

KUVE-CD, KFTU-DT, KFTU-CD, KUVE-DT

Annual EEO Public File Report

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): KUVE-CD, Tucson, AZ, KFTU-DT, Douglas, AZ, KFTU-CD, Tucson, AZ, and KUVE-DT, Green Valley, AZ, 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, 2018 to and including May 31, 2019 (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 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 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 hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

Appendix 1

Annual EEO Public File Report

Covering the Period from June 1, 2018 to May 31, 2019

Station(s) Comprising Station Employment Unit: KUVB-CD, KFTU-DT, KFTU-CD and KUVB-DT

Section 1: Vacancy Information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Account Coordinator	Employee Referral
2	Multimedia Journalist	Job Board – Indeed. com
	Total No. of Interviewees: 21	

Appendix 2

Annual EEO Public File Report

Covering the Period from June 1, 2018 to May 31, 2019

Station(s) Comprising Station Employment Unit: KUVU-CD, KFTU-DT, KFTU-CD and
KUVU-DT

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	1, 2
B	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85007	0	1, 2
C	AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012	0	1, 2
D	AZ Women's Education & Employment (WEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	1, 2
E	Cochise College Career Services Center Attn: Job Placement 4190 W. State Hwy 80 Douglas, AZ 85607	0	1, 2
F	Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004	0	1, 2
G	Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85730	0	1, 2
H	KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85721	0	1, 2

I	LULAC Attn: Frank Carillo 1604 E. Campus Drive Tempe AZ 85282	0	1, 2
J	MCCD – Employment Rio Salado Community College 2411 W. 14 th Street Tempe AZ 85281	0	1, 2
K	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	1, 2
L	National Education Center of AZ Attn: Job Placement Services 6829 N. 46 th Avenue Glendale AZ 85301	0	1, 2
M	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	1, 2
N	NAU – School of Communications Attn: Career Services 1014 South San Francisco St. Flagstaff, AZ 86011-5619	0	1, 2
O	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	0	1, 2
P	Phoenix Job Corp Attn: Job Placement Services 518 S. 3 rd Street Phoenix, AZ 85004	0	1, 2
Q	Pima Community College Attn: Job Placement Services 4905 East Broadway Blvd. Tucson AZ 85709	0	1, 2
R	South Mountain College Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042	0	1, 2
S	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283	0	1, 2
T	YWCA of Maricopa County Attn: Job Placement Services 755 E. Willetta Phoenix AZ 85006	0	1, 2

U	Tucson Hispanic Chamber of Commerce Attn: Ruben Romero 823 E Speedway Blvd. Tucson, AZ 85519	0	1, 2
V	Arizona Broadcasters Association Attn: Art Brooks 426 N. 44 th St. #310 (602) 252-4833 www.careerpage.org	0	1, 2
W	Friendly House – Job Placement Svs. 113 W Sherman St, Phoenix, AZ 85004 sandrae@friendlyhouse.org	0	1, 2
X	Chicanos Por La Causa Attn: Career Services 3150 N. 35 th Avenue, Suite #5 Phoenix, AZ 85017 Mariajesus.cervantes@cplc.org	0	1, 2
Y	City of Phoenix Empl. & Training Division 200 W. Washington 19 th Fl. Phoenix AZ 85003 Mary.alejandro@phoenix.gov	0	1, 2
Z	East Valley Institute of Technology Attn: Job Developer 1601 W. Main Street Mesa, AZ 85201 sgrosz@evit.com	0	1, 2
AA	Internal posting lwright2@univision.net	0	1, 2
AB	Grand Canyon University Attn: Job Placement Services 3300 W. Camelback Road Phoenix AZ 85017 careerservices@gcu.edu	0	1, 2
AC	Arizona DES/South Phoenix Arizona Workforce Administration Margarita Herrera-Hernandez (602) 771-0901 MHerrera-Hernandez@azdes.gov phoenixemployerservices@azdes.gov	0	1, 2
AD	Glendale Community College career.services@gccaz.edu	0	1, 2
AE	Univision – KUVU Tucson,AZ Lorena Colston lcolston@univision.net	0	1, 2

AF	Community Relations – Goodwill AZ CommunityRelations@goodwillaz.org	0	1, 2
AG	Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034 Katy.mendoza@gatewaycc.edu	0	1, 2
AH	LinkedIn (Through UCI Co. Career Site)	0	1, 2
AI	UCI Company Career Site Eric Di Monti 605 Third Avenue, 12th Floor New York, NY 10158 edimonte@univision.net tcastillo@univision.net	6	1, 2
AJ	Job Board - Indeed.com (Through UCI Co. Career Site)	5	1, 2
AK	US Jobs https://us.jobs/		

Other Source(s) Not Notified by Employment Unit

AL	Employee Referral	6	1,2
AM	Social Media Facebook	1	1
AN	Google	1	2
AO	Current UCI Employee - Internal	2	2

Univision KUVU, KFTU, Tucson makes regular on-air announcements inviting interested parties who might wish to receive employment notices to contact, Laura Wright, HR Manager. The employment unit has not received any requests for job opening notifications.

Appendix 3

Annual EEO Public File Report

Covering the Period from June 1, 2018 to May 31, 2019

Station(s) Comprising Station Employment Unit: KUVB-CD, KFTU-DT, KFTU-CD and KUVB-DT

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KUVB-CD, KFTU-TV, KFTU-CD and KUVB-DT.

Participated in Job/Career Fairs:

September 13, 2018 – Univision KUVB/KFTU Stations participated at the **Arizona Broadcasters Career Fair from 10:00am – 1:00 pm at Pima Community College, in Tucson Arizona**. Laura Wright, HR Manager and Noemi Proano, Promotions and Community Affairs Coordinator answered job seeker's and student's questions regarding employment opportunities, internships, and careers at Univision and broadcasting in general.

March 19, 2019 **Arizona Broadcasters Career Fair from 10:00am – 1:00 pm at University of Arizona, Tucson, AZ**. Laura Wright, HR Manager, Juan Villa, News Director, and Naomi Proano, Promotions and Community Affairs Coordinator participated by answering job seekers questions regarding employment and internship opportunities at our broadcast facilities in Tucson and Phoenix.

April 4, 2019 – Univision Local Stations attended the Arizona State University – Wide Career Fair in Tempe, AZ. Isela Bhakta, Director of Operations, Colette Nolan, Local Sales Manager, Jaime Boyd, Director of Research, and Laura Wright, Human Resources participated at this event by providing job opportunities available at Univision to job seekers.

Participated in Events Sponsored by Educational Institutions:

July 11, 2018 – Fred G. Acosta Job Corp Skill Center. Naomi Proano, Marketing and Promotions coordinator/Community Relations participated as a mentor/presenter for 60 young students to help them acquire the skills needed to become employable and placing them in meaningful jobs and or to help them further their education. Naomi spoke about her personal experience at Univision and in the broadcast industry.

March 15, 2019 – Challenger Middle School, Tucson AZ. Silvia Sanchez, Multimedia Journalist and Naomi Proano, Marketing and promotions Coordinator/Community Relations participated at the school's annual Career Day. Silvia and Naomi each presented and had the opportunity to share their personal career experiences in media and the broadcast industry.

Participation in Job Banks:

Arizona Broadcaster Association job bank of media trade groups with broad-based membership (including women and minorities) was utilized for all 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. Among the unit's other efforts, on May 22, 2019, a memo was sent to staff reiterating our Equal Employment Opportunity policy.