

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- KXLN-DT, Facility ID No. 53847, Rosenberg, Texas
- KFTH-DT, Facility ID No. 60537, Alvin, Texas
- KLTN(FM), Facility ID No. 65310, Houston, Texas
- KOVE-FM, Facility ID No. 19091, Galveston, Texas
- KAMA-FM, Facility ID No. 57806, Deer Park, Texas
- KQBU-FM, Facility ID No. 25583, Port Arthur, Texas

B. Reporting Period: April 1, 2023, to March 31, 2024.

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R014813 News Photographer	Employee Referral
2.	R014858 News Photographer	LinkedIn
3.	R014963 Director of Technology	Internal Candidate
4.	R015021 Account Coordinator	Search Engine
5.	R014868 Account Executive	Internal Candidate
6.	R015064 Morning News Anchor	Search Engine
7.	R015306 Assistant Director of Technology	Internal Candidate
8.	R015254 Account Executive	LinkedIn
9.	R015255 Account Executive	Search Engine
10.	R015483 News Producer	Internal Candidate
11.	R015554 Associate Producer	LinkedIn
12.	R015353 News Photographer	Internal Candidate
13.	R015752 Senior Producer	TU Careers Site

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: **46**

D. Recruitment Source Information

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Site https://corporate.televisaunivision.com/careers/	No	9	All Positions
Camara de Empresarios Latinos de Houston president@empresarioslatinos.org	No	0	All Positions except No. 3, 4 & 5
Ser-Jobs for Progress	No	0	All Positions except No. 3, 4 & 5
Devry Career Services	No	0	All Positions except No. 3, 4 & 5
NLGJA	No	0	All Positions except

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
JobBoard@nljja.org			No. 3, 4 & 5
Houston Community College institutional.equity@hccs.edu	No	0	All Positions except No. 3, 4 & 5
TV Jobs TVJobs.com	No	0	All Positions
Texas Association of Broadcasters TAB.org	No	0	All Positions

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp> for the educational institutions listed below.

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Alamo Colleges District	No	0	All Positions except No. 7, 10, 11 & 13
Austin College	No	0	All Positions except No. 7, 10, 11 & 13
Concordia University Texas	No	0	All Positions except No. 7, 10, 11 & 13
Houston Baptist University	No	0	All Positions except No. 7 & 10
Huston-Tillotson University	No	0	All Positions except No. 7, 10, 11 & 13
Lamar University	No	0	All Positions except No. 7, 10 & 11
Lee College	No	0	All Positions except No. 7 & 10
Prairie View A&M University	No	0	All Positions except No. 7 & 10
Rawls College of Business-Texas Tech University	No	0	All Positions except No. 7, 10, 11 & 13
Rice University	No	0	All Positions except No. 7 & 10
Sam Houston State University	No	0	All Positions except No. 7, 10 & 11
St. Edward's University	No	0	All Positions except No. 7, 10 & 11
St. Mary's University	No	0	All Positions except No. 7, 10, 11 & 13
Texas A&M University -Commerce	No	0	All Positions except No. 7, 10 & 11

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Texas A&M University –Central Texas	No	0	All Positions except No. 7 & 10
Texas A&M Corpus Christi	No	0	All Positions except No. 7 & 10
Texas Lutheran University	No	0	All Positions except No. 7, 10 & 11
Texas Southern University	No	0	All Positions except No. 7 & 10
Texas A&M University- San Antonio	No	0	All Positions except No. 7, 10 & 11
University of Houston-Clear Lake	No	0	All Positions except No. 7, 10 & 11
University of North Texas	No	0	All Positions except No. 7 & 10
University of North Texas at Dallas	No	0	All Positions except No. 7 & 10
University of Texas at Arlington	No	0	All Positions except No. 7 & 10
University of Texas at Austin	No	0	All Positions except No. 7, 10 & 13
University of the Incarnate Word	No	0	All Positions except No. 7, 10, 11 & 13

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	11
Indeed	No	3
Employee Referrals	No	2
Internal	No	15
Search Engine	No	6

E. Outreach Activities During Reporting Period

Description	Dates
The employment unit participated in the Univision Student Training and Employment Program (STEP). The program is based in Miami, FL, and provides an opportunity for students to train with journalism and media professionals who manage the day-to-day business of Univision across different markets, and to gain on-the-job experience while completing program requirements for their undergraduate or graduate degree. Job opportunities upon successful completion of this program	Summer 2023 and Fall 2023

Description	Dates
<p>offer temporary employment with Univision for qualifying students.</p> <p>In connection with this program, on June 27 and October 18, 2023, the employment unit's Multimedia Journalist, participated as a speaker and offered a virtual class to STEP students. He provided an overview of his role as a Multi-Media Video Journalist (MMVJ).</p>	
<p>The employment unit's President/General Manager, participated in the Hispanic Insights for Education to all Houston Community College (HCC) Campus Presidents and Marketing Team members at their annual strategy session. Hosted by the HCC Marketing Team.</p>	06/02/2023
<p>The employment unit's environmental reporter participated as a speaker to share her journalism experience, opportunities, and challenges at the University of Houston, Student Center Theater. The event was hosted by the school's Latin Talks Program.</p>	06/24/2023
<p>The employment unit's TUDN Content Manager and Show Host, participated as a guest speaker in the Kinkaid School Hispanic Heritage celebration. The topic focused on describing what it is like to work in the sports journalism industry. He shared his story as a sports journalist. The event was hosted by The Kinkaid School.</p>	10/03/2023
<p>The employment unit's Meteorologist, participated as a panelist in the "Tecnolochicas" ("techgirls") event presented by Televisa Foundation. She shared her education and career experience with middle school and university students from different schools and answered questions regarding her profession as a meteorologist. The event was hosted by Univision Houston.</p>	10/11/2023
<p>The employment unit's Meteorologist, participated as a panelist in "Discover the World of Mathematics in various Careers" as part of the STEM Zone Saturday Program. The event was hosted by University of Houston STEM Center.</p>	12/02/2023
<p>The employment unit participated in the South Houston High School Career Fair. The Community Empowerment Coordinator, and the Office Manager, participated in the South Houston High School Junior Career Fair. They engaged with students, discussed career opportunities at Univision Houston, spoke about internship opportunities at TelevisaUnivision and provided career guidance.</p>	01/29/2024
<p>In partnership with the University of Houston-Downtown (UHD) the employment unit awarded two high school seniors the "Tu Futuro" ("Your Future") full scholarships to cover the cost of a four-year undergraduate degree at UHD. The celebration was hosted by the employment unit.</p>	04/12/2023
<p>In partnership with Lone Star College (LSC) the employment unit awarded three students "Tu Camino" ("Your Way") full scholarships to cover the cost of a two-year undergraduate degree at LSC. The celebration was hosted by LSC.</p>	11/16/2023

Description	Dates
The employment unit's Community Empowerment Coordinator conducted a school tour for Briarwood School 11 th grade students, where they learned about the different professional opportunities available at TelevisaUnivision. Students had the opportunity to speak firsthand with media professionals about their careers.	05/01/2023
The employment unit's Community Empowerment Coordinator conducted a school tour for South Houston High School. A mix of 10 th through 12 th grade students learned about the different professional opportunities available at TelevisaUnivision and spoke firsthand with media professionals about their careers and education.	10/20/2023
The employment unit's Community Empowerment Coordinator conducted a school tour for South Houston High School. A mix of 9 th through 12 th grade students learned about the different professional opportunities available at TelevisaUnivision and spoke firsthand with media professionals about their careers and education.	11/13/2023
The employment unit's Community Empowerment Coordinator hosted students from Needville High School. The students were 9 th to 11 th graders, and they learned about the different professional opportunities available at TelevisaUnivision and spoke firsthand with media professionals about their careers.	02/23/2024
The employment unit posted all job vacancies with the Texas Association of Broadcasters' job bank of media trade groups whose membership includes women and minorities.	Throughout the Reporting Period