

Annual EEO Public Report File

KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM
(June 1, 2014 – May 31, 2015)

The purpose of this EEO Public File Report (“Report”) is to comply with Section 63.2080(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): KTVW- DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-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 Television Broadcast stations KTVW-DT, KTVW-CD, KFPH-DT, and KFPH-CD historically have comprised a separate employment unit from the commonly owned radio broadcast stations, KHOT-FM, KQMR-FM, KKMR, KOM-FMR, and KHOV-FM. However, effective September 1, 2014, as part of a corporate reorganization that resulted in the stations sharing one or more employees, the KTVW- DT, KTVW-CD, KFPH-DT, KFPH-CD employment unit was consolidated with the KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM employment unit.

The information contained in this Report covers the time period beginning June 1, 2014 to and including May 31, 2015 (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 63.2080(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 63.2080(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 the purpose 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 June 1, 2014 to May 31, 2015

KTVW-DT/KTVW-CD/KFPH-DT/KFPH-CD, KHOT-FM/KQMR-FM/KKMR-FM/KOMR-FM/KHOV-FM

Section 1: Vacancy Information for vacancies filled by Television Stations **KTVW-DT, KTVW-CA, KFPH-DT, and KFPH-CA** prior to the September 1, 2014 consolidation of employment units.

| Full-time Positions Filled By Job Title | | Recruitment Source of Hiree |
|---|--------------------------|-----------------------------|
| T-1 | News Producer | Careerbuilder.com |
| T-2 | Sales Support Supervisor | Internal Posting |
| T-3 | VP/Director of Sales* | Internal Promotion |

*Position filled by internal promotion from Univision Television Group, Inc. – KMEX.

Section 2: Vacancy Information for vacancies filled by Radio Stations **KHOT-FM, KQMR-FM, KKMR-FM, KOMR, and KHOV-FM** prior to the September 1, 2014 consolidation of employment units.

| Full-time Positions Filled By Job Title | | Recruitment Source of Hiree |
|---|---------------|-----------------------------|
| R-1 | News Producer | Employee Referral |

Section 3: Vacancy Information for vacancies filled by the combined employment unit comprised of Stations **KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM** on or after September 1, 2014.

| Full-time Positions Filled By Job Title | | Recruitment Source of Hiree |
|---|---|---|
| C-1 | Video Journalist* | Arizona Broadcaster Association Website |
| C-2 | National Account Coordinator | Employee Referral |
| C-3 | Production Assistant/Associate Producer | Internal Posting |
| C-4 | Account Coordinator | Employee Referral |

*Recruitment initiated prior to September 1, 2014, but vacancy filled after September 1, 2014.

Section 4: The total number of interviewees during the reporting period: **55**

Appendix 2

Annual EEO Public File Report

Covering the Period from June 1, 2014 to May 31, 2015

KTVW-DT/KTVW-CD/KFPH-DT/KFPH-CD, KHOT-FM/KQMR-FM/KKMR-/KOMR-FM/KHOV-FM

Section 1: Recruitment source information used by stations KTVW-DT, KTVW-CA, KFPH-DT, and KFPH-CA for vacancies filled prior to September 1, 2014.

| | 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 | AARP WorkSearch Attn: Dan Sarro 5119 N. 19 th Ave. , Suite A Phoenix, AZ 85015 | 0 | T1-2 |
| B | Academy of Raido & TV Attn: Doreen Reyes 16052 Beach Blvd. Huntington Beach, CA 92646 | 0 | T1-2 |
| C | Alliance for Women in Media Attn: Job Placement Services 1660 Old Meadow Road, Ste 500 McLean, VA 22102 | 0 | T1-2 |
| D | Area Agency on Aging Attn: Mai Gabil 1366 E. Thomas Road Phoenix AZ 85014 | 0 | T1-2 |
| E | Arizona Department of Economic Security Attn: Juan M. Gomez 1140 F Avenue Douglas, AZ 85606 | 0 | T1-2 |
| F | Arizona Department Of Economic Security Attn: Job Placement Services 396 Malpais Lane, Suite #9 Flagstaff, AZ 86001 | 0 | T1-2 |
| G | Arizona State University Attn: Employment Services Box 861312 | 0 | T1-2 |

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|---|---|---|------|
| | Student Services Bldg, # C359 Tempe AZ 85286-1313 | | |
| H | Arizona Western College Attn: Programming Director P.O. Box 929 Yuma Arizona, 85366-0929 | 0 | T1-2 |
| I | ASU West Attn: Allison Walance, HR 4601 W. Thunderbird Road Phoenix, AZ 85069 | 0 | T1-2 |
| J | AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1600 W. Washington St., #430 Phoenix, AZ 85006 | 0 | T1-2 |
| K | AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012 | 0 | T1-2 |
| L | AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021 | 0 | T1-2 |
| M | Julie Centro de Amistad 8202 Avenida del Yaqui Guadalupe, AZ 85283 | | |
| N | Chicanos Por La Causa Attn: Employment Svcs 1112 E. Buckeye Road Phoenix AZ 85034 | 0 | T1-2 |
| O | Chicanos Por La Causa Attn: Career Services 3150 N. 35 th Avenue, Suite #5 Phoenix, AZ 85016 | 0 | |
| P | City of Phoenix Empl. & Training Division 200 W. Washington 19 th Fl. Phoenix AZ 85003 | 0 | T1-2 |
| Q | Cochise College Career Services Center Attn: Diana Davila 4190 W. State Hwy 80 Douglas, AZ 85606 | 0 | T1-2 |
| R | Cochise County Workforce Dev. | 0 | T1-2 |

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| | Attn: Ana Luna 1606 10 th Street Douglas, AZ 85606 | | |
| S | Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004 | 0 | T1-2 |
| T | Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85630 | 0 | T1-2 |
| U | Dine' College Job Coordinator 1 Circle Drive Tsaile AZ 86556 | 0 | T1-2 |
| V | East Valley Institute of Technology* Attn: Allen Sudder, Job Developer 1601 W. Main Street Mesa, AZ 85201 | 0 | T1-2 |
| W | Everest College Phoenix Attn: Rod Garcia 5416 E. Baseline Road, Suite 200 Mesa, AZ 8206 | 0 | T1-2 |
| X | Friendly House JTPA Attn: Edwin Leon/James Montoya 802 S. 1 st Ave. Phoenix, AZ 85003 & James.montoya@friendlyhouse.org | 0 | T1-2 |
| Y | Glendale Community College Attn: Career Svs./Job Placement 6000 W. Olive Avenue Glendale, AZ 86302 | 0 | T1-2 |
| Z | Governor's Office of Equal Opportunity Attn: Shannon 1600 W. Washington., Suite 158 Phoenix, AZ 85006 | 0 | T1-2 |
| AA | Grand Canyon University Attn: Job Placement Services 3300 W. Camelback Road Phoenix AZ 85016 | 0 | T1-2 |
| AB | Greater Phoenix Urban League Attn: Employment Specialist 3851 W. Weir Avenue Phoenix AZ 85041 | 0 | T1-2 |
| AC | High Tech Institute | 0 | T1-2 |

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| | Attn: Job Placement Services 1515 E. Indian School Road Phoenix AZ 85014 | | |
| AD | ITT Technical Institute Attn: Job Placement Services 1455 West River Road Tucson AZ 85604 | 0 | T1-2 |
| AE | KTNN Radio Attn: Job Placement Services P.O. Box 2569 Window Rock, AZ 86515 | 0 | T1-2 |
| AF | KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85621 | 0 | T1-2 |
| AG | LULAC Attn: Frank Carillo 1604 E. Campus Drive Tempe AZ 85282 | 0 | T1-2 |
| AH | Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034 | 0 | T1-2 |
| AI | MCCD – Employment Rio Salado Community College 2411 W. 14 th Street Tempe AZ 85281 | 0 | T1-2 |
| AJ | NAACP Attn: Job Placement Services 1818 S.16 th Street Phoenix AZ 85034 | 0 | T1-2 |
| AK | NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340 | 0 | T1-2 |
| AL | National Assn. of Hispanic Journalist Attn: Kevin Olivas, Recruitment Mgr 1050 Connecticut Ave., NW 18 th Floor Washington, DC 20036 | 0 | T1-2 |
| AM | National Education Center of AZ Attn: Job Placement Services 6829 N. 46 th Avenue Glendale AZ 85301 | 0 | T1-2 |
| AN | Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 | 0 | T1-2 |

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| | Phoenix, AZ 85012 | | |
| AO | Northern Arizona University School of Communications Attn: MaryLee Brewer 1014 South San Francisco St. Flagstaff, AZ 86011-5619 | 0 | T1-2 |
| AP | Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013 | 0 | T1-2 |
| AQ | Phoenix First WorkForce Attn: Job Placement Services 13613 N. Cave Creek Road Phoenix, AZ 85022 | 0 | T1-2 |
| AR | Phoenix Job Corp Attn: Job Placement Services 518 S. 3 rd Street Phoenix, AZ 85004 | 0 | T1-2 |
| AS | Phoenix OIC Attn: Joe Allen, Job Developer 39 E. Jackson Street Phoenix AZ 85004 | 0 | T1-2 |
| AT | Pima Community College Attn: Job Placement Services 4905 East Broadway Blvd. Tucson AZ 85609 | 0 | T1-2 |
| AU | South Mountain College * Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042 | 0 | T1-2 |
| AV | South Mountain Job Service Attn: DES Job Service 4635 S. Central Ave. Phoenix, AZ 85040 | 0 | T1-2 |
| AW | Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe AZ 85281 | 0 | T1-2 |
| AX | Tucson Black Chamber of Commerce Attn: Job Placement Services 1443 E. Broadway Tucson AZ 85619 | 0 | T1-2 |
| AY | Tucson Hispanic Chamber of Commerce Attn: Ruben Romero, Offic | 0 | T1-2 |

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| | Admin. 823 E. Speedway Blvd. Tucson, AZ 85619 | | |
| AZ | University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283 | 0 | T1-2 |
| BA | Valle del Sol Attn: Personnel/Job Placement 3806 N. 6 th Street Phoenix AZ 85014 | 0 | T1-2 |
| BB | YWCA of Maricopa County Attn: Job Placement Services 655 E. Willetta Phoenix AZ 85006 | 0 | T1-7 |
| BC | ABA Career Fair – EVIT, Mesa 4/4/2014 | 1 | T1 |
| BD | DeVry Institute of Technology gdames@devry.edu | 0 | T1-2 |
| BE | Collins College Career Services* aroberts@collinscollege.edu | 0 | T1-2 |
| BF | Arizona Broadcasters Association – Art Brooks www.careerpage.org | 0 | T1-2 |
| BG | Careerbuilder.com www.Careerbuilder.com | 4 | T1-2 |
| BH | City of Phoenix–Job Placement Svs. Mary.alejandro@phoeix.gov | 0 | T1-2 |
| BI | Univisión-KTVW Bolsa de Trabajo | 0 | T1-2 |
| BJ | Indeed.com | 1 | T2 |
| BK | NAHJ Career Expo – 8/8/2014 San Antonio, TX | | |
| BL | Internal Posting | 3 | T1-2 |
| BM | Employee Referrals | 4 | T1-2 |
| BN | Media Partners | 1 | |
| BO | Univision – Tucson, AZ Danitza Pierson dpearson@univision.net | 0 | T1-2 |
| BP | Univision Radio –Phoenix | 0 | T1-2 |

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| | Jackie Trevizo jtrevizo@univisionradio.com | | |
| BQ | Univision Radio-Casa Grande Sandy Reyes sreyes@univisionradio.com | 0 | T1,2 |
| BR | Univision Radio-Apache Junction Randy Jones rjones@univisionradio.com | 0 | T1-2 |
| BS | Unimas-Douglas socano@univision.net | 0 | T1-2 |
| BT | Unimas-Flagstaff avague@univision.net | 0 | T1-2 |
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*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (602) 232-3503.

Section 2: Recruitment source information used by stations KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM for vacancies filled prior to September 1, 2014.

| | 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 | AARP WorkSearch Attn: Dan Sarro 5119 N. 19 th Ave. , Suite A Phoenix, AZ 85015 | 0 | R1 |
| B | Academy of Radio & TV Attn: Doreen Reyes 16052 Beach Blvd. Huntington Beach, CA 92646 | 0 | R1 |
| C | Alliance for Women in Media Attn: Job Placement Services 1660 Old Meadow Road Suite 500 McLean, VA 22102 | 0 | R1 |
| D | Area Agency on Aging Attn: Mai Gabil 1366 E. Thomas Road Phoenix AZ 85014 | 0 | R1 |
| E | Arizona Department of Economic Security Attn: Juan M. Gomez 1140 F Avenue Douglas, AZ 85606 | 0 | R1 |
| F | Arizona Department Of Economic Security Attn: Job Placement Services 396 Malpais Lane, Suite #9 Flagstaff, AZ 86001 | | |
| G | Arizona State University Attn: Employment Services Box 861312 Student Services Bldg, # C359 Tempe AZ 85286-1313 | 0 | R1 |
| H | Arizona Western College Attn: Frank Preciado P.O. Box 929 Yuma Arizona, 85366-0929 | 0 | R1 |

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|---|---|---|----|
| I | ASU West Attn: Allison Walance, HR 4601 W. Thunderbird Road Phoenix, AZ 85069 | 0 | R1 |
| J | ABA Career Fair – Pima Community College, Tucson, AZ 9/19/2014 | | |
| K | AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012 | 0 | R1 |
| L | AZ Women’s Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021 | 0 | R1 |
| M | Univision – KTVW vluna@univision.net | 0 | R1 |
| N | Chicanos Por La Causa Attn: Employment Svcs 1112 E. Buckeye Road Phoenix AZ 85034 | 0 | R1 |
| O | Chicanos Por La Causa Attn: Career Services 3150 N. 35 th Avenue, Suite #5 Phoenix, AZ 85016 | | |
| P | City of Phoenix Empl. & Training Division 200 W. Washington 19 th Fl. Phoenix AZ 85003 | 0 | R1 |
| Q | Cochise College Career Services Center Attn: Diana Davila 4190 W. State Hwy 80 Douglas, AZ 85606 | 0 | R1 |
| R | Cochise County Workforce Dev. Attn: Ana Luna 1606 10 th Street Douglas, AZ 85606 | 0 | R1 |
| S | Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004 | 0 | R1 |
| T | Department of Economic Security Attn: Leo Verdugo | 0 | R1 |

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| | 195 W. Irvington Tucson, AZ 85630 | | |
| U | Dine' College Job Coordinator 1 Circle Drive Tsaile AZ 86556 | 0 | R1 |
| V | East Valley Institute of Technology Attn: Allen Sudder, Job Developer 1601 W. Main Street Mesa, AZ 85201 | 0 | R1 |
| W | Everest College Phoenix Attn: Rod Garcia 5416 E. Baseline Road, Suite 200 Mesa, AZ 8206 | 0 | R1 |
| X | Friendly House JTPA Attn: Edwin Leon/James Montoya 802 S. 1 st Ave. Phoenix, AZ 85003 & James.montoya@friendlyhouse.org | 0 | R1 |
| Y | Glendale Community College Attn: Career Svs./Job Placement 6000 W. Olive Avenue Glendale, AZ 86302 | | |
| Z | Governor's Office of Equal Opportunity Attn: Shannon 1600 W. Washington., Suite 158 Phoenix, AZ 85006 | 0 | R1 |
| AA | Grand Canyon University Attn: Job Placement Services 3300 W. Camelback Road Phoenix AZ 85016 | 0 | R1 |
| AB | Greater Phoenix Urban League Attn: Employment Specialist 3851 W. Weir Avenue Phoenix AZ 85041 | 0 | R1 |
| AC | High Tech Institute Attn: Job Placement Services 1515 E. Indian School Road Phoenix AZ 85014 | 0 | R1 |
| AD | ITT Technical Institute Attn: Job Placement Services 1455 West River Road Tucson AZ 85604 | 0 | R1 |

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| AE | KTNN Radio Attn: Job Placement Services P.O. Box 2569 Window Rock, AZ 86515 | 0 | R1 |
| AF | KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85621 | 0 | R1 |
| R-AG | LULAC Attn: Frank Carillo 1604 E. Campus Drive Tempe AZ 85282 | 0 | R1 |
| AH | Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034 | 0 | R1 |
| AI | MCCD – Employment Rio Salado Community College 2411 W. 14 th Street Tempe AZ 85281 | 0 | R1 |
| AJ | NAACP Attn: Job Placement Services 1818 S.16 th Street Phoenix AZ 85034 | 0 | R1 |
| AK | NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340 | 0 | R1 |
| AL | National Assn. of Hispanic Journalists Attn: Kevin Olivas, Recruitment Mgr. 1050 Connecticut Ave., NW 18 th Floor Washington, DC 20036 | 0 | R1 |
| AM | National Education Center of AZ Attn: Job Placement Services 6829 N. 46 th Avenue Glendale AZ 85301 | 0 | R1 |
| AN | Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012 | 0 | R1 |
| AO | Northern Arizona University School of Communications Attn: MaryLee Brewer 1014 South San Francisco St. | 0 | R1 |

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| | Flagstaff, AZ 86011-5619 | | |
| AP | Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013 | 0 | R1 |
| AQ | Phoenix First WorkForce Attn: Job Placement Services 13613 N. Cave Creek Road Phoenix, AZ 85022 | | |
| AR | Phoenix Job Corp Attn: Job Placement Services 518 S. 3 rd Street Phoenix, AZ 85004 | 0 | R1 |
| AS | Phoenix OIC Attn: Joe Allen, Job Developer 39 E. Jackson Street Phoenix AZ 85004 | 0 | R1 |
| AT | Pima Community College Attn: Job Placement Services 4905 East Broadway Blvd. Tucson AZ 85609 | 0 | R1 |
| AU | South Mountain College Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042 | 0 | R1 |
| AV | South Mountain Job Service Attn: DES Job Service 4635 S. Central Ave. Phoenix, AZ 85040 | 0 | R1 |
| AW | Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe AZ 85281 | 0 | R1 |
| AX | Northern Arizona University Attn: Kenneth Hicks P.O. Box 5618 Flagstaff, AZ 86011 | 0 | R1 |
| AY | Tucson Hispanic Chamber of Commerce Attn: Ruben Romero, Offic Admin. 823 E. Speedway Blvd. Tucson, AZ 85619 | 0 | R1 |
| AZ | University of Advancing | 0 | R1 |

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| | Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283 | | |
| BA | Valle del Sol Attn: Personnel/Job Placement 3806 N. 6 th Street Phoenix AZ 85014 | 0 | R1 |
| R-BB | YWCA of Maricopa County Attn: Job Placement Services 655 E. Willetta Phoenix AZ 85006 | 0 | R1 |
| BC | Univision – Tucson, AZ Danitza Pierson dpearson@univision.net | 0 | R1 |
| BD | DeVry Institute of Technology gdames@devry.edu | 0 | R1 |
| BE | Collins College Career Services aroberts@collinscollege.edu | 0 | R1 |
| BF | Arizona Broadcasters Association – Art Brooks www.careerpage.org | 0 | R1 |
| BG | Careerbuilder.com www.Careerbuilder.com | 2 | R1 |
| BH | City of Phoenix – Job Placement Svs. Mary.alejandro@phoeix.gov | 0 | R1 |
| -BI | Univisión-KTVW Bolsa de Trabajo opulido@univision.net | 0 | R1 |
| BJ | Indeed.com website | 1 | R1 |
| BK | Media Referral | 2 | R1 |
| BL | Internal Posting | 0 | R1 |
| BM | Employee Referrals | 1 | R1 |
| BN | ABA Career Fair East Valley Institute of Technology (EVIT), Mesa, AZ. April 3, 2014 | 0 | R1 |
| BO | Univision Radio –Phoenix Jackie Trevizo jtrevizo@univisionradio.com | 0 | R1 |
| BP | Univision Radio-Casa Grande | 0 | R1 |

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|----|--|---|----|
| | Sandy Reyes sreyes@univisionradio.com | | |
| BQ | Univision Radio-Apache Junction Randy Jones rjones@univisionradio.com | 0 | R1 |
| BR | Unimas-Douglas socano@univision.net | 0 | R1 |
| BS | Unimas-Flagstaff avague@univision.net | 0 | R1 |
| BT | Bolsa de Trabajo-KTVW/News Attn: Isela Bhakta ibhakta@univision.net | 0 | R1 |

*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (602) 232-3503.

Section 3: Recruitment source information used by stations KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM/KQMR-FM/KKMR-/KOMR-FM/KHOV-FM for vacancies filled on or after September 1, 2014.

| | 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 | AARP WorkSearch Attn: Career/Job Placement 5119 N. 19 th Ave. , Suite A Phoenix, AZ 85015 | 0 | C1-4 |
| B | Academy of Raldo & TV Attn: Doreen Reyes 16052 Beach Blvd. Huntington Beach, CA 92646 | 0 | C1-4 |
| C | Alliance for Women in Media Attn: Job Placement Services 1660 Old Meadow Road Suite 500 McLean, VA 22102 | 0 | C1-4 |
| D | Area Agency on Aging Attn: Mai Gabil 1366 E. Thomas Road Phoenix AZ 85014 | 0 | C1-4 |
| E | Arizona Department of Economic Security Attn: Juan M. Gomez 1140 F Avenue Douglas, AZ 85606 | 0 | C1-4 |
| F | Arizona Department Of Economic Security Attn: Job Placement Services 396 Malpais Lane, Suite #9 Flagstaff, AZ 86001 | 0 | C1-4 |
| G | Arizona State University Attn: Employment Services Box 861312 Student Services Bldg, # C359 Tempe AZ 85286-1313 | 1 | C1-4 |
| H | Arizona Western College Attn: Program Director P.O. Box 929 Yuma Arizona, 85366-0929 | 0 | C1-4 |

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|---|---|---|------|
| I | ASU West Attn: Allison Walance, HR 4601 W. Thunderbird Road Phoenix, AZ 85069 | 0 | C1-4 |
| J | AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1600 W. Washington St., #430 Phoenix, AZ 85006 | 0 | C1-4 |
| K | AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012 | 0 | C1-4 |
| L | AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021 | 0 | C1-4 |
| M | South Mountain Job Service DES Job Services phoenixemployerservices@azdes. gov | | |
| N | Chicanos Por La Causa Attn: Employment Svcs 1112 E. Buckeye Road Phoenix AZ 85034 | 0 | C1-4 |
| O | Chicanos Por La Causa Attn: Career Services 3150 N. 35 th Avenue, Suite #5 Phoenix, AZ 85016 | 0 | C1-4 |
| P | City of Phoenix Empl. & Training Division 200 W. Washington 19 th Fl. Phoenix AZ 85003 | 0 | C1-4 |
| Q | Cochise College Career Services Center Attn: Diana Davila 4190 W. State Hwy 80 Douglas, AZ 85606 | 0 | C1-4 |
| R | Cochise County Workforce Dev. Attn: Ana Luna 1606 10 th Street Douglas, AZ 85606 | 0 | C1-4 |
| S | Coconino County Career Center Attn: Cindy Wilson | 0 | C1-4 |

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| | 2625 N. King Street Flagstaff, AZ 86004 | | |
| T | Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85630 | 0 | C1-4 |
| U | Dine' College Job Coordinator 1 Circle Drive Tsaile AZ 86556 | 0 | C1-4 |
| V | East Valley Institute of Technology* Attn: Allen Sudder, Job Developer 1601 W. Main Street Mesa, AZ 85201 | 0 | C1-4 |
| W | Everest College Phoenix Attn: Rod Garcia 5416 E. Baseline Road, Suite 200 Mesa, AZ 8206 | 0 | C1-4 |
| X | Friendly House JTPA Attn: Edwin Leon/James Montoya 802 S. 1 st Ave. Phoenix, AZ 85003 & James.montoya@friendlyhouse.org | 0 | C1-4 |
| Y | Glendale Community College Attn: Career Svs./Job Placement 6000 W. Olive Avenue Glendale, AZ 86302 | 0 | C1-4 |
| Z | Governor's Office of Equal Opportunity Attn: Shannon 1600 W. Washington., Suite 158 Phoenix, AZ 85006 | 0 | C1-4 |
| AA | Grand Canyon University Attn: Job Placement Services 3300 W. Camelback Road Phoenix AZ 85016 | 0 | C1-4 |
| AB | Greater Phoenix Urban League Attn: Employment Specialist 3851 W. Weir Avenue Phoenix AZ 85041 | 0 | C1-4 |
| AC | High Tech Institute Attn: Job Placement Services 1515 E. Indian School Road Phoenix AZ 85014 | 0 | C1-4 |
| AD | ITT Technical Institute Attn: Job Placement Services | 0 | C1-4 |

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|----|---|---|------|
| | 1455 West River Road Tucson AZ 85604 | | |
| AE | KTNN Radio Attn: Job Placement Services P.O. Box 2569 Window Rock, AZ 86515 | 0 | C1-4 |
| AF | KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85621 | 0 | C1-4 |
| AG | LULAC Attn: Frank Carillo 1604 E. Campus Drive Tempe AZ 85282 | 0 | C1-4 |
| AH | Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034 | 0 | C1-4 |
| AI | MCCD – Employment Rio Salado Community College 2411 W. 14 th Street Tempe AZ 85281 | 0 | C1-4 |
| AJ | NAACP Attn: Job Placement Services 1818 S.16 th Street Phoenix AZ 85034 | 0 | C1-4 |
| AK | NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340 | 0 | C1-4 |
| AL | National Assn. of Hispanic Journalist Attn: Kevin Olivas, Recruitment Mgr. 1050 Connecticut Ave., NW 18 th Floor Washington, DC 20036 | 0 | C1-4 |
| AM | National Education Center of AZ Attn: Job Placement Services 6829 N. 46 th Avenue Glendale AZ 85301 | 0 | C1-4 |
| AN | Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012 | 0 | C1-4 |
| AO | Northern Arizona University School of Communications Attn: MaryLee Brewer | 0 | C1-4 |

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|----|--|---|------|
| | 1014 South San Francisco St. Flagstaff, AZ 86011-5619 | | |
| AP | Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013 | 0 | C1-4 |
| AQ | Phoenix First WorkForce Attn: Job Placement Services 13613 N. Cave Creek Road Phoenix, AZ 85022 | 0 | C1-4 |
| AR | Phoenix Job Corp Attn: Job Placement Services 518 S. 3 rd Street Phoenix, AZ 85004 | 0 | C1-4 |
| AS | Phoenix OIC Attn: Joe Allen, Job Developer 39 E. Jackson Street Phoenix AZ 85004 | 0 | C1-4 |
| AT | Pima Community College Attn: Job Placement Services 4905 East Broadway Blvd. Tucson AZ 85609 | 0 | C1-4 |
| AU | South Mountain College * Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042 | 0 | C1-4 |
| AV | South Mountain Job Service Attn: DES Job Service 4635 S. Central Ave. Phoenix, AZ 85040 | 0 | C1-4 |
| AW | Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe AZ 85281 | 0 | C1-4 |
| AX | Tucson Black Chamber of Commerce Attn: Job Placement Services 1443 E. Broadway Tucson AZ 85619 | | |
| AY | Tucson Hispanic Chamber of Commerce Attn: Ruben Romero, Offic Admin. 823 E. Speedway Blvd. Tucson, AZ 85619 | 0 | C1-4 |
| AZ | University of Advancing Technology | 0 | C1-4 |

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|----|--|---|--------|
| | Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283 | | |
| BA | Valle del Sol Attn: Personnel/Job Placement 3806 N. 6 th Street Phoenix AZ 85014 | 0 | C1-4 |
| BB | YWCA of Maricopa County Attn: Job Placement Services 655 E. Willetta Phoenix AZ 85006 | 0 | C1-4 |
| BC | ABA Career Fair – Pima Community College, Tucson, AZ 9/19/2014 | 0 | |
| BD | DeVry Institute of Technology gdames@devry.edu | 0 | C1-4 |
| BE | Collins College Career Services* aroberts@collinscollege.edu | 0 | C1-4 |
| BF | Arizona Broadcasters Association – Art Brooks www.careerpage.org | 2 | C1-4 |
| BG | Careerbuilder.com www.Careerbuilder.com | 8 | C1-4 |
| BH | City of Phoenix – Job Placement Svs. Mary.alejandro@phoeix.gov | 0 | C1-4 |
| BI | Univisión-KTVW Bolsa de Trabajo | 0 | C1-4 |
| BJ | Indeed.com | 2 | C-4 |
| BK | NAHJ Career Expo – 8/8/2014 San Antonio, TX | 2 | C1 & 4 |
| BL | Internal Posting | 8 | C1-4 |
| BM | Employee Referrals | 8 | |
| BN | Media Partners | 2 | C-2 |
| BO | ABA Career Fair East Valley Institute of Technology (EVIT), Mesa, AZ. April 3, 2014 | | |
| BP | Univision Radio –Phoenix Jackie Trevizo jtrevizo@univisionradio.com | | C1-4 |

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|----|--|---|------|
| BQ | Univision Radio-Casa Grande Sandy Reyes sreyes@univisionradio.com | 0 | C1-4 |
| BR | Univision Radio-Apache Junction Randy Jones rjones@univisionradio.com | 0 | C1-4 |
| BS | Unimas-Douglas socano@univision.net | 0 | C1-4 |
| BT | Unimas-Flagstaff avague@univision.net | 0 | C1-4 |
| BU | Univision – Tucson,AZ Danitza Pierson dpearson@univision.net | 0 | C1-4 |
| BV | AZ Workforce Connection Cheryl Kaufman | 1 | C-2 |
| BW | Univision.com Employment Opportunities | 1 | C-2 |

*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (602) 232-3503.

Appendix 3

Annual EEO Public File Report

Covering the Period from June 1, 2014 to May 31, 2015

KTVW-DT/KTVW-CD/KFPH-DT/KFPH-CD, KHOT-FM/KQMR-FM/KKMR-FM/KOMR-FM/KHOV-FM

The following sets forth the supplemental outreach conducted by the stations KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM both before and after the combination of the stations into a single employment unit effective as of September 1, 2014. Because the employment unit was comprised of two separate employment units for a significant portion of the reporting period, the following lists which stations participated in which activities or where the complete employment unit (once combined) participated:

Participated in Job/Career Fairs:

On August 8, 2014 Juan Villa, News Director participated at the Annual National Association of Hispanic Journalist Career Expo in San Antonio, TX. Univision had a booth to distribute information regarding opportunities in the broadcast industry. Juan interviewed candidates for the open position of Video Journalist.

September 19, 2014 – Univision Local Media Stations participated at the Arizona Broadcasters Career Fair from 10:00am – 1:00pm at Pima Community College, in Tucson Arizona. Local Media personnel Laura Wright, Jacqueline Trevizo, and Noemi Proano answered job seeker's and student's questions regarding employment opportunities, internships, and careers in broadcasting.

May 13, 2015 - Univision KTVW/KFPH Stations participated at the Arizona Broadcasters Career Fair from 10:00 a.m. – 2:00 p.m. at East Valley Institute of Technology (EVIT) in Mesa, Arizona. Hiring managers Laura Wright, Isela Bhakta, Operations Supervisor, Veronica Ordaz, and Jaime Boyd answered job seeker's and student's questions regarding job opportunities, Internships, and careers in broadcasting.

Participated in Events Sponsored by Educational Institutions:

Walter Cronkite School of Journalism and Mass Communication – Mentorship Program from August through December, 2014. Roberto Yañez, VP, General Manager, Juan Villa, News Director, Isela Bhakta, Operations Manager, and Jesus Quiñonez, Video Journalist participated. The goal is engage students with exposure to professions in the broadcast industry. Mentors communicate with the assigned students at least once a month throughout the semester.

Wilson Primary School Career Day Event on October 3, 2014. Jesus Quinones, News Reporter was a guest speaker at this event. Jesus was asked to talk to students about his daily work as a journalist and what it takes to prepare for a newscast. He also spoke to students about how they also can work towards a career in the broadcast field.

On February 27, 2015, Juan Villa, News Director, Heidi Renpenning, News Anchor, and Octavio Pulido, Video Journalist participated at the annual **Arizona Latino Media Association (ALMA) Journalism Workshop**. This all day event is for High School students who come from several high schools across the state to learn about journalism and the broadcast industry.

Alta E. Butler Elementary School Career Day – On March 2, 2015, Heidi Renpenning, News Anchor and Ronny Morales, Brand Ambassador were guest speakers at this event. Heidi and Ronny spoke to the students about the importance of an education and each share with the students their own personal professional careers in the field of broadcast with Univision.

Alta E. Butler Elementary School Career Day – On March 2, 2015, Edna Chapa, On-Air Personality was a guest speaker at this event. Edna shared with the students her personal career as a DJ in Radio Broadcasting and answered student's questions regarding careers in Television and Radio.

Reading Across America at Gateway Elementary School – March 12, 2015, On Air Personality Edna Chapa was invited to participate as a guest speaker and promote reading. She had the opportunity to share her personal experience in broadcast and the importance of an education.

Gateway Elementary School – Book Reading Event. On March 12, 2015 Sergio Urquidi, News Anchor was invited to read a book to students. He was also asked to share his personal experiences as a News Anchor at Univision.

Third Annual Be a Leader Foundation Job Shadow Day – March 18, 2015, students from various high schools visited the station and had the opportunity to shadow some of the employees to learn more about their jobs and responsibilities. The students also visited different departments within the station and employees had the opportunity to talk to the students about job opportunities in broadcasting, such as news anchor, reports and positions such as engineering, research, sales and community relations. Students had the opportunity to ask questions as well as learn about the requirements to obtain jobs in the broadcasting industry. Managers and staff from all departments participated. Students also visited our Radio studios and were greeted by the Edgar Zambrano, Production Director and Veronica Ordaz, Promotions Manager. Students experienced On-Air talent at work live in the studio booths.

Young Entrepanours Academy Media Tour – April 7, 2015. Twenty students from different High Schools under the "Small Business:" program toured our broadcast station. The students experienced a "Live" news cast and met with the General Manager and other department heads who answered the students questions related to the field of business and the broadcast industry.

On April 29, 2015 the Scouts of Den 487 from Mesa toured our broadcast facility. The students experienced the news operation, editing bays, the news studio, master control,

promotions, and the news reporter's vans. The students met with various managers and staff from different departments.

Douglas Youth Empowerment Fair – May 8, 2015 in Douglas, AZ. Heli Valdez, Promotions Coordinator and Ronny Morales, Brand Ambassador participated and represented our Phoenix Local Media stations. They had a booth where students obtained information regarding professions in the field of TV and Radio broadcasting. More than 600 high school students were in attendance.

Carl Hayden/ASU Mother-Daughter Event on Education Program – May 8, 2015. Heidi Renpenning was invited as a guest speaker at this event. She presented on the importance of an education and talked about her personal education and professional experiences in the field of broadcasting.

Borman Elementary School Career Day – May, 15, 2015. TV and Radio talent was invited to participate. Patricia Batres, Video Journalist, Misael Gonzalez, Photojournalist, and Edna Chapa, On-Air Personality shared with the students and faculty their careers in the field of Radio and Television broadcast.

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 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 May 15, 2015, a memo was sent to staff reiterating our Equal Employment Opportunity policy.