

**EEO PUBLIC FILE REPORT**

**A. Station Employment Unit**

- WXTV-DT, Facility ID No. 74215, Paterson, NJ
- WFUT-DT, Facility ID No. 60555, Newark, NJ
- WFTY-DT, Facility ID No. 60553, Smithtown, NY
- WADO(AM), Facility ID No. 70684, New York, NY
- WXNY-FM, Facility ID No. 29022, New York, NY

B. **Reporting Period:** February 1, 2023 to January 30, 2024

**C. Full-Time Vacancy Information**

	<b>Full-Time Position Title</b>	<b>Recruitment Source of Hire</b>
1.	R013451 Maintenance Technician	Internal Candidate
2.	R014334 Anchor   Reporter	Internal Candidate
3.	R012689 Sr. Account Executive	TU Career Website
4.	R011799 Sr. Account Executive	Employee Referral
5.	R014866 Local Sales Manager-Audio Sales	Employee Referral
6.	R015310 Photographer   Editor	Employee Referral

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 40

**D. Recruitment Source Information**<sup>1</sup>

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 Website <a href="https://corporate.televisaunivision.com/careers/">https://corporate.televisaunivision.com/careers/</a>	No	9	All Positions
New York State Broadcasters Association (NYSBA)	No	0	All Positions
LinkedIn	No	23	All Positions
Indeed	No	1	Position 6

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers** (<https://de.works/app/dashboard>) for the following organizations:

<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>
African American Jobs site <a href="http://www.africanamericanjobs.org/jobs">www.africanamericanjobs.org/jobs</a>	No	0	All Positions
Campus Pride Jobs <a href="http://www.campuspride.jobs">www.campuspride.jobs</a>	No	0	All Positions

<sup>1</sup> The job vacancies are either e-mailed to contacts or posted on the sources' websites.

<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>
Bronx Independent Living Services [Disabled] <a href="http://bils.org">http://bils.org</a>	No	0	All Positions
Hispanic American Jobs/ Latino American   Hispanic Family Service  Coalition for Hispanic Family Services <a href="http://www.hispanicamerican.dejobs.org/jobs">www.hispanicamerican.dejobs.org/jobs</a>	No	0	All Positions
TransRally <a href="http://transrally.org">http://transrally.org</a>	No	0	All Positions
Native American Jobs <a href="http://www.nativeamerican.dejobs.org/jobs">www.nativeamerican.dejobs.org/jobs</a>	No	0	All Positions
Way Finders Careers <a href="http://www.wayfinderscareers.com">www.wayfinderscareers.com</a>	No	0	All Positions
Association of Latino Professionals in Finance & Accounting (Alpfa) -Female, Minority <a href="http://www.alpfa.org">www.alpfa.org</a>	No	0	All Positions
Bronx Independent Living Services [Disabled] <a href="http://bils.org">http://bils.org</a>	No	0	All Positions
Disability Jobs (Able to work) <a href="http://www.disability.dejobs.org">www.disability.dejobs.org</a>	No	0	All Positions
Disabled Veterans <a href="http://www.disabledveterans.dejobs.org">www.disabledveterans.dejobs.org</a>	No	0	All Positions
Easter Seals <a href="http://www.easterseals.dejobs.org/jobs">www.easterseals.dejobs.org/jobs</a>	No	0	All Positions
National Multiple Sclerosis Society <a href="http://www.nationalmssociety.dejobs.org/jobs">www.nationalmssociety.dejobs.org/jobs</a>	No	0	All Positions
America Works of New York, Inc.	No	0	All Positions
American Veterans Jobs <a href="https://americanveteranjobs.com/">https://americanveteranjobs.com/</a>	No	0	All Positions
NJ Department of LABOR & Workforce Development <a href="https://jobsources.nj.gov/jz/views/jobzone/search/jobSearchResult.jsf">https://jobsources.nj.gov/jz/views/jobzone/search/jobSearchResult.jsf</a>	No	0	All Positions
New York State Department of Labor <a href="http://www.jobzone.ny.gov">www.jobzone.ny.gov</a>	No	0	All Positions
Baltic Street AEH, Inc. <a href="http://BalticStreet.org">http://BalticStreet.org</a>	No	0	All Positions
Hispanic Today <a href="https://hispanic-today.com/">https://hispanic-today.com/</a>	No	0	All Positions
Vets Jobs   Students Veterans of America   Wounded Warrior Project  America Works	No	0	All Positions
Asian American Jobs <a href="https://asianamericanjobs.com/">https://asianamericanjobs.com/</a>	No	0	All Positions
National Labor Exchange <a href="http://www.usnlx.com">www.usnlx.com</a>	No	0	All Positions

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>
ASU (Arizona State University)	No	0	All Positions
Auburn University	No	0	All Positions
Azusa Pacific University	No	0	All Positions
Baruch College	No	0	All Positions
Baylor University	No	0	All Positions
Macaulay Honors College	No	0	All Positions
CUNY Queensborough	No	0	All Positions
Florida International University	No	0	All Positions
Rice University	No	0	All Positions
Southern New Hampshire University	No	0	All Positions
Montclair State University	No	0	All Positions
Mansfield University of Pennsylvania Commonwealth	No	0	All Positions
Arcadia University	No	0	All Positions
Stanford University	No	0	All Positions
Pace University	No	0	All Positions
St. John University	No	0	All Positions
University of Pittsburgh	No	0	All Positions
Hofstra University	No	0	All Positions
Stony Brook University	No	0	All Positions
Brown University	No	0	All Positions
Georgia State University	No	0	All Positions
Villanova University	No	0	All Positions
University of Miami	No	0	All Positions
Loyola University New Orleans	No	0	All Positions
John Hopkins University	No	0	All Positions
Princeton University	No	0	All Positions
Fordham University Rose Hill Campus	No	0	All Positions
Ithaca College	No	0	All Positions
Virginia Commonwealth University	No	0	All Positions
New York University	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>
Employee Referral	No	4
Former Employee	No	0
Other Job Board	No	0
Internal Candidate	No	3

**E. Outreach Activities During Reporting Period**

<b>Description</b>	<b>Dates</b>
EEO Officer participated in mandatory EEO Training during the reporting period. The session provided guidance for compliance with FCC EEO broad recruitment requirements.	5/10/2023
EEO Officer and Community Empowerment Director participated in the mandatory FCC Back to Basic training presented by the Senior Vice President of U.S. Regulatory, Member Engagement Representative of Direct Employers Platform and the Corporate Talent Acquisition team.	12/12/2023
The employment unit participated in the National Association of Broadcasters Leadership Foundation (NABLF) Career Fair. HR representative attended the event.	10/26/2023
The employment unit participated in a forum held at Felician College on October 17, 2023. The event was held at the Rutherford NJ campus with college students in search of a career path in broadcasting in celebration of Hispanic Heritage Month. The Director of Community Empowerment and one News Anchor led the Univision representation at this workshop. The session was also a mentorship opportunity for current undergraduate students.	10/17/2023
The employment unit hosted 40 students from Cambridge High School in NY at Univision NY Teaneck NJ facilities. The tour included a visit to the TV and Radio studios. Newsroom and sales leadership addressed the students interested in learning about a career in TV/Radio production.	11/29/2023
The employment unit hosted 20 students from Westbury High School in NY at Univision NY Teaneck NJ facilities. The tour included a visit to the TV and Radio studios. Newsroom and sales leadership addressed the students interested in learning about a career in TV/Radio production.	1/27/2023
The employment unit hosted 13 students from Brentwood High School in NY at Univision NY Teaneck NJ facilities. The tour included a visit to the TV and Radio studios. Newsroom and sales leadership addressed the students interested in learning about a career in TV/Radio production.	6/5/2023
The employment unit in association Hispanic Federation presented Hispanic Education Summit at CUNY Graduate Center. The one-day conference brought together hundreds of distinguished and diverse educators, policymakers, community advocates, elected officials, students, and parents to discuss successful initiatives and policy recommendations that support Latinx students. The session was moderated by the News Anchor for Noticias 41 Univision.	10/18/2023
The employment unit hosted 20 students from the Univision STEP Internship program at Univision NY Teaneck NJ facilities. The students spent the day at the studios and learned about the day-to-day operations and the different responsibilities. Newsroom and sales leadership spoke to	6/7/2023

Description	Dates
students about career opportunities in journalism, production, sales, and legal fields.	
The employment unit hosted the 2 <sup>nd</sup> Univision NY Contigo Rumbo a la Universidad, a virtual college fair from March 22 <sup>nd</sup> thru March 27 <sup>th</sup> . The virtual college fair offered students from NY, NJ, CT, Philadelphia, Washington DC, Atlanta, Raleigh, Tampa, Orland and Miami, the opportunity to win financial incentives to begin their college career. Additionally, college students were offered one on one virtual sessions, with Univision personalities including on-air talent. The conversation concentrated on career path advise in the media industry.	3/22/2023 to 3/27/2023