

Annual EEO Public File Report

**KAKW-DT, KTFO-CD
KLQB-FM, KLJA-FM and KXLK-CD**

(April 01, 2021 - March 31, 2022)

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): KAKW-DT, Killeen, Texas, KTFO-CD, Austin Texas, KLQB-FM Taylor, Texas, and KLJA-FM Georgetown, KXLK-CD, Austin, Texas 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 01st 2021 to and including March 31th, 2022 (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. 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 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 to

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Section 1: Vacancy information

Full-time Positions Filled by Job Title		Recruitment Source of Hiree
1	Account Executive R009833	LinkedIn
2	Assignment Desk Editor R009703	Indeed
3	Account Coordinator R008339	Indeed
4	Account Executive Radio R007468	LinkedIn
5	Account Executive-TV R007512	LinkedIn
6	Multimedia Journalist R008303	LinkedIn
7	Multimedia Producer R007696	LinkedIn
8	Multimedia Technician R007717	Corporate Website
9	Account Executive R008695	GlassDoor
10	Multimedia Journalist R008575	Employee Referral

Section 2: The total number of interviewees during the reporting period:55

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Section 2: Recruitment source information used by Stations KAKW-DT, KTFO-CD, KLQB-FM, KLJA-FM and KXLK-CD for vacancies.

	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
	UCI Career Site	6	All Positions
	TV Jobs PO Box 4116 Oceanside, California Tvjobs.com	0	1,2,5,6,7,8
	Austin Alliance for Women https://awmaustin.org	0	1,2,4,5,6,7,8
	American Association of University Women AAUW Jeannie Best austinaauw@gmail.com PO Box 27223 Austin Texas 78755	0	3
	Texas Association of Broadcasters 502 E. 11 th St, ste 200 Austin, Texas	0	1,2,3,4,5,6,7,8
	Posted in Handshake.com for the following educational institutions		
	Alamo Colleges District	0	1,2
	Austin College	0	1,2
	Concordia University Texas	0	1,2
	Houston Baptist University	0	1,2
	Huston-Tillotson University	0	1,2

	Lamar University	0	1,2
	Lee College	0	1,2
	Prairie View A&M University	0	1,2
	Rawls College of Business-Texas Tech University	0	1,2
	Rice University	0	1,2
	Sam Houston State University	0	1,2
	St. Edward's University	0	1,2
	St. Mary's University	0	1,2
	Texas A&M University - Central Texas	0	1,2
	Texas A&M University - Commerce	0	1,2
	Texas A&M University Corpus Christi	0	1,2
	Texas A&M University-Kingsville	0	1,2
	Texas A&M University-San Antonio	0	1,2
	Texas Lutheran University	0	1,2
	The University of Texas at Dallas	0	1,2
	The University of Texas at San Antonio	0	1,2
	The University of Texas Rio Grande Valley	0	1,2
	Trinity University	0	1,2
	University of Houston-Clear Lake	0	1,2
	University of North Texas	0	1,2
	University of North Texas at Dallas	0	1,2
	University of St. Thomas Houston	0	1,2
	University of Texas at Arlington	0	1,2

	University of the Incarnate Word	0	1,2
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Other Source(s) Not Notified By Employment Unit

	LinkedIn	21	3,4,6,10
	Indeed	0	1,2,5,6
	Glass Door	0	3,5,9
	Social Media	0	1-9
	Career Builder	0	6
	Monster	0	0
	Simply Hired	0	0
	Employee Referrals	5	2,4,10
	Other Job Board	19	6
	Internal Candidate	4	6
	National Association of Hispanic Journalist	0	6

* Indicates sources that have requested notification of job openings.

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The following sets forth the supplemental outreach conducted by the stations KAKW-DT, KTFO-CD, KLQB-FM, and KLJA-FM and KXLK-CD.

Establishment of In-House EEO Training:

Among the unit's other efforts, on March 30, 2022, a memo was sent to staff reiterating our Equal Employment Opportunity policy.

Job/Career Fairs:

12/1/2021: Recruitment Training for college students. EEO Officer, attended University of Texas-Employer Career Fair Training. Learned more about UT Austin campus-wide recruiting best practices. Information on career fairs, workshops and how to create a brand that students will seek to apply at.

12/9/2021: EEO Officer, participated in a Virtual Career Fair. During the Workforce Career Fair applicants were able to view the company profile., preview job opportunities, and chat with EEO Officer. EEO Officer was able to chat with 3 students that were interested in different career opportunities within the News Department.

3/2/2022: EEO Officer, participated in Spring 2022 Virtual Houston Baptist University. During the Career Fair applicants were able to view the company profile, preview job opportunities, and have a 1:1 meeting with EEO Officer.

Training Activities:

7/26/2021: Texas Association of Broadcasters P1+ an on-boarding training program, P1 Plus, trained Account Executives, Alejandra Flores, Myriam Hernandez, and Jeremy Jaramillo. It was a program designed to take entry level sellers from "rookie to ready" in just seven weeks. Each seller was taken through an intense combination of live and online training courses. Account Executives gained real-world training and mentorship, and 1-on-1 Training with Industry Professionals 40+ Online Video Courses.

8/3/2021: Texas Association of Broadcasters P1 Plus trained sales team with 2-year experience or less. Account Executives Alejandra Flores and Jeremy Jaramillo obtained mentorship, 1:1 training with industry professionals, they were given more than 40 online video courses, tests, and closing the sale assignments.

3/21/2022: Texas Association of Broadcasters P1+ an on-boarding training program, P1 Plus, trained Account Executive, Claudia Ramirez. It was a program designed to take entry level sellers from "rookie to ready" in just seven weeks. Each seller was taken through an intense combination of live and online training courses. Account Executives gained real-world training and mentorship, and 1-on-1 Training with Industry Professionals 40+ Online Video Courses.

Community Activities:

2/10/2022: Hugo Sanchez, Multimedia Producer for Univision Austin hosted a session with the "Students Training and Employment Program" which is managed by the Production Operations Team. The session was hosted by Multimedia Producer, Hugo Sanchez. The presentation was just about an hour long and students were allowed to ask questions, bring up comments, and interact with Hugo during the presentation. The focus of the course was to provide guidance towards the craft of writing copy, show examples of copywriting in action, and establish some comprehension on why copywriting

has influence on the various forms of content which gets created in the media industry. At the end of the course, the students were tasked to come up with social media copy for a flyer provided by Hugo. Feedback from the course was very positive and since then a few students have even reached out to Hugo for advice on projects which involved copywriting.

3/5/2022 : Hugo Sanchez worked with STEP Students Training and Employment Program to guide students in creating a variety of on air animated graphics.

9/3/2021: Hugo Sanchez, Multimedia Producer for Univision Austin, presented a copywriting course for the 2021 Spring and Fall STEP students. The presentation was just about an hour long and students were allowed to ask questions, bring up comments, and interact with Hugo during the presentation. The focus of the course was to provide guidance towards the craft of writing copy, show examples of copywriting in action, and establish some comprehension on why copywriting has influence on the various forms of content which gets created in the media industry. At the end of the course, the students were tasked to come up with social media copy for a flyer provided by Hugo. Feedback from the course was very positive and since then a few students have even reached out to Hugo for advice on projects which involved copywriting.

9/29/2021: Claudia Talamantez, Radio Talent for Univision Austin, presented a Voice Over course for the 2021 Spring and Fall STEP students. The presentation was just about an hour long and students were allowed to ask questions, bring up comments, and interact with Claudia during the presentation. The focus of the course was to provide guidance towards the craft of creating Voice Overs show examples of creation of Voice Overs in action, and establish some comprehension on why Voiceovers have influence on the various forms of content which gets created in the media industry. At the end of the course, the students were tasked to come up with their own Voice Over or idea of what the best type of gender, age group, and tone a certain script should use.

7/30/2021: Leslie Montoya, DJ and On-Air talent for Univision Austin, presented a course on Live shots for the 2021 Spring and Fall STEP students. The presentation was just about an hour long and students were allowed to ask questions, bring up comments, and interact with Leslie during the presentation. The focus of the course was to provide guidance towards the craft of doing Liveshots, show examples of liveshots in action, and establish some comprehension on why Liveshots are important for not only news but social and the excitement that needs to be portrayed through the lens.

Job Banks:

Texas Association of Broadcasters' job bank of media trade groups with broad-based membership was utilized for all the job positions filled during the reporting period.

