 |

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

| | | |
|---|---|----------------|
| <p>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)</p> | 0 | Positions: 1-1 |
| <p>Ser-Jobs For Progress Wendy Ramos Employment Opportunities 201 Broadway Houston, Texas 77012 713-773-6000 info@serhouston.org</p> | 0 | Positions: 1-1 |
| <p>Huston-Tillotson College Office of Career & Graduate Development 900 Chicon Street Austin, Texas 78702 www.ht@htu.edu</p> | 0 | Positions: 1-1 |
| <p>Texas A&M University 400 Bizzell St. College Station, TX 77843 www.tamu.edu</p> | 0 | Positions: 1-1 |
| <p>University of TX Austin Community Career Services 110 Inner Campus Drive Austin, TX 78705 www.utexas.edu</p> | 0 | Positions: 1-1 |
| <p>Texas State University Office of Human Resources 601 University Dr. San Marcos, TX 78666</p> | 0 | Positions: 1-1 |
| <p>Texas Workforce Commission www.workintexas.com</p> | 0 | Positions: 1-1 |
| <p>St. Mary's University of SA One Camino Santa Maria San Antonio, Texas 78228 civicancareer@stmarytx.edu</p> | 0 | Positions: 1-1 |
| <p>Univision Career Site</p> | 2 | Positions: 1-1 |
| Other Source(s) Not Notified by Employment Unit | | |

| | | | |
|--|--------------------------------------|---|----------------|
| | Glassdoor | 1 | Positions: 1-1 |
| | LinkedIn | 2 | Positions: 1-1 |
| | Total Number of Interviewees: | 5 | |

* 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: **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**

Participated in Job/Career Fairs:

April 9th, 2020 - Univision hosted the “Students Training and Employment Program” managed by the Production Operations team. The STEP’s mission is to teach and train the core understanding of the Univision workflow including local media operations, digital, multimedia production such as video editing, graphics and audio designing with a purpose to employ well rounded candidates should an opportunity within our organization opens. The

December 10th, 2020- Lee Hecht Harrison designed a virtual event “Winter Job Jam” for organizations with large hiring needs for mid to senior level professionals from various areas including HR, IT, Finance, R&D, Sales, Engineering. The event was also organized not only with the intent to hire for current openings, but also to network for future positions. Univision participated in this virtual career fair to recruit openings for all Texas, Mayra Villalobos HR manager participated in this event.

February 9th, 2021- Lamar University hosted the “Virtual Coffee & Connect” available to all students of all majors to meet and connect with employers to build and develop their networking skills. Univision participated hosted by Waleska Rivera, HR Generalist and discuss current and future openings at Univision.

February 23rd, 2021- Austin College hosted the “Virtual Spring Career Fair”. This fair is to virtually meet students who are seeking full time, part time and summer internships. Univision participated and the employee that hosted the event was Waleska Rivera, HR Generalist.

February 25th, 2021- Prairie View University hosted the “Communications Virtual Career Fair” available to all communications and marketing digital arts majors. The purpose of this event is to expose the communications majors to a variety of career paths in their field and allow them to connect with potential employers. Univision participated on this event, hosted by Waleska Rivera- HR Generalist.

March 26th, 2021- South Texas College hosted the “2021 Jaguar Experience, Virtual Transition Fair”. This event hosts numerous employers to connect with candidates to discuss full-time, part-time and internship opportunities from a wide variety of fields. Cesar Chapa, Activations

Manager and Mayra Guerrero, Account Coordinator participated in this event to promote and discuss Univision career opportunities.

March 31st, 2021 - Univision hosted the “Students Training and Employment Program” managed by the Production Operations team. The employee Jose D. Herrera, Multimedia Journalist discussed with student’s career opportunities within Univision. He also discussed what is like to be in his position (characteristics, advantages/disadvantages). The STEP’s mission is to teach and train the core understanding of the Univision workflow including local media operations, digital, multimedia production such as video editing, graphics and audio.

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 2nd, March 3rd and March 4th, 2021 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 9, 2020 a memo was sent to staff reiterating our Equal Employment Opportunity policy.

FCC EEO Training:

Broadcast1Source in partnership with TLP Law and the California Broadcaster’s Association gave a virtual one-hour training called CBA Training on March 2, 2021. The training focus to train all EEO Officers and Human Resources department to remind us of the FCC guidelines and requirements for the EEO public File. Waleska Rivera, Human Resources Generalist participated in this training for Houston.