

**KAKW EMPLOYMENT UNIT
2014 FCC Audit Response**

Exhibit A

Two Most Recent EEO Public File Reports

Annual EEO Public File Report
(4/01/2011 to 3/25/2012)

Annual EEO Public File Report

KAKW-DT, KTFO-CA *

Annual EEO Public File Report

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): KAKW, Killeen, Texas, KTFO-CA, Austin Texas 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 04/01/11 to and including 03/25/2012 (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 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 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. 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 purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

* Report updated on March 26, 2014 to make clerical changes.

Appendix 1 to
Annual EEO Public File Report
Covering the Period from 04/01/11 to 03/25/12
Station(s) Comprising Station Employment Unit: KAKW-DT, KTFO-CA

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Production Technician	Employee Referral
2	Sales Account Coordinator	UT Website
3	National Sales Manager	Internal Candidate
4	Marketing & Promotions Coordinator	Internal Candidate
5	Executive Producer	Internal Candidate
6	National Sales Account Coordinator	UT Website

Total Number of Persons Interviewed During Applicable Period: 33

Appendix 2 to
Annual EEO Public File Report

Covering the Period from 04/01/11 to 03/25/12

Station(s) Comprising Station Employment Unit: KAKW-DT, KTFO-CA

Section 2: Recruitment Source Information

	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*	Virginia College 6301 US 290 E Austin, Texas	1	1-6
B	TV Jobs PO Box 4116 Oceanside, California Tvjobs.com	0	1-6
C	University of Texas 1 University Station A0900 Austin, Texas ccsmain@austin.utexas.edu	6	1-6
D	Greater Austin Hispanic Chamber Of Commerce 2800 South IH 35 Austin, Texas	2	1-6
E	Southwestern University 1001 E University Ave Georgetown, Texas Career.services@southwestern.edu	0	1-6
F	ST Edwards University 3001 South Congress Austin, Texas Seu.careerplan@stedwards.edu	0	1-6

G	ITT-Tech 6330 Highway 290 E Austin, Texas	0	1-6
H	Austin Community College 5930 Middle Fiskiville Rd. Austin, Texas	1	1-6
I	Huston-Tillotson College 900 Chicon St. Austin, Texas cdg@htc.edu	0	1-6
J	Concordia University 3400 I-35 North Austin, Texas	0	1-6
K	League of United Latin American Citizens 200 L St NW Washington D C	0	1-6
L*	American Woman in Radio and Television 3201 Steck Ave. Austin, Texas	0	1-6
M	Texas Association of Broadcasters 502 E. 11 th St, ste 200 Austin, Texas	5	1-6
N	Craigslist 1381 9 th Avenue San Francisco, CA 415-566-6394 Craigslist.org	3	1,3
O	InternalWebsite (Career builder) 2233 W North Loop Blvd. Austin, Texas	5	1-6
P	Indeed.com	1	1-6
Q	Internal Posting or Employee Referral	9	1-6

R	Texas Higher Education Coordinating Board 1200 E Anderson Ln Austin, Texas	0	1-6
S	Texas Workforce Commission 2801 E Martin Luther King Jr. Blvd Austin, Texas	0	2,4-6

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

Appendix 3 to
Annual EEO Public File Report

Covering the Period from 04/01/11 to 03/25/2012

Station(s) Comprising Station Employment Unit: KAKW-DA, KTFO-CA

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KAKW and KTFO

JOB BANK PARTNERSHIPS

Internet Job Bank with CAREERBUILDER.COM

The stations' website, Univision.com [keyword: Austin], has a long-term contract with CareerBuilder.com to link our website to this nationally known job bank. Once on the Austin page, you can click on job search, and the link goes automatically to the CareerBuilder.com website, promoting general outreach to an internet job bank and not specifically geared to a specific job either at KAKW or anywhere else.

Internet Job Bank with TAB.COM

All open positions are posted on the website for Texas Association of Broadcasters. Texas Association of Broadcasters is a media trade organization with broad-based membership to all Texas media outlets. By participating in this job bank, the stations are promoting general outreach to an internet job bank without specifically gearing outreach to a specific job either at KAKW or anywhere else.

TRAINING

Manager Training

On August 29, 2011 Univision's Human Resource department conducted a training session specifically targeted to new managers but also included refresher points for all other experienced managers with subordinates. The training not only included new manager orientation, but also included topics including policy on sexual harassment, individual and manager evaluation procedures, setting SMART goals, and how to prepare written documentation for performance issues.

CAREER FAIRS

Conference on the Fine Arts and Creative Industries

The Austin Independent School District and Con Mi Madre sponsored the annual conference for high school students, and was held at Austin High School in Austin, Texas on February 25, 2012. This event provided students local exposure to careers in fine arts and creative industries, including fine arts production, music production, film production, digital media and advertising and marketing. The conference allowed for several breakout sessions and keynote speakers. In attendance from Univision were Christie Humphries and Blanca Gaytan.

Dando Poder a Nuestros Jovenes (Empowering Our Youth)

Dando Poder a Nuestros Jovenes is a yearly event host by Univision 62. The purpose of this event is to provide information to parents and students about higher education and career opportunities. The students are given the opportunity to ask questions to a group of panelist regarding scholarships, financial aid and careers in broadcasting. Fely Garcia, Marketing and Community affairs Manager, Wendolyne Morales, Reporter and Blanca Gaytan, Accounting Assistant, provided internship information, and spoke to students about their personal educational experiences that helped them assume roles at Univision, as well as different job opportunities in the broadcasting industry. The event was held Saturday, October 1, 2011 at Texas State University in Georgetown, Texas.

University of Texas Hispanic Journalists Chapter

18 members of the University of Texas Hispanic Journalist Chapter visited this career day, hosted by Univision 62, and were able to experience behind the scenes of the everyday activity in the news room. The purpose of this event, held April 13, 2011, was to provide exposure to this organization regarding careers in the broadcast industry that lend themselves to background in journalism. The purpose of the University of Texas Hispanic Journalist Chapter is to organize and provide mutual support for Hispanic student journalists in English, Spanish and bilingual media; to encourage the study and practice of journalism and mass communication by Hispanics; to further employment and career opportunities for Hispanic student journalists, and to encourage students to participate in the different media outlets. The students had a Q&A session with Ruben Robledo, Operations Manager, David Herrera, Sports Caster, Regina Rodriguez, News Anchor and Ismael Martinez, News Director, who also talked about their experiences at their current positions and job opportunities in the TV industry.

The 17th Annual Career and Resource Fair

The 17th Annual Career and Resource Fair is collaboration between Austin Community College and Workforce Solutions-Capitol Area. The event was held on February 24, 2012 at Austin Community College Eastview Campus. The purpose of the event was to promote job opportunities, internship opportunities and community services provided to our audiences. The event targeted a diverse group of candidates, including Austin Community Colleges and other East Austin academic institutions. In attendance from Univision were Christie Humphries and Blanca Gaytan.

STUDENT INTERNSHIP PROGRAMS

Sales and Marketing Internship

KAKW-TV hosted an internship program for a Sales and Marketing Intern, under the mentorship of the Local Sales Manager, Christie Humphries. The intern was an undergraduate student enrolled at the University of Texas at Austin. The focus of this internship is to gain an understanding of all aspects of day-to-day station business, as it pertains to client development and servicing, including production services, marketing, and sales. The intern also assisted in creating a filing system for client contracts, confirming revisions, assisted with contract modifications and other billing details, and attended station community events to assist with marketing duties.

Promotions Internship

KAKW-TV hosted an internship program for a Promotions Intern, under the mentorship of the Marketing and Community Affairs Manager, Fely Garcia. The intern was an undergraduate student enrolled at the St Edwards University. The focus of this internship was concentration on the organization and execution of 3 premier Univision events, including the Copa Univision Event, Mothers Day Event, and the Cinco De Mayo Event. Contributions made the intern included assistance with the organization of these events, such as making calls, flyers, and providing presence and manpower at the actual events.

Promotions Internship

KAKW-TV hosted an internship program for a Promotions Intern, under the mentorship of the Marketing and Community Affairs Manager, Fely Garcia. The intern was an undergraduate student enrolled at the University of Texas at Austin. The focus of this internship was concentration on the organization of several Community events, assistance with research required to effectively execute assigned community events, exposure and assignments related to the organization of FCC files, and participation in the development of the Univision community calendar.

Promotions Internships

KAKW-TV hosted an internship program for two (2) Promotions Interns, under the mentorship of the Marketing and Community Affairs Manager, Fely Garcia. Both interns were undergraduate students enrolled at the University of Texas at Austin. The focus of these internships was concentration on the organization of several community events, creation of promotional scripts, research related to selection and purchase of effective promotional items, assessment of viewer information for purposes of an antenna installation project, and assisted with Univision Austin's premier event, Premios Texas, the Premios Texas Pre-Concert, and the Premios Texas VIP area.

News Production Internship

KAKW-TV hosted an internship program for a News Intern, under the mentorship of the News Director, Ismael Martinez. The intern was an undergraduate student enrolled in the English Program at the University of Texas at Austin. The focus of his internship was concentration on the newscast production process, writing skills for journalistic reporting, exposure to multiple sources of information to produce a newscast, exposure to various software tools designed to specifically manage news content, and understanding of ethical and legal issues surrounding the news, and other critical aspects of news operations.

Production Internships

KAKW-TV hosted an internship program for three (3) Production Interns, under the mentorship of the Operations Manager, Ruben Robledo. One intern was an undergraduate student enrolled at the University of Texas at Austin, and the other two interns were undergraduate students enrolled at the Texas State University. The focus of their internships was concentration on production of local news, newsbreaks and live breaking news, assist with non-linear editing, show preparations, graphic design and including exposure to video and audio console operations, studio and field camera operation, and other critical aspects of news, and commercial operations.

Production Internship

KAKW-TV hosted an internship program for a Production Intern, under the mentorship of the Operations Manager, Ruben Robledo. The intern was an undergraduate student enrolled at the University of Texas At Austin. The focus of his internship was concentration on the production and coordination of Premios Texas. This encompassed assistance with the coordination of volunteers and activities, creation and revision of the artists' schedules, collaboration with the creation and revision of Media guides, and assistance with the execution of press conferences and exclusive interview schedules.

Production Internship

KAKW-TV hosted an internship program for a Production Intern, under the mentorship of the Operations Manager, Ruben Robledo. The intern was an undergraduate student enrolled at Austin Community College. The focus of his internship was concentration on the production local Univision show, Despierta Austin, including assistance with the translation of show packages, as well as assistance in the coordination of entertainment stories for the newscast. The intern also provided assistance with production duties during Univision's premier event, Premios Texas, including researching artists' information and background for interviews.

Production Internship

KAKW-TV hosted an internship program for a Production Intern, under the mentorship of the Operations Manager, Ruben Robledo. The intern was an undergraduate student enrolled at the University of Texas at Austin. The focus of his internship was concentration on production of local news, newsbreaks, and live breaking news, and production of local programs, such as Voz y Voto and Despierta Austin. The intern was also assigned duties related with non-linear editing, show preparations, and graphic design. Exposure to video and audio console operations, studio and field camera operation, and other critical aspects of news was also provided.

Annual EEO Public File Report

(4/01/2012 to 3/25/2013)

Annual EEO Public File Report

KAKW-DT, KTFO-CD

Annual EEO Public File Report

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): KAKW-DT, Killeen, Texas, KTFO-CD, Austin Texas 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 04/01/12 to and including 03/25/2013 (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 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 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. 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 purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

Annual EEO Public File Report

Covering the Period from 04/01/12 to 03/25/13

Station(s) Comprising Station Employment Unit: KAKW-DT, KTFO-CD

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Account Executive	Employee Referral
2	Account Executive	Employee Referral
3	National Account Mgr	Employee Referral
4	Photographer	Internal – Career Builder
5	Technical Director	Internal – Career Builder
6	Executive Asst	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 31

Appendix 2 to
Annual EEO Public File Report

Covering the Period from 04/01/12 to 03/25/13

Station(s) Comprising Station Employment Unit: KAKW-DT, KTFO-CD

Section 2: Recruitment Source Information

	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*	Virginia College 6301 US 290 E Austin, Texas	0	1-6
B	TV Jobs PO Box 4116 Oceanside, California Tvjobs.com	0	1-6
C	University of Texas 1 University Station A0900 Austin, Texas ccsmain@austin.utexas.edu	5	1-6
D	Greater Austin Hispanic Chamber Of Commerce 2800 South IH 35 Austin, Texas	3	1-6
E	Southwestern University 1001 E University Ave Georgetown, Texas Career.services@southwestern.edu	0	1-6
F	ST Edwards University 3001 South Congress Austin, Texas Seu.careerplan@stedwards.edu	0	1-6

G	ITT-Tech 6330 Highway 290 E Austin, Texas	0	1-6
H	Austin Community College 5930 Middle Fiskiville Rd. Austin, Texas	0	1-6
I	Huston-Tillotson College 900 Chicon St. Austin, Texas cdg@htc.edu	0	1-6
J	Concordia University 3400 I-35 North Austin, Texas	0	1-6
K	League of United Latin American Citizens 200 L St NW Washington D C	0	1-6
L*	American Woman in Radio and Television 3201 Steck Ave. Austin, Texas	3	1-6
M	Texas Association of Broadcasters 502 E. 11 th St, ste 200 Austin, Texas	3	1-6
N	Craigslist 1381 9 th Avenue San Francisco, CA 415-566-6394 Craigslist.org	1	5
O	InternalWebsite (Career builder) 2233 W North Loop Blvd. Austin, Texas	10	1-6
P	Indeed.com	1	
Q	Employee Referral	5	1-6
R	Texas Higher Education Coordinating Board	0	1-6

	1200 E Anderson Ln Austin, Texas		
S	Texas Workforce Commission 2801 E Martin Luther King Jr. Blvd Austin, Texas	0	1-5

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

Appendix 3 to
Annual EEO Public File Report
Covering the Period from 04/01/12 to 03/25/2013

This report was updated on 04/02/13 for clerical reasons

Station(s) Comprising Station Employment Unit: KAKW-DT, KTFO-CD

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KAKW and KTFO

JOB BANK PARTNERSHIPS

Internet Job Bank with CAREERBUILDER.COM

The stations' website, Univision.com [keyword: Austin], has a long-term contract with CareerBuilder.com to link our website to this nationally known job bank. Once on the Austin page, you can click on job search, and the link goes automatically to the CareerBuilder.com website, promoting general outreach to an internet job bank and not specifically geared to a specific job either at KAKW or anywhere else.

Internet Job Bank with TAB.COM

All open positions are posted on the website for Texas Association of Broadcasters. Texas Association of Broadcasters is a media trade organization with broad-based membership to all Texas media outlets. By participating in this job bank, the stations are promoting general outreach to an internet job bank without specifically gearing outreach to a specific job either at KAKW or anywhere else.

TRAINING

Manager Training

On June 25, 2012 Univision's Human Resource department conducted a training session specifically targeted to new managers but also included refresher points for all other experienced managers with subordinates. The training not only included new manager orientation, but also included topics including policy on sexual harassment, individual and manager evaluation procedures, setting SMART goals, and how to prepare written documentation for performance issues.

CAREER FAIRS

Guía para ingresar a la Universidad

Guía para ingresar a la Universidad, is an event host by Univision 62. The purpose of this event is to provide information to parents and students about higher education and career opportunities. The students are given the opportunity to ask questions to a group of panelist regarding scholarships, financial aid and careers in broadcasting. Fely Garcia, Marketing and Community affairs Manager, Gustavo Monsante, News Anchor, Leslie Montoya, Despierta Austin Host and Blanca Gaytan, Accounting Assistant, provided internship information, and spoke to students about their personal educational experiences that helped them assume roles at Univision, as well as different job opportunities in the broadcasting industry. The event was held Monday, September 24, 2012 at the Mexican American Cultural Center in Austin, Texas.

Es El MomentoTour

22 students from Southwestern University visited this career day, hosted by Univision 62, and were able to experience behind the scenes of the everyday activity in the news room. The purpose of this event, held June 21, 2012, was to provide exposure to this organization regarding careers in the broadcast industry that lend themselves to background in journalism. The purpose of this program from Southwestern University is to organize and provide mutual support for Hispanic student journalists in English, Spanish and bilingual media; to encourage the study and practice of journalism and mass communication by Hispanics; to further employment and career opportunities for Hispanic student journalists, and to encourage students to participate in the different media outlets. The students had a Q&A session with Ruben Robledo, Operations Manager, David Herrera, Photojournalist, Gustavo Monsante, News Anchor and Ismael Martinez, News Director, who also talked about their experiences at their current positions and job opportunities in the TV industry.

Texas State University Career Services

Fall Mass Communication Fair was held on October 31, 2012 at the Texas State University in San Marcos, Texas. The purpose of the event was to promote job opportunities, internship opportunities and community services provided to our audiences. The event targeted candidates, including Texas State University Mass Communication and Journalism students. In attendance from Univision were Nicole Plascencia and Blanca Gaytan.

Texas State University Career Services

Spring Mass Communication Fair was held on March 05, 2013 at the Texas State University in San Marcos, Texas. The purpose of the event was to promote job opportunities, internship opportunities and community services provided to our audiences. The event targeted candidates, including Texas State University Mass Communication and Journalism students. In attendance from Univision were Nicole Plascencia and Blanca Gaytan.

6th Annual Multicultural Career Expo

The 6th Annual Multicultural Career Expo is collaboration between the city of Austin, the Greater Austin Hispanic Chamber, Asian Chamber, Capital City American Chamber of Commerce and Economic Growth. The event was held on August 9, 2012 at the Holiday Inn Austin Midtown in Austin, Texas. The purpose of the event was to promote job opportunities and to reach minority job seekers in the Greater Austin area. Also promote community services provided to our audiences. The event targeted a diverse group of candidates. In attendance from Univision was Blanca Gaytan.

STUDENT INTERNSHIP PROGRAMS

Sales and Marketing Internship

KAKW-TV hosted an internship program for a Sales and Marketing Intern, under the mentorship of the Local Sales Manager, Christie Humphries. The intern was an undergraduate student enrolled at the University of Texas at Austin. The focus of this internship is to gain an understanding of all aspects of day-to-day station business, as it pertains to client development and servicing, including production services, marketing, and sales. The intern also assisted in creating a filing system for client contracts, confirming revisions, assisted with contract modifications and other billing details, and attended station community events to assist with marketing duties.

Sales and Marketing Internship

KAKW-TV hosted an internship program for a Sales and Marketing Intern, under the mentorship of the National Sales Manager, Jessica Mason. The intern was an undergraduate student enrolled at the University of Texas at Austin. The focus of this internship is to gain an understanding of all aspects of day-to-day station business, as it pertains to client development and servicing, including production services, marketing, and sales packages.

Promotions Internship

KAKW-TV hosted an internship program for two (4) Promotions Interns, under the mentorship of the Marketing and Community Affairs Manager, Fely Garcia. Three (3) of the interns were undergraduate students enrolled at the University of Austin at Austin. The fourth one was an undergraduate student enrolled at the Austin Community College. The focus of this internship was concentration on the organization of several Community events, assistance with research required to effectively execute assigned community events, exposure and assignments related to the organization of FCC files, and participation in the development of the Univision community calendar.

News Production Internship

KAKW-TV hosted an internship program for (2) News Interns, under the mentorship of the News Director, Ismael Martinez. One of the Interns was an undergraduate student enrolled at the University of Texas at Austin, the second Intern was an undergraduate student enrolled at the Texas State University. The focus of his internship was concentration on the newscast production process, writing skills for journalistic reporting, exposure to multiple sources of information to produce a newscast, exposure to various software tools designed to specifically manage news content, and understanding of ethical and legal issues surrounding the news, and other critical aspects of news operations.

Production Internship

KAKW-TV hosted an internship program for a Production Intern, under the mentorship of the Operations Manager, Ruben Robledo. The intern was an undergraduate student enrolled at the University of Texas At Austin. The focus of his internship was concentration on the production and coordination of Premios Texas. This encompassed assistance with the coordination of volunteers and activities, creation and revision of the artists' schedules, collaboration with the creation and revision of Media guides, and assistance with the execution of press conferences and exclusive interview schedules.

Production Internship

KAKW-TV hosted an internship program for a Production Intern, under the mentorship of the Operations Manager, Ruben Robledo. The intern was an undergraduate student enrolled at Austin Community College. The focus of his internship was concentration on the production local Univision show, Despierta Austin, including assistance with the translation of show packages, as well as assistance in the coordination of entertainment stories for the newscast.