

Annual EEO Public Report File

KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM
(June 1, 2015 – May 31, 2016)

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): KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, 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 information contained in this Report covers the time period beginning June 1, 2015 to and including May 31, 2016 (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, 2015 to May 31, 2016

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

Section 1: Vacancy Information for vacancies filled by the combined employment unit comprised of Stations **KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM.**

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	National Account Coordinator	UCI Company Career Site
2	Video Journalist	UCI Company Career Site
3	Account Executive	Employee Referral
4	Accounting Assistant	Job Board – Indeed.com
5	News Assignment Desk	Arizona Broadcasters Association
6	Account Coordinator	Univision Company Career Site
7	Director of Automotive	Employee Referral
8	Digital Marketing Supervisor	LinkedIn
9	Video Journalist (2)	Internal Posting Social Media-Facebook
	Total interviewees:	67

Appendix 2

Annual EEO Public File Report

Covering the Period from June 1, 2015 to May 31, 2016

Section 1: Recruitment source information used by stations **KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM/KQMR-FM/KKMR-/KOMR-FM/KHOV-FM.**

	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	Positions: 1 - 9
B	Alliance for Women in Media Attn: Job Placement Services 1760 Old Meadow Road, Suite 500 McLean, VA 22102	0	Positions: 1 - 9
C	Arizona Depart. of Economic Security Attn: Juan M. Gomez 1140 F Avenue Douglas, AZ 85606	0	Positions: 1 - 9
D	Arizona Depart.of Economic Security Attn: Job Placement Services 396 Malpais Lane, Suite #9 Flagstaff, AZ 86001	0	Positions: 1 - 9
E	Arizona State University Attn: Employment Services Box 861312 Student Services Bldg, # C359 Tempe AZ 85286-1313	0	Positions: 1 - 9
F	Arizona Western College Attn: Program Director P.O. Box 929 Yuma Arizona, 85366-0929	0	Positions: 1 - 9
G	ASU West Attn: Allison Walance, HR 4601 W. Thunderbird Road	0	Positions: 1 - 9

	Phoenix, AZ 85069		
H	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85006	0	Positions: 1 - 9
I	Arizona Veterans Employment Advocate Veterans Program Supervisor 1985 W. Irvington Rd. Tucson, AZ 85714	0	Positions: 1 - 9
J	AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	Positions: 1 - 9
K	CPLC Workforce Development Attn: Career Services 6885 W. Indian School Road Phoenix, AZ	0	Positions: 1 - 9
L	Coalition for African American Health and Wellness Job Placement Services P.O. Box 85424 Tucson, AZ 85754		Positions: 1 - 9
M	Cochise College Career Services Center Attn: Diana Davila 4190 W. State Hwy 80 Douglas, AZ 85606	0	Positions: 1 - 9
N	Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85630	0	Positions: 1 - 9
O	Dine' College Job Coordinator 1 Circle Drive Tsaile AZ 86556	0	Positions: 1 - 9
P	Everest College Phoenix Attn: Rod Garcia 5416 E. Baseline Road, Suite 200 Mesa, AZ 8206	0	Positions: 1 - 9
Q	Gateway Community College Attn: Job Placement Services 108 N. 40 th Street Phoenix, AZ 85034	0	Positions: 1 - 9
R	Kays Community Ctr-SW Leadership	0	Positions: 1 - 9

	Attn: Deborah J. Chapman 2454 E. Broadway Rd. Phoenix, AZ 85040		
S	Governor's Office of Equal Opportunity Attn: Shannon 1600 W. Washington., Suite 158 Phoenix, AZ 85006	0	Positions: 1 - 9
T	High Tech Institute Attn: Job Placement Services 1515 E. Indian School Road Phoenix AZ 85014	0	Positions: 1 - 9
U	ITT Technical Institute Attn: Job Placement Services 1455 West River Road Tucson AZ 85604	0	Positions: 1 - 9
V	KTNN Radio Attn: Job Placement Services P.O. Box 2569 Window Rock, AZ 86515	0	Positions: 1 - 9
W	KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85621	0	Positions: 1 - 9
X	LULAC Attn: Frank Carillo 1604 E. Campus Drive Tempe AZ 85282	0	Positions: 1 - 9
Y	MCCD – Employment Rio Salado Community College 2411 W. 14 th Street Tempe AZ 85281	0	Positions: 1 - 9
Z	NAACP Attn: Job Placement Services 1818 S.16 th Street Phoenix AZ 85034	0	Positions: 1 - 9
AA	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	Positions: 1 - 9
AB	National Assn. of Hispanic Journalist Attn: Kevin Olivas, Recruitment Mgr. 1050 Connecticut Ave., NW 18 th Floor Washington, DC 20036	0	Positions: 1 - 9
AC	National Education Center of AZ Attn: Job Placement Services	0	Positions: 1 - 9

	6829 N. 46 th Avenue Glendale AZ 85301		
AD	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	Positions: 1 - 9
AE	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	0	Positions: 1 - 9
AF	Phoenix Job Corp Attn: Job Placement Services 518 S. 3 rd Street Phoenix, AZ 85004	0	Positions: 1 - 9
AG	Phoenix OIC Attn: Joe Allen, Job Developer 39 E. Jackson Street Phoenix AZ 85004	0	Positions: 1 - 9
AH	Pima Community College Attn: Job Placement Services 4905 East Broadway Blvd. Tucson AZ 85609	0	Positions: 1 - 9
AI	South Mountain College * Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042	0	Positions: 1 - 9
AJ	South Mountain Job Service Attn: DES Job Service 4635 S. Central Ave. Phoenix, AZ 85040	0	Positions: 1 - 9
AK	Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe AZ 85281	0	Positions: 1 - 9
AL	Friendly House JTPA Attn: Edwin Leon/James Montoya 802 S. 1 st Ave. Phoenix, AZ 85003 James.montoya@friendlyhouse.org	0	Positions: 1 - 9
AM	Tucson Hispanic Chamber of Commerce Attn: Ruben Romero, Offic Admin. 823 E. Speedway Blvd. Tucson, AZ 85619	0	Positions: 1 - 9
AN	University of Advancing Technology Attn: Jaime Robertson	0	Positions: 1 - 9

	2625 West Baseline Road Tempe, AZ 85283		
AO	Valle del Sol Attn: Personnel/Job Placement 3806 N. 6 th Street Phoenix AZ 85014	0	Positions: 1 - 9
AP	YWCA of Maricopa County Attn: Job Placement Services 655 E. Willetta Phoenix AZ 85006	0	Positions: 1 - 9
AQ	Arizona Broadcasters Association – Art Brooks www.careerpage.org	4	Positions: 1 - 9
AR	Careerbuilder.com www.Careerbuilder.com	0	Positions:
AS	ABA Career Fair – Pima Community College, Tucson, AZ 9/18/2015	0	Positions: 1,2,5
AT	ABA Career Fair East Valley Institute of Technology (EVIT), Mesa, AZ. May 13, 2016	0	Positions: 9
AU	HBSA Career Expo – March 24, 2016 Attn: Levi Haros Arizona State University jleviharos@gmail.com	0	Positions: 6,7,8, 9
AV	Univision Radio-Casa Grande Sandy Reyes sreyes@univisionradio.com	0	Positions: 1 - 9
AW	Univision Radio-Apache Junction Randy Jones rjones@univisionradio.com	0	Positions: 1 - 9
AX	Unimas-Douglas socano@univision.net	0	Positions: 1 - 9
AY	Unimas-Flagstaff avague@univision.net	0	Positions: 1 - 9
AZ	Univision – Tucson,AZ Lorena Colston lcolston@univision.net	0	Positions: 1 - 9
BA	Academy of Radio & TV Attn: Employment Services frankakacisco@earthlink.net	0	Positions: 1 - 9
BB	Area Agency on Aging Attn: Employment Services yolanda.locher@aaaphx.org	0	Positions: 1 - 9
BC	Arizona Hispanic Chamber of Commerce Attn: Employment Services http://www.azhcc.com/portal/portallogin	1	Positions: 1 - 9
BD	Chicanos Por La Causa Attn: Employment Services	0	Positions: 1 - 9

	mariajesus.cervantes@cplc.org		
BE	Collegiate Broadcasters * Attn: Job Services kerry.saderson@gatewaycc.edu	0	Positions: 1 - 9
BF	DeVry Institute of Technology Attn: Gerri Dames CareerServicesRequest@devry.edu	0	Positions: 1 - 9
BG	City of Phoenix Attn: Mary Alejandro mary.alejandro@phoenix.gov	0	Positions: 1 - 9
BH	Collins College* Attn: Amy Roberts Aroberts@collinscollege.edu	0	Positions: 1 - 9
BI	East Valley Institute of Tech.* Attn: Job Placement sgrosz@evit.com	0	Positions: 1 - 9
BJ	Friendly House Attn: Work Force Dept. sandrae@friendlyhouse.org	0	Positions: 1 - 9
BK	Grand Canyon University Attn: Career Services caeerservices@gcu.edu	0	Positions: 1 - 9
BL	Greater Phoenix Urban League Attn: Employment Services infro@gphxul.org	0	Positions: 1 - 9
BM	Greater Phoenix Urban League Attn: Kathy Johnson kjohnson@gphxul.org	0	Positions: 1 - 9
BN	ITT Technical Institute Attn: Job Placement kcueter@itt-tech.edu	0	Positions: 1 - 9
BO	Maricopa Skill Center Attn: Job Placement katy.mendoza@gatewaycc.edu	0	Positions: 1 - 9
BP	Friendly House Attn: James Montoya jamesmontoya@friendlyhouse.org	0	Positions: 1 - 9
BQ	Will Robedee cbjob@mailman.rice.edu	0	Positions: 1 - 9
BR	LinkedIn	6	Positions: 7 – 8
BS	Job Board – Indeed.com	15	Positions: 1 – 9
BT	Society of Broadcast Engineers (SBE)	0	Positions:
BU	Employee Referral	14	Positions: 1,2,3,5,6,7,9
BW	Internal Posting	2	Positions: 1 – 9
BX	Social Media - Facebook	3	Positions: 2,9
BY	Media Industry	1	Position: 5
BZ	UCI Company Career Site	21	

*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, 2015 to May 31, 2016

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

Station(s) Comprising Station Employment Unit: KTVW, KTVW-CA, KFPH AND KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTVW, KTVW-CA, KFPH, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM

Participated in Job/Career Fairs:

September 18, 2015 – 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, and Noemi Proano answered job seeker's and student's questions regarding employment opportunities, internships, and careers in broadcasting.

March 24, 2016 – Univision KUVB/KFTU Stations participated at the 36th Annual **Hispanic Business Association's Career Exposition at Arizona State University** campus. Laura Wright, HR Managers, Juan Villa, News Director and Julio Muñoz, Account Executive answered student's questions regarding internship and career opportunities at Univision Television and Radio.

May 12, 2016 - Univision KUVB/KFTU 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** Laura Wright, H.R. Manager, Linda Robles, Market Finance Senior Leader, Maria Murillo, Sales Support Supervisor, and Roberto Yanez, VP, General Manager answered job seeker's and student's questions regarding job opportunities, internships and careers in broadcasting.

Participated in Events Sponsored by Educational Institutions:

On January 7, 2016 Univision TV & Radio stations hosted 30 students from **George Gervin Prep Academy**. Managers and staff members from different departments spent time with the students who had the opportunity to learn the News room operations and see themselves on camera using the green screen and pretend to be reporters.

On January 27, 2016 Univision TV & Radio stations hosted 10 students from **Desert Vista High School**. News anchors, Heidi Renpenning, Sergio Urquidi, News Director Juan Villa, On-Air

Radio personality Claudia Saucedo, and Director, Community Empowerment and Communications, Gerardo Higginson shared their personal experiences working in the media and broadcast industry.

On March 4, 2016 News Director Juan Villa and Reporter Octavio Pulido participated at the **Arizona Latino Media Association Journalism High School Workshop**. 200 High School students from across Maricopa County with strong interest in journalism and careers in media participated. Students had the opportunity to write, report, and participate in hand-on exercises to simulate the multimedia world of journalism.

On March 11, 2016, Everk Sanchez, On-Air Personality was invited to participate at a Career Fair hosted by **Riverside Traditional School**. Everk spoke to about 150 students on the importance of staying in school and shared his personal career experiences in broadcasting.

On March 14, 2016 Univision TV and Radio hosted 10 students from **Be a Leader Foundation for a Job Shadow Day**. Students from various high schools visited the station and had the opportunity to shadow some of the employees to learn 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. Employees who participated included: Roberto Yanez, VP, General Manager; Alejandra Santamaria, Director of Sales; Juan Villa, News Director; Patricio Gutierrez, Executive Producer; Heidi Renpenning, News Anchor; Veronica Ordaz, Activation Promotions Manager; John Smedley, Technical Director; and Claudia Saucedo, On-Air Radio Personality.

On March 15, 2016 and April 12, 2016 Univision TV & Radio stations hosted 20 High School students from different valley schools visited our studios for the “**Mi Familia Vota**” event. The students toured the studios and had the opportunity to learn about the news operations and see how the news vehicles operate.

On March 17, 2016 **Grand Canyon University – Public Relations Class** visited our studios to learn about Television and radio operations. The students watch a live newscast, learned the operations of news vehicles and the functions of a master control broadcast room.

On March 25, 2016 students from the **National Association of Hispanic Journalists Arizona Chapter** attending ASU Walter Cronkite School of Journalism visited our studios. The students toured the station and studios to learn about the broadcast news operations. The students had the opportunity to watch a live newscast and speak with various department heads and news staff regarding careers in TV and Radio.

On March 29, 2016 Univision TV & Radio hosted 12 students from **ASU** who wanted to learn about the broadcast operations. The students spoke with managers and staff regarding careers and internship opportunities.

On March 30, 2016 Reporter Liliana Soto attended **Isaac Middle School – Career Day**. Liliana answered student’s questions regarding her career as a reporter and other careers in broadcasting.

On April 4, 2016 Univision TV and Radio hosted 15 **Young Entrepreneurs Academy– AZHCC** from various High Schools in the Phoenix area. The students had the opportunity to see

a live newscast and explore the news broadcast vehicles. News staff answered questions regarding the broadcast industry and career opportunities.

On May 13, 2016 News reporter Liliana Soto and On-Air DJ Edna Chapa participated at **Borman Elementary School – Career Day**. They shared their own personal experiences with the students and the importance of staying in school.

VP, General Manager Roberto Yanez is a **Walter Cronkite School of Journalism and Mass Communications** member of the board of directors and active in the scholarship program.

VP, General manager Roberto Yanez is an active board of director's member of the **Arizona Broadcaster's Association**. The ABA has a scholarship program for students enrolled at ASU, NAU and U of A and in the broadcast field.

VP, General Manager Roberto Yanez is an Arizona Hispanic Chamber of Commerce board of directors member and active in the "Future Business Leader Scholarship" program.

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 17, 2016, Laura Wright, Human Resources Manager conducted EEO Training for all our department heads that have hiring power.

Among the unit's other efforts, on May 11, 2016, a memo was sent to staff reiterating our Equal Employment Opportunity policy