

**EEO PUBLIC FILE REPORT**

**A. Station Employment Unit**

- KAKW-DT, Facility ID No. 148, Killeen, Texas
- KTFO-CD, Facility ID No. 35882, Austin, Texas
- KXLK-CD, Facility ID No. 48836, Austin, Texas
- KLQB-FM, Facility ID No. 63201, Taylor, Texas
- KLJA-FM, Facility ID No. 55475, Georgetown, 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.	R014040 National Account Coordinator	LinkedIn
2.	R014503 Director of Technology	Direct Employer
3.	R014810 Multimedia Journalist	Other Job Board
4.	R014853 Multimedia Journalist	Other Job Board
5.	R014951 Account Executive	Internal Candidate
6.	R015151 Local Sales Manager	LinkedIn
7.	R015243 Senior News Producer	TU Careers Site
8.	R015386 Multimedia Journalist	LinkedIn
9.	R015467 Assignment Desk Editor and Producer	Other Job Board
10.	R015584 Account Executive	Direct Employer

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 61

**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	15	All positions
TV Jobs PO Box 4116 Oceanside, California Tvjobs.com	No	0	All positions
American Association of University Women AAUW Jeannie Best <a href="mailto:austinaauw@gmail.com">austinaauw@gmail.com</a> PO Box 27223 Austin Texas 78755	No	0	All positions
Texas Association of Broadcasters 502 E. 11 <sup>th</sup> St, Ste 200 Austin, Texas	No	0	All positions
DirectEmployers <a href="https://de.works/app/dashboard">https://de.works/app/dashboard</a>	No	2	All positions
Handshake <a href="https://app.joinhandshake.com/emp">https://app.joinhandshake.com/emp</a>	No	0	All positions

In addition to the above recruitment sources, candidates were referred by the following recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	24
Indeed	No	1
Employee Referrals	No	7
Other Job Board	No	11
Internal Candidate	No	1

**E. Outreach Activities During Reporting Period**

Description	Dates
The employment unit's Radio Director of Production & an On-Air Talent provided a class for STEP Students. As part of the class agenda, they talked about: How to interpret your voice, the characteristics of voice, steps needed to take to achieve the voice you want, how to record with good quality, compressions, read delivery, exercises, and much more.	October 12, 2023
The employment unit's Operations Lead participated in the HAL program hosted by the Hispanic Chamber of Commerce. He participated in the HAL program throughout the year. He shared with the other participants and members about his duties as an Operations Lead, his day-to-day business activities, and other positions at TU Austin.	September 2023 – May 2024
The employment unit's EEO Officer participated in a training session concerning the FCC's EEO rules and regulations.	December 14, 2023
The employment unit hosted students from Bowie High School at the studios. Students toured the TV station and were able to speak to Marketing Sales Manager, Production Coordinator, and Editor/Producer. They were also able to visit and see the radio personality in a live session on the radio. The students learned about the different positions at TU Austin, and the overall broadcast industry.	February 15, 2024
The employment unit posted all job vacancies with the Texas Association of Broadcasters' job bank of media trade groups whose membership includes women and minorities.	Throughout the Reporting Period