

## Annual EEO Public File Report

**KUVN-DT, KSTR-DT, KUVN-CD, KDXX(FM), KESS(FM), KFLC(AM), KFZO(FM) and KLNO(FM)  
(April 1, 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): **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 1<sup>st</sup>, 2021 to and including March 31<sup>st</sup>, 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.

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.

This report was timely filed on March 31, 2022, and was updated on May 5, 2022, to delete information about recruitment that had been recorded in error, add information about recruitment that had been unintentionally omitted, and make clerical changes.

## Appendix 1

### Annual EEO Public File Report

Covering the Period from April 1, 2021 to March 31, 2022

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 of Hiree
1	Account Executive Radio R008235	Current Employee
2	Multimedia Digital Journalist R008325	Indeed
3	Assistant Director of Technology R010057	Society of Broadcast Engineers
4	Assignment Desk Editor R010089	Employee Referral
5	Multimedia Journalist R008985	Corporate Website
6	Multimedia Journalist R009541	Indeed
7	Multimedia Journalist R009760	Corporate Website
8	Promotions/Production Technician R008837	Employee Referral

**Section 2:** The total number of interviewees during the reporting period: 43.

## Appendix 2

### Annual EEO Public File Report

Covering the Period April 1, 2021 to March 31, 2022

**Section 1:** Recruitment source information used by Stations KUVN-DT, KSTR-DT, KUVN-CD, KDX(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	UCI Career Site	15	All Positions
2	Amberton University <a href="mailto:Advisor@amberton.edu">Advisor@amberton.edu</a>	0	1,2,3,4
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Fax : 1-817-695-2838 Michelle McConnell	0	1,2,3,4
4	Austin Area Urban League <a href="mailto:Fred_burgess@aaul.org">Fred_burgess@aaul.org</a>	0	1
5	Greater Dallas Asian American Chamber of Commerce Website: <a href="https://www.asian-americanchamber.org/">https://www.asian-americanchamber.org/</a> <a href="mailto:info@gdaacc.com">info@gdaacc.com</a>	0	1,2
6	Catholic Charities of Dallas, Inc Website: <a href="https://www.ccdallas.org/">https://www.ccdallas.org/</a> <a href="mailto:rstackens@ccdallas.org">rstackens@ccdallas.org</a>	0	1,2
7	Dallas Black Chamber of Commerce <a href="mailto:chum@dbcc.org">chum@dbcc.org</a> <a href="mailto:cro@dbcc.org">cro@dbcc.org</a> <a href="mailto:rgates@dbcc.org">rgates@dbcc.org</a>	0	1
8	DeVry Career Services 4800 Regent Blvd Irving, Texas Phone : 630-652-8606 Email : <a href="mailto:dfortier@devry.edu">dfortier@devry.edu</a> , <a href="mailto:cturner3@devry.edu">cturner3@devry.edu</a> Fax : 1-972-929-6779	0	1,2,3,4

9	DFW Minority Supplier Development Council sourcing@dfwmsdc.com	0	1,2,3,4
10	El Paso Hispanic Chamber of Commerce <a href="mailto:treed@ephcc.org">treed@ephcc.org</a>	0	1,2,3,4
11	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Email : <a href="mailto:Jerene.Bustamante@fwhcc.org">Jerene.Bustamante@fwhcc.org</a> Fax : 1-817-625-1405	0	2,3,4
12	Greater Dallas Hispanic Chamber of Commerce 4622 Maple Ave Suite 207 Dallas, Texas 75219 Phone : 214-521-6007 Email : gabriela carvallo, <a href="mailto:kenya@gdhcc.com">kenya@gdhcc.com</a> Fax : 1-214-520-1687	0	1,3,4
13	Greater Austin Hispanic Chamber of Commerce pmackin@gahcc.org	0	1
14	Jarvis Christian College Website: Jarvis.edu Email: DDelint@Jarvis.edu	0	1,2,3,4
15	MLK Jr. Community Center <a href="https://dallasmlkcenter.com/">https://dallasmlkcenter.com/</a>		2
16	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : <a href="http://www.naacphouston.org">www.naacphouston.org</a> <a href="mailto:branch@naacphouston.org">branch@naacphouston.org</a> Fax : 1-713-630-2699 Career Services	0	1,2,3,4
17	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : <a href="mailto:JobBoard@nljja.org">JobBoard@nljja.org</a>	0	1,2,3,4
18	Ohio/Illinois Center for Broadcast Website: Beonair.com Email: <a href="mailto:hcrable@beonair.com">hcrable@beonair.com</a> , <a href="mailto:postmaster@beonair.com">postmaster@beonair.com</a>	0	1,2,3,4

19	SER National Service 122 W John Carpenter Freeway Suite 200 Irving, Texas 75039 Phone : 469-524-1200 Email : <a href="mailto:cgomez@ser-national.org">cgomez@ser-national.org</a> postmaster@ser-national.org	0	1,2,3,4
20	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">www.sbe.org</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> <a href="mailto:info@sbe.org">info@sbe.org</a>	0	1,2,3,4
21	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">www.tab.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Fax : 1-512-322-0522	0	1,2,3,4
22	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a>	0	1,2,3,4
23	Women's Business Enterprise Alliance (WBEA) 4100 Westheimer Rd., Ste 260, Houston , TX 77027 Email: <a href="mailto:bids@wbea-texas.org">bids@wbea-texas.org</a> postmaster@wbea-texas.org	0	1,2,3,4
24	<b><i>Universities below were posted in Handshake</i></b>		
	Alamo Colleges District	0	3-4
	Austin College	0	3-4
	Columbia College of Chicago <a href="mailto:mgreen@colum.edu">mgreen@colum.edu</a> and Handshake	0	1,2

	Concordia University Texas	0	2,4
	Houston Baptist University	0	3-4
	Huston-Tillotson University	0	4
	Lamar University	0	1,2,3,4
	Lee College	0	3-4
	Prairie View A&M	0	3-4
	Rawls College of Business-Texas Tech University	0	1,2,4
	Rice University	0	4
	Sam Houston State University	0	3
	St.Edward's University	0	3
	St. Mary's University	0	3
	Texas A&M University-Commerce	0	1-2
	Texas A&M University-Central Texas	0	2,3
	Texas State University	0	1,2
	The University of Texas- Dallas	0	1, 2
	The University of Texas-Rio Grande Valley	0	1,2
	The University of Texas-San Antonio	0	1, 2

	University of North Texas	0	2
	University of North Texas at Dallas	0	1
	University of Texas at Arlington	0	1,2
	University of the Incarnate Word	0	1,2
	West Texas A&M University	0	2

Other Source(s) Not Notified By Employment Unit

	LinkedIn	5	1,5,8
	Indeed	0	2,6
	Glass Door	0	0
	Social Media	0	0
	Career Builder	0	0
	Monster	0	0
	Simply Hired	0	0
	Handshake	0	3-4
	Employee Referrals	4	1,4,6,8
	Other Job Board	11	2,4,5,6,8
	Internal Candidate	7	1,2,3,5,6
	Society of Broadcast Engineers	1	3

\* Indicates sources that have requested notification of job openings.

## **Appendix 3**

### **Annual EEO Public File Report Form**

**Covering the Period April 1, 2021 to March 31, 2022**

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)**

#### **Internship Programs:**

6/7/2021: Univision Community Empowerment Intern. Community Empowerment Department offered a Summer College Internship program. Intern had the opportunity to work in producing community affairs programs for TV and radio, social media community campaigns, participate at onsite activations, and maintained the community affairs website content.

#### **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

#### **Educational and Community Activities**

11/5/2021: Johana Suarez attended a Plano School District career day featuring professionals from different fields to showcase what they do, what type of salary students can expect, what skills and subjects that children are learning in school apply to the job. This is the third year the school invites me and the students were extremely engaged.

10/15/2021: Aaron Munoz ran a Creative Design Workshop for STEP. This was a Creative Design workshop done online to train fall semester STEP students on basics of graphic design principles.

9/15/2021: Ithaca College Guest Lecture. Raquel Amparo, Vice President of News, spoke to aspiring journalists attending Ithaca College.

5/22/2021: Univision staff, Miguel Angel Pinero, Johana Suarez, participated with the Hispanic Communicators DFW organization as panelist in their virtual workshop "More Latinos, More Journalism in Spanish." The objective was to educate, motivate and guide future professionals on multiple issues related to journalism today.

10/26/2021: Mark Masepohl, Jeff Zimmerman, Felicitas Cadena, Sarah Taccone, Marco Salgado, Noe Sotelo participated in UTA Communication Day for 2021. Univision Staff participated with the Annual Communications Day hosted by the Department of Communication at the University of Texas at Arlington. Staff participated in a job expo to provide information on internships and job opportunities

2/18/2022: Univision Sports Anchor, Pedro Silva, visited with students to speak on sports broadcasting at Grand Prairie ISD, Lorenzo De Zavala.

8/14/2021: Raquel Amparo, Jairo Lozano, Angelina Armendariz participated in the 3rd Annual Hispanic Media Conference. The 3<sup>rd</sup> Hispanic Media Conference brings together media professionals, scholars, and students for the advancement of Hispanic media education, journalism, and research. Univision's Noticias 23's News Director and two video journalist participated in panel discussions.

7/2/2021: Pinkston HTech: Summer Bridge. Univision staff provided incoming freshman Pinkston HTech students with an overview of the multimedia broadcasting industry.

11/5/2021: Pinkston HTech: Creative Services. Univision's DFW Creative Services leadership provided 10th grade business students with an overview of marketing campaigns.

9/3/2021: Pinkston HTech: Industry Partner Overview. Univision Community Empowerment Director visited with 11th and 12th grade students to provide an overview of the multimedia industry and projects for the year.

3/4/2022: Univision meteorologist provided students with an overview of a career in broadcasting and meteorology at Carroll ISD, Dawson Middle School.

#### **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.

#### **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, attended the Workforce Virtual Career Fair. During this Career Fair applicants were able to view the company profile., preview job opportunities, and chat with EEO officer. EEO Officer met with 3 students that were interested in different career opportunities within the News Department.

3/2/2022: EEO Officer, attended 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.