

Annual EEO Public File Report Form
Stations KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and
KTNQ(AM)
(August 1, 2018 – July 31, 2019)

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): **KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and KTNQ(AM)** 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 **August 1st, 2018 to and including July 31st, 2019** (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 hire 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 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 to
Annual EEO Public File Report
(August 1, 2018 – July 31, 2019)
KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and
KTNQ(AM)

Vacancy information for vacancies filled by the combined employed unit comprised of **KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and KTNQ(AM)**.

Section 1: Vacancy Information

| Full-time Positions Filled By Job Title | | Recruitment Source of Hiree |
|--|-------------------------------|---|
| 1 | Account Coordinator (2) | Employee Referral Internal Candidate |
| 2 | Asst. News Director | UCI – Company Careers Site |
| 3 | Chief Meteorologist | UCI – Company Careers Site |
| 4 | Content Director | Employee Referral |
| 5 | Creative Services Coordinator | LinkedIn |
| 6 | Digital Content Creator (3) | Employee Referral LinkedIn Internal Promotion |
| 7 | Digital Content Manager | UCI – Company Careers Site |
| 8 | Digital Content Producer | LinkedIn |
| 9 | Jr. Account Executive (3) | LinkedIn Employee Referral Internal Promotion |
| 10 | Local Sales Manager | Employee Referral |
| 11 | National Sales Manager | Employee Referral |
| 12 | Producer | Internal Promotion |
| 13 | Production Coordinator | LinkedIn |
| 14 | Sales Analyst | Employee Referral |
| 15 | Producer/On-Air Talent | Internal Promotion |
| 16 | Producer | LinkedIn |
| 17 | VP/DOS | Internal Candidate |

The total number of interviewees during the reporting period: 179

Appendix 2 to
Annual EEO Public File Report
(August 1, 2018 – July 31, 2019)

KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and KTNQ(AM): Recruitment Source Information used by the combined employed unit comprised of Stations **KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and KTNQ(AM).**

| 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 | www.univision.com/careers (Univision Career Website) | 160 | Positions 1-17 |
| B | Internal Posting/Promotion/Hire | 6 | Positions 1-17 |
| C | Employee Referrals | 7 | Positions 1-17 |
| D | Action Jobs warren@actionjobs.com | 0 | Positions 1-17 |
| E | Black Business Association Earl Cooper mail@bbala.org | 0 | Positions 1-17 |
| F | Broadcasting & Cable Katie.rosa@variety.com | 0 | Positions 1-17 |
| G | CA Chicano News Media Assoc ccnmaininfo@ccnma.org | 0 | Positions 1-17 |
| H | Cal Works Elizabeth Lopez Elizalopez70@yahoo.com | 0 | Positions 1-17 |
| I | Valley college watanabedan-ideas@yahoo.com | 0 | Positions 1-17 |
| J | Chinatown Serv. Center Wendy Wang wwang@cscla.org | 0 | Positions 1-17 |
| K | Chinatown Service Center rmei@cscla.org | 0 | Positions 1-17 |
| L | Connect LA-S.Johnson sjohnson@cgs.org | 0 | Positions 1-17 |
| M | Downtown Worksource Center Michael.tompkins@lacsac.com | 0 | Positions 1-17 |

| | | | |
|----|---|---|----------------|
| N | East LA Skills Center Patricia Jimenez Pxj4250@lausd.net | 0 | Positions 1-17 |
| O | El Centro Chicano at USC- Leticia Delgado ladelgad@usc.edu | 0 | Positions 1-17 |
| P | Employment Dev Dept Pacoima-Betty Badro bbadro@edd.ca.gov | 0 | Positions 1-17 |
| Q | Employment Dev Dept Canoga Park – Sandra Magallanes Sandra.magallanes@edd.ca.gov | 0 | Positions 1-17 |
| R | Employment Dev. Dept LA Pamela Gutierrez pgutierr@edd.ca.gov | 0 | Positions 1-17 |
| S | GAIN Program LA – Freddie Zuniga freddiezuniga@dpss.lacounty.gov | 0 | Positions 1-17 |
| T | Hispanic Americans for Fairness in media – Martin Renterria Trosec77@aol.com | 0 | Positions 1-17 |
| U | Imagen Foundation info@imagen.org | 0 | Positions 1-17 |
| V | INROADS hlafarga@inroads.org | 0 | Positions 1-17 |
| W | InRoads – R. Banks rbanks@inroads.org | 0 | Positions 1-17 |
| X | Institute of Popular Education of Southern CA yunuen@idepsca.org | 0 | Positions 1-17 |
| Y | LADPSS maritzaescobar@ladpss.org | 0 | Positions 1-17 |
| Z | Latin Business Assoc at USC lbsa@usc.edu | 0 | Positions 1-17 |
| AA | Latin Business Association administration@lbausa.com | 0 | Positions 1-17 |
| BB | Los Angeles Urban League ahill@laul.org mforero@laul.org | 0 | Positions 1-17 |
| CC | Loyola Marymount University careers@lmu.edu | 0 | Positions 1-17 |
| DD | Mar Vista Family Center – D. Aguilar daguilar@hacla.org | 0 | Positions 1-17 |
| EE | NAACP LA naacpla@sbcglobal.net | 0 | Positions 1-17 |

| | | | |
|----|---|---|----------------|
| FF | National Association of Hispanic Journalist kolivas@nahj.org | 0 | Positions 1-17 |
| GG | National Hispanic Media Coalition info@nhmc.org | 0 | Positions 1-17 |
| HH | Pacific Asian Consortium – S. chen schen@westlake-worksource.org | 0 | Positions 1-17 |
| II | Partido Accion National Pancalifornia2004@yahoo.com | 0 | Positions 1-17 |
| JJ | Pasadena City College sxmankerian@pasadena.edu | 0 | Positions 1-17 |
| KK | Radio 411 classifieds@radio411.com | 0 | Positions 1-17 |
| LL | Steven Kimball-Pinnacle College Steven.kimball@pinnaclecollege.edu | 0 | Positions 1-17 |
| MM | Women at Work jobs@womenatwork.org | 0 | Positions 1-17 |
| NN | Women in Film info@wif.org | 0 | Positions 1-17 |
| OO | www.smartrecruiters.com | 0 | Positions 1-17 |
| PP | www.Showbizjobs.com Jim 626-798-4533 | 0 | Positions 1-17 |
| QQ | Spots and Dots www.spotsndots.com | 0 | Positions 1-17 |

Other Source(s) Not Notified By Employment Unit

| | | | |
|----|----------|---|----------------|
| RR | LinkedIn | 6 | Positions 1-17 |
|----|----------|---|----------------|

*Indicates a source that has requested notice of all job vacancies

Appendix 3 to
Annual EEO Public File Report
(August 1, 2018 – July 31, 2019)
KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and
KTNQ(AM)

The following sets forth the supplemental outreach conducted by the stations **KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and KTNQ(AM)** during the applicable period:

1. STUDENT TOUR PROGRAM:

- KMEX-DT, KFTR-DT, KLVE-FM, KSCA-FM, KRCD-FM, KRCV-FM, KTNQ (AM), student tours program provides students in the area with information about career opportunities in the communications/media field. It includes a tour of the station and brief summary of the departments. The station conducts instructional school tours for students/schools throughout the metropolitan area, on a regular basis. Tours are usually conducted by a station manager.

- (a) September 7, 2018 – LAPD Youth Program
- (b) November 7, 2018 – Boy Scouts of America- Mar Vista Chapter
- (c) November 16, 2018 – NALIP Youth Cinema Project

2. INTERNSHIP PROGRAMS:

- KMEX-DT, KFTR-DT internship program is designed to assist college students in the community who are seeking skills needed for a career in broadcast. The program provides students with “hands-on” experience in the promotions, production, finance, marketing, community empowerment, and news department. Following completion of the program, students receive educational credits as well as an evaluation from the department manager. During the period covered by this report, 32 students participated in the program.
- KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) established an internship program designed to assist members of the community to acquire skills needed for broadcast employment. During the reporting period, 2 intern participated in this program.

3. JOB & CAREER FAIRS

- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in Feria de Educacion on Saturday, October 20, 2018 hosted by California State University Northridge. Attended by KMEX-DT Human Resources Manager, Marisol Torres.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in the Spring Career Fair on Tuesday April 23, 2019 hosted by California State University, Fullerton. Attended by KMEX-TV Human Resources Manager, Marisol Torres, Human Resources Intern, Itzel Salas.

- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in a Career Fair on Friday, July 26, 2019 at NALIP Summit 2019. Attended by Human Resources Manager, Marisol Torres, Human Resources Intern, Sylvia Moreno.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in a Career Fair on Saturday, July 27, 2019 at NALIP Summit 2019. Attended by Human Resources Manager, Marisol Torres, Summer Intern, Maria Ramos Perdomo.

4. CAREER DAYS, MENTORING, & OTHER EDUCATIONAL PROGRAMS

- Embracing Latina Leadership Alliances – CSU Dominguez Hills – October 8, 2018
Andrea Gonzalez - spoke to group of Latina students of her career and path to inspire and motivate them to pursue a college education and expand career paradigms
- Tahquitz High School Career Day – Tahquitz High School – April 24, 2019
Annabelle Sedano - spoke about her career to group of math & science students
- CSU Latino Communications Institute – Univision Studios – February 27, 2019 - Leon Krauze & Claudia Botero spoke to group of communications students on their career and path to it.
- Foothill Family Teen & Family Services Graduation – June 7, 2019 – Teen Family Service provides much needed case management and positive youth development services to pregnant and parenting teens to help them complete high school, raise healthy babies, provide a good home for their children, and define and reach their life goals. On June 7, 2019, we will be celebrating the achievements of our graduating teens at the Courtyard Marriott in Baldwin Park, CA. These teens have overcome many challenges to complete high school and graduate which is something we want to highlight and acknowledge through this special event. Attended by Reporter Norma Roque.
- EmpowHer Teen Summit – The Foundation Center – April 25, 2019
Claudia Botero - moderated panel discussions for teen girl summit on education and advancement.
- Para Los Ninos Charter Middle School – PLN Charter Middle School – 1/31/19, 3/21/19, 4/4/19 -
Arturo Quezada - Digital Content professional spoke to students about his career at Univision as part of the class syllabus. Diego Soto - Digital Content professional spoke to students about his career at Univision as part of the class syllabus. Esther Mendoza Brown - Creative Services professional spoke to students about his career at Univision as part of the class syllabus.