

**EEO PUBLIC FILE REPORT**

**A. Station Employment Unit**

- KUVN-DT, Facility ID No. 35841, Garland, Texas
- KUVN-CD, Facility ID No. 5319, Fort Worth, Texas
- KSTR-DT, Facility ID No. 60534, Irving, Texas
- KESS(FM), Facility ID No. 21599, Benbrook, Texas
- KDXX(FM), Facility ID No. 57376, Lewisville, Texas
- KLNO(FM), Facility ID No. 41380, Fort Worth, Texas

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

**C. Full-Time Vacancy Information**

	<b>Full-Time Position Title</b>	<b>Recruitment Source of Hire</b>
1.	R013990 Multimedia Technician	TU Careers Site
2.	R014313 Multimedia Journalist	TU Careers Site
3.	R014344 Assistant Director of Technology	Employee Referral
4.	R014554 Producer	Employee Referral
5.	R014899 Director of Operations	Internal Candidate
6.	R015230 Account Executive	Internal Candidate
7.	R015239 On Air Talent	Employee Referral
8.	R015448 Creative Services Manager	Internal Candidate
9.	R015829 Account Coordinator Supervisor	Internal Candidate

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 37

**D. Recruitment Source Information**

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

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
TU Careers Site <a href="https://corporate.televisaunivision.com/careers/">https://corporate.televisaunivision.com/careers/</a>	N/A	10	All Positions
Amberton University <a href="mailto:Advisor@amberton.edu">Advisor@amberton.edu</a>	No	0	Positions 1-7
American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone: 817-695-2474 Fax: 1-817-695-2838	No	0	Positions 1-7
NLGJA <a href="mailto:JobBoard@nlgia.org">JobBoard@nlgia.org</a>	No	0	Positions 1-7
DeVry Career Services 4800 Regent Blvd Irving, Texas Phone: 630-652-8606 Fax: 1-972-929-6779	No	0	All Positions
DFW Minority Supplier Development Council <a href="mailto:sourcing@dfwmsdc.com">sourcing@dfwmsdc.com</a>	No	0	Positions 1-7
El Paso Hispanic Chamber of Commerce	No	0	Positions 1-7

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
<a href="mailto:treed@ephcc.org">treed@ephcc.org</a>			
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	No	0	Positions 1-7
Houston Community College <a href="mailto:institutional.equity@hccs.edu">institutional.equity@hccs.edu</a>	No	0	Positions 8 & 9
Greater Dallas Hispanic Chamber of Commerce 4622 Maple Ave Suite 207 Dallas, Texas 75219 Phone: 214-521-6007 Fax: 1-214-520-1687	No	0	Positions 1-7
Brivicmedia <a href="mailto:arossy@brivicmedia.com">arossy@brivicmedia.com</a> ; <a href="mailto:adomenech@brivicmedia.com">adomenech@brivicmedia.com</a>	No	0	Positions 8 & 9
Jarvis Christian College Website: Jarvis.edu	No	0	Positions 1-7
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	No	0	Positions 1-7
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@nlgja.org">JobBoard@nlgja.org</a>	No	0	Positions 1-7
Camara de Empresarios Latinos de Houston <a href="mailto:president@empresarioslatinos.org">president@empresarioslatinos.org</a>	No	0	Positions 8 & 9
Ohio/Illinois Center for Broadcast Website: Beonair.com Email: <a href="mailto:postmaster@beonair.com">postmaster@beonair.com</a>	No	0	Positions 1-7
SER National Service 122 W John Carpenter Freeway Suite 200 Irving, Texas 75039 Phone : 469-524-1200 <a href="mailto:postmaster@ser-national.org">postmaster@ser-national.org</a>	No	0	Positions 1-7
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:info@sbe.org">info@sbe.org</a>	No	0	Positions 1-7
Media Alliance Houston <a href="mailto:info@mediaalliancehouston.org">info@mediaalliancehouston.org</a>	No	0	Positions 8 & 9
Texas Association of Broadcasters	No	0	All Positions

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
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			
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>	No	0	All Positions
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> <a href="mailto:postmaster@wbea-texas.org">postmaster@wbea-texas.org</a>	No	0	Positions 1-7
DirectEmployer <a href="https://de.works/app/dashboard">https://de.works/app/dashboard</a>	No	0	Positions 1-7

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

<b>Educational Institution</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Alamo Colleges District	No	0	All Positions
Arcadia University	No	0	Positions 8 & 9
Austin College	No	0	All Positions
Baylor University	No	0	Positions 8 & 9
Collin College	No	0	Positions 8 & 9
Concordia University Texas	No	0	All Positions
Dallas College	No	0	Positions 8 & 9
East Texas Baptist University	No	0	Positions 8 & 9
Houston Baptist University	No	0	Positions 8 & 9
Houston Christian University	No	0	All Positions
Huston-Tillotson University	No	0	All Positions
Lamar University	No	0	All Positions
Lee College	No	0	All Positions
Prairie View A&M	No	0	All Positions
Rawls College of Business-Texas Tech University	No	0	All Positions
Rice University	No	0	All Positions
Sam Houston State University	No	0	All Positions
St. Edward's University	No	0	All Positions
St. Mary's University	No	0	All Positions

<b>Educational Institution</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Southern Methodist University	No	0	Positions 8 & 9
Texas A&M University-Commerce	No	0	All Positions
Texas A&M University-Central Texas	No	0	All Positions
Texas A&M University-Corpus Christi	No	0	All Positions
Texas A&M University-Kingsville	No	0	All Positions
The University of Texas- Dallas	No	0	All Positions
Texas A&M University-San Antonio	No	0	All Positions
Texas A&M University-Texarkana	No	0	Positions 8 & 9
Texas Christian University	No	0	Positions 8 & 9
Texas Lutheran University	No	0	All Positions
Texas Southern University	No	0	All Positions
Texas Southmost College	No	0	Positions 8 & 9
Texas State University	No	0	Positions 8 & 9
Texas Woman's University	No	0	Positions 8 & 9
The University of Texas-Arlington	No	0	Positions 8 & 9
The University of Texas-Dallas	No	0	Positions 8 & 9
The University of Texas-Rio Grande Valley	No	0	All Positions
The University of Texas-San Antonio	No	0	All Positions
The University of Texas-Tyler	No	0	Positions 8 & 9
University of North Texas	No	0	All Positions
University of North Texas at Dallas	No	0	All Positions

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:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
LinkedIn	No	4
Employee Referrals	No	9
Other Job Board	No	4
Internal Candidate	No	10

**E. Outreach Activities During Reporting Period**

<b>Description</b>	<b>Dates</b>
Eight employment unit staff members participated in Pinkston H-Tech Collegiate Academy's Mock Interviews and had the opportunity to talk one-on-one with students regarding their various broadcasting careers while providing tips for a successful interview.	April 12, 2023
Several of the employment unit's staff participated in the annual Pinkston H-Tech Collegiate Academy Signing Day. The staff spoke with incoming freshmen and their parents concerning their careers in broadcast.	May 11, 2023
The employment unit's sales department was featured at Pinkston H-Tech Collegiate Academy Industry Partner Day. 90 students participated in a staff lead workshop on the art of an "Elevator Pitch" and sales in broadcasting.	June 8, 2024

Description	Dates
The employment unit's Sports Anchor celebrated International Youth Day with the organization After 8 To Educate, whose focus is serving homeless students. At the event, the Sports Anchor discussed his path to a sports broadcasting career.	August 12, 2023
The employment unit established the program "Proyecto U" (Project U) to provide comprehensive work experience and coaching to college broadcasting students. Members of the News Team help students at the University of Texas at Arlington develop technical skills, script writing, and story selection.	Sept 2023 to Dec 2023
The employment unit's Sports Anchor delivered a keynote speech regarding his career in sports broadcasting to recipients and their families at the Victor Caballero Jr. Scholarship luncheon held by the Dallas County Juvenile Department.	September 15, 2023
The employment unit's Sales Manager, Marketing Manager, News Director, and Community Empowerment Director, participated in the Annual Comm Day hosted by the Department of Communications at the University of Texas at Arlington. The staff shared practical advice with broadcasting students regarding entry positions.	October 17, 2023
The employment unit provided a resume workshop to Pinkston H-Tech Collegiate Academy juniors. Students were divided into groups of five with a staff member. Departments represented included HR, Sales, Promotions, Marketing, News, and Community Empowerment. Staff members had the opportunity to speak to their group regarding their job experiences in broadcasting.	October 20, 2023
The employment unit's Chief Meteorologist participated at Irving ISD's Schulze Elementary Career Day by providing an overview of meteorology in broadcasting.	January 25, 2024
The employment unit's HR Manager provided freshman students from Pinkston H-Tech Collegiate Academy with an overview of human resources and their role within the broadcasting field.	January 26, 2024
The employment unit's Sports Anchor provided insights into a career in sports broadcasting to students from Julian T. Saldivar Elementary School.	January 26, 2024
The employment unit established "Proyecto U" (Project U) which provides comprehensive work experience and coaching to college broadcasting students. Members of the News Team guide the University of Texas at Arlington students in developing technical skills, script writing, and story selection.	Feb 2024 to May 2024
Twenty-four members of the University of North Texas American Marketing Association chapter visited the employment unit studios and met with staff to learn about the different careers in the broadcast industry. Students were provided with an overview of the company, visited radio and TV studios, and had the opportunity to interact with the weather anchor, radio personality, and the Creative Services Manager.	February 16, 2024
The employment unit's Chief Meteorologist participated at Dawson Elementary Career Day and provided an overview of meteorology in broadcasting.	February 22, 2024
Three employment unit staff members representing Engineering, News, and Community Empowerment participated in Pinkston H-Tech Collegiate Academy's Mock Interview and Networking event. While providing a glimpse of their media career path to students, they also offered guidance to be prepared for an internship/job interview.	February 26, 2024
The employment unit participated in the 14th Annual Student Media Tour hosted by the American Women In Media Dallas Chapter. Twenty-five students from various colleges in Texas were provided with an overview of the company, visited radio and TV studios, and heard from entry-level to seasoned media professionals representing News, Promotions, Marketing, Radio, Sales,	March 1, 2024

<b>Description</b>	<b>Dates</b>
and Leadership. Students gain insights regarding different media career tracks, internships, and entry-level jobs.	
The employment unit's Sports Anchor visited with fourth and fifth grade students at Grand Prairie ISD Lorenzo de Zavala Elementary to speak about being a bilingual sports journalist.	March 1, 2024
The employment unit's Technical Director and News Producer participated in the Dallas ISD's H.I. Holland Elementary Career Day visiting grades 1st, 3rd, 4th, and 5th.	March 7, 2024
The employment unit's News Reporter and Activations Managers participated in a panel to speak of their career path as woman in media.	March 8, 2024
Thomas Jefferson H-Tech Collegiate Academy visited the employment unit's studios and participated in a workplace challenge to gain media career insight. Students were able to witness a live broadcast of a TV and radio program. Students visited with a News Producer, News Anchors, Radio Personality, and the Regional VP.	March 22, 2024
The employment unit posted all job vacancies including upper level positions with the Texas Association of Broadcasters' job bank of media trade groups whose membership includes women and minorities.	Throughout the reporting period