

**EEO PUBLIC FILE REPORT**

**A. Station Employment Unit**

- KTVW-DT, Facility ID No. 35705, Phoenix, Arizona
- KTVW-CD, Facility ID No. 29464, Flagstaff/Doney Park, Arizona
- KFPH-DT, Facility ID No. 41517, Flagstaff, Arizona
- KFPH-CD, Facility ID No. 2739, Phoenix, Arizona
- KHOT-FM, Facility ID No. 59422, Paradise Valley, Arizona
- KQMR(FM), Facility ID No. 22977, Globe, Arizona
- KOMR(FM), Facility ID No. 55913, Sun City, Arizona
- KHOV-FM, Facility ID No. 29021, Wickenburg, Arizona

**B. Reporting Period: June 1, 2022 – May 31, 2023**

**C. Full-Time Vacancy Information**

	<b>Full-Time Position Title</b>	<b>Recruitment Source of Hire</b>
1.	Producer (R011821)	TU Careers Website
2.	Meteorologist (R012039)	Employee Referral
3.	Account Executive (R009938)	Indeed
4.	Multimedia Journalist (R011357)	Indeed
5.	Production Assistant (R012354)	TU Careers Website
6.	Producer (R012868)	Employee Referral
7.	Account Executive (R010676)	Employee Referral

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 41

**D. TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD PER RECRUITMENT/REFERRAL SOURCES**

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>	N/A	7	All Positions
Arizona Broadcasters Association <a href="https://azbroadcasters.org/jobs/">https://azbroadcasters.org/jobs/</a>	N/A	0	All Positions
Arizona Hispanic Chamber of Commerce <a href="https://members.azhcc.com/jobs">https://members.azhcc.com/jobs</a>	N/A	0	All Positions
Greater Phoenix Chamber of Commerce <a href="https://phoenixchamber.com/">https://phoenixchamber.com/</a>	N/A	0	1-3, 5-6
OneCommunity <a href="http://www.Onecommunity.com">http://www.Onecommunity.com</a>	N/A	0	1-3, 5-6
HandShake <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N/A	0	5-6
Maricopa Community College <a href="https://mcccd.pipelineaz.com/">https://mcccd.pipelineaz.com/</a>	N/A	0	5-6
Arizona DES/South Phoenix <a href="mailto:Mherrera-hernandez@azdes.gov">Mherrera-hernandez@azdes.gov</a>	N/A	0	1-3, 5-6
Chicanos Por La Causa	N/A	0	1-3, 5-6

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Mariajesus.cervantes@cplc.org			
City of Phoenix Mary.alejandro@phoenix.gov	N/A	0	1-2, 5-6
East Valley Institute sgrosz@evit.com	N/A	0	1-3
Friendly House sandra.valdez@friendlyhouse.org	N/A	0	1-3, 5-6
Goodwill AZ Community Relations CommunityRelations@goodwillaz.org	N/A	0	1-3, 5-6
Greater Phoenix Urban League info@gphxul.org	N/A	0	1-3, 5-6
Maricopa Skill Center Katy.mendoza@gatewaycc.edu	N/A	0	1-3, 5-6
SBE Jobs Online Info.@sbe.org <a href="https://sbe.org/sections/jl_listings.php">https://sbe.org/sections/jl_listings.php</a>	N/A	0	1, 3
Grand Canyon University Barry.buetel@gcu.edu	N/A	0	5-6

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:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	21
Indeed	No	2
Employee Referrals	No	6
Former Employee	No	0
Other Job Board	No	4
Internal Candidate	No	1

**E. Outreach Activities During Reporting Period**

Description	Dates
The News Director and Community Empowerment Director had the opportunity to meet virtually with a group of journalists from UK. They spoke on a variety of topics and important issues in Arizona, from news coverage and the border to community involvement and social responsibility. They discussed the employment opportunities at Univision Arizona and the broadcast industry.	6/21/2022
The News Anchor spoke to 16 foreign professors and students of journalism participating in the State Department's Studies of U.S. Institutes program at Arizona State University Walter Cronkite School of Journalism. She encouraged participants to visit our HR website for job opportunities.	6/22/2022
The News Director and Community Empowerment Director had the opportunity to meet virtually with a group of journalists from Latin America, among them from Venezuela, Cuba, Mexico, and Ecuador. They spoke on a variety of topics and important issues in Arizona, from news coverage and the border to community involvement and social responsibility. They also had the opportunity to respond to questions, including employment opportunities at Univision Arizona and in the broadcast industry.	8/1/2022

Description	Dates
The Multimedia Journalist spoke to students from Wilis Junior High in Chandler about her journey to become a journalist. Students got to ask questions and see the equipment that she uses as a Multimedia Journalist. She also spoke about careers in the broadcast industry.	9/22/2022
The News Director and Community Empowerment Director, two News Anchors, and the Meteorologist hosted at the station a group of journalists from Europe, among them from Spain, France, Poland, Italy and other countries. They spoke on a variety of topics and important issues in Arizona, from news coverage and the border to community involvement and social responsibility. They also had the opportunity to respond to questions, including employment opportunities at Univision Arizona.	11/04/2022
Students from The Cronkite Agency, a student-led strategic marketing and communications agency which is part of the Arizona State University's Walter Cronkite School of Journalism and Mass Communication, visited the station. The students met with the Univision Arizona. The students learned from about the different positions and responsibilities of station personnel. Students also learned about the employment opportunities at Univision Arizona and the broadcast industry overall.	2/07/2023
The News Director had the opportunity to participate in the 25th Arizona Latino Media Association High School Journalism workshop. This was a one-day event hosting more than 120 high school students from different Arizona schools. The students are pursuing a career in journalism or a career in media and during this event got hands-on experience. It was also an opportunity for students to write and report in Spanish and English. The News Director was involved in different areas of the event among them, coaching the students and judging. He also had the opportunity to share with the students about employment opportunities at Univision Arizona in front and behind the cameras.	3/03/2023
A group of 16 high school students from diverse Valley schools participated in the 2023 Be A Leader Foundation Career Shadow Week at the Univision Arizona studios. The students visited the studios and spent some time with employees in our Human Resources, News, Promotions/Production, Community Empowerment and Engineering departments. The students learned about jobs in those departments – their day-to-day activities and responsibilities. They also shared the importance of education and what it took for them to be where they are now. Station personnel had an opportunity to discuss some of the open job vacancies and how to apply for a job at Univision Arizona.	3/13/2023
A group of 20 business university student from the Arizona State University's Hispanic Business Students Association participated on in a Career Day at the Univision Arizona studios. The students visited the station and spent some time with station personnel from the Human Resources, Sales & Marketing, News, Research and Community Relations departments. The students learned about jobs in those departments – their day-to-day activities and responsibilities. Station personnel also shared the importance of education and what it took for them to be where they are now. Station personnel also had an opportunity to discuss some of the job vacancies and how to apply for a job at Univision Arizona.	3/22/2023
The station participated at the virtual 2022 Diversity Career. It is open to the public seeking job opportunities with a focus on the LGBTQ+ community. Univision Recruiter participated. More than 215 job seekers participated, and our Univision virtual booth was visited by more than 20 participants.	6/09/2022
The station participated at the virtual November 2022 Diversity Career Expo. The expo was open to the public seeking job opportunities with a focus on the LGBTQ+ community. Univision Human Resources Coordinator participated and spoke about the Univision Arizona job vacancies.	11/17/2022
The station participated at the ASU Spring 2023 Career & Internship Fair. This event was the largest event of the semester at the university. The event was opened to students (undergraduate and graduates) with any major looking for a job. A representative from Univision HR participated and spoke about the Univision Arizona job vacancies.	2/22/2023
The station participated at the University of Arizona 2023 Spring Career Days. This event	3/01/2023

<b>Description</b>	<b>Dates</b>
connects employers with students and alumni across multiple majors. It is open to all students and University of Arizona alumni with any major looking for a job. A representative from Univision HR participated and spoke about the Univision Arizona job vacancies.	
<p>The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. On April 7, 2023, all hiring managers were offered EEO Training.</p> <p>Among the unit's other efforts, on February 2, 2023, a memo was sent to staff reiterating our Equal Employment Opportunity policy.</p>	2/2/2023 and 4/7/2023
Arizona Broadcasters 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.	Throughout Reporting Period