

KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM),
KTNQ(AM)

Employment Unit

2021 FCC Audit Response

EXHIBIT A

EEO Annual Public File Reports

August 1, 2019 - July 31, 2020

Annual EEO Public File Report Form
Stations KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and
KTNQ(AM)
(August 1, 2019 – July 31, 2020)

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, 2019 to and including July 31st, 2020** (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.

This report was timely filed on July 31, 2020 and was updated on September 10, 2021 to address certain clerical errors and to delete information about recruitment that had been recorded in error.

Appendix 1 to
Annual EEO Public File Report
(August 1, 2019 – July 31, 2020)
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 Hire
1	Director of Technology	UCI Company Career Site
2	Content Director	LinkedIn
3	Account Executive (2)	Employee Referral (2)
4	Digital Content Producer	Employee Referral
5	Graphic Designer	LinkedIn
6	Marketing and Promotions Coordinator	Internal Candidate
7	National Sales Manager	Employee Referral

The total number of interviewees during the reporting period: 54

Appendix 2 to
Annual EEO Public File Report
(August 1, 2019 – July 31, 2020)

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

	Patricia Jimenez Pxj4250@lausd.net		
N	El Centro Chicano at USC- Leticia Delgado ladelgad@usc.edu	0	1-7
O	Employment Dev Dept Pacoima-Betty Badro bbadro@edd.ca.gov	0	1-7
P	Employment Dev Dept Canoga Park – Sandra Magallanes Sandra.magallanes@edd.ca.gov	0	1-7
Q	Employment Dev. Dept LA Pamela Gutierrez pgutierr@edd.ca.gov	0	1-7
R	GAIN Program LA –Freddie Zuniga freddiezuniga@dpss.lacounty.gov	0	1-7
S	Hispanic Americans for Fairness in media – Martin Renteria Trosec77@aol.com	0	1-7
T	Imagen Foundation info@imagen.org	0	1-7
U	INROADS hlafarga@inroads.org	0	1-7
V	InRoads – R. Banks rbanks@inroads.org	0	1-7
W	Institute of Popular Education of Southern CA yunuen@idepsca.org	0	1-7
X	LADPSS maritzaescobar@ladpss.org	0	1-7
Y	Latin Business Assoc at USC lbsa@usc.edu	0	1-7
Z	Latin Business Association administration@lbausa.com	0	1-7
AA	Los Angeles Urban League ahill@laul.org mforero@laul.org	0	1-7
BB	Loyola Marymount University careers@lmu.edu	0	1-7
CC	Mar Vista Family Center –D. Aguilar daguilar@hacla.org	0	1-7
DD	NAACP LA naacpla@sbcglobal.net	0	1-7
EE	National Association of Hispanic Journalist kolivas@nahj.org	0	1-7

FF	National Hispanic Media Coalition info@nhmc.org	0	1-7
GG	Pacific Asian Consortium – S. chen schen@westlake-worksource.org	0	1-7
HH	Partido Accion National Pancalifornia2004@yahoo.com	0	1-7
II	Pasadena City College sxmankerian@pasadena.edu	0	1-7
JJ	Radio 411 classifieds@radio411.com	0	1-7
KK	Steven Kimball-Pinnacle College Steven.kimball@pinnaclecollege.edu	0	1-7
LL	Women at Work jobs@womenatwork.org	0	1-7
MM	Women in Film info@wif.org	0	1-7
NN	www.smartrecruiters.com	0	0
OO	www.Showbizjobs.com Jim 626-798-4533	0	0
PP	Spots and Dots www.spotsndots.com	0	0

Other Source(s) Not Notified By Employment Unit

RR	LinkedIn	10	1-7
SS	Indeed	1	1-7
TT	Glass Door	1	1,2,4,5,6
UU	Social Media	0	0
VV	Career Builder	0	1-7
WW	Monster	0	4
XX	Simply Hired	0	2,5
YY	Handshake	0	2,4
ZZ	UCI Talent Acquisition Dept	9	1-7
AAA	Employee Referrals	21	1,2,4,6,7

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

Appendix 3 to
Annual EEO Public File Report
(August 1, 2019 – July 31, 2020)
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. 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, 21 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, 1 intern participated in this program.

2. JOB & CAREER FAIRS

- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in Futuro LA Beyond the Diploma on Saturday, October 19, 2019 hosted by East Los Angeles Community College. 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 HIRE UCLA Job and Career Fair 2019 on Thursday, October 10, 2019 hosted by University of California, Los Angeles, Los Angeles, CA. Attended by Human Resources Manager, Teadra Zarate and Kevin Westfahl, LEAP Alumni.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in ALPFA Los Angeles Student Summit on Saturday, September 14, 2019 hosted by University of Southern California, Los Angeles, CA. Attended by Human Resources Manager, Teadra Zarate.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated with one Media Trade Group: National Association of Hispanic Journalist. This

media trade group has a broad-based membership (including women and minorities) and was utilized for possible future job positions during the reporting period.

3. CAREER DAYS, MENTORING, & OTHER EDUCATIONAL PROGRAMS

- Virtual Professional Interview – Live IG Interview – 5/4/20 - Yara Lasanta spoke on a 30-min IG interview on how she is personally coping as a professional and personally during covid quarantine.
- Virtual Career Day – Buford ES in Lennox – 5/15/20. Yarel Ramos spoke to a virtual class on her career, how she got there and motivated kids to choose a career they are passionate about. Buford ES in Lennox.
- Virtual Workshop – 7/23/20. Gabriela Teissier keynote speaker for public forum to kick off the 8-week series of trainings. The theme of the webinar series is “Information is Power.” The event will focus on educating the monolingual Spanish-speaking community. Each webinar will provide practical tips about how to secure services through the county, school district, regional centers and other state agencies that serve individuals with developmental disabilities.
- Unidos Por Los Nuestrs - Uni Volunteer Day – 9/20/19 - Unidos Por Los Nuestrs Volunteer Day in partnership with Sharefest Uni LA employees spoke to students from Wilmington Middle School about the different careers in media and their path to it.
- Para Los Ninos Charter Middle School – PLN Charter Middle School – 10/09/19 Diego Soto - Digital Content professional spoke to students about his career at Univision as part of the class syllabus.

4. OTHER EVENTS

- Annual Notification info for EEO Statement June 9, 2020

August 1, 2020 - July 29, 2021

Annual EEO Public File Report Form
Stations KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM) and
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(August 1, 2020 – July 29, 2021)

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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
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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 Hire
1	Senior Producer	UCI Company Career Site – Corporate Website
2	Meteorologist	Employee Referral
3	Jr. Account Executive	Employee Referral
4	Jr. Account Executive	Internal Career Website
5	Director of Business Development	LinkedIn
6	Producer	Internal Career Website

The total number of interviewees during the reporting period: 52

Appendix 2 to
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(August 1, 2020 – July 29, 2021)

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	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	UCI Company Career Site www.univision.com/careers	6	1-6
B	Internal Posting/Promotion/Hire	15	1-6
C	Action Jobs warren@actionjobs.com	0	2,3,5,6
D	Black Business Association Earl Cooper mail@bbala.org	0	2,3,5,6
E	Broadcasting & Cable Katie.rosa@variety.com	0	2,3,5,6
F	CA Chicano News Media Assoc ccnmaininfo@cnma.org	0	2,3,5,6
G	Cal Works Elizabeth Lopez Elizalopez70@yahoo.com	0	2,3,5,6
H	Valley college watanabedan-ideas@yahoo.com	0	2,3,5,6
I	Chinatown Serv. Center Wendy Wang wwang@cscla.org	0	2,3,5,6
J	Chinatown Service Center rmei@cscla.org	0	2,3,5,6
K	Connect LA-S.Johnson sjohnson@cgs.org	0	2,3,5,6
L	Downtown Worksource Center Michael.tompkins@lacsac.com	0	2,3,5,6
M	East LA Skills Center	0	2,3,5,6

	Patricia Jimenez Pxj4250@lausd.net		
N	El Centro Chicano at USC- Leticia Delgado ladelgad@usc.edu	0	2,3,5,6
O	Employment Dev Dept Pacoima-Betty Badro bbadro@edd.ca.gov	0	2,3,5,6
P	Employment Dev Dept Canoga Park – Sandra Magallanes Sandra.magallanes@edd.ca.gov	0	2,3,5,6
Q	Employment Dev. Dept LA Pamela Gutierrez pgutierr@edd.ca.gov	0	2,3,5,6
R	GAIN Program LA –Freddie Zuniga freddiezuniga@dpss.lacounty.gov	0	2,3,5,6
S	Hispanic Americans for Fairness in media – Martin Renterra Trosec77@aol.com	0	2,3,5,6
T	Imagen Foundation info@imagen.org	0	2,3,5,6
U	INROADS hlafarga@inroads.org	0	2,3,5,6
V	InRoads – R. Banks rbanks@inroads.org	0	2,3,5,6
W	Institute of Popular Education of Southern CA yunuen@idepsca.org	0	2,3,5,6
X	LADPSS maritzaescobar@ladpss.org	0	2,3,5,6
Y	Latin Business Assoc at USC lbsa@usc.edu	0	2,3,5,6
Z	Latin Business Association administration@lbausa.com	0	2,3,5,6
AA	Los Angeles Urban League ahill@laul.org mforero@laul.org	0	2,3,5,6
BB	Loyola Marymount University careers@lmu.edu	0	2,3,5,6
CC	Mar Vista Family Center –D. Aguilar daguilar@hacla.org	0	2,3,5,6
DD	NAACP LA naacpla@sbcglobal.net	0	2,3,5,6
EE	National Association of Hispanic Journalist kolivas@nahj.org	0	2,3,5,6

FF	National Hispanic Media Coalition info@nhmc.org	0	2,3,5,6
GG	Pacific Asian Consortium – S. chen schen@westlake-worksource.org	0	2,3,5,6
HH	Partido Accion National Pancalifornia2004@yahoo.com	0	2,3,5,6
II	Pasadena City College sxmankerian@pasadena.edu	0	2,3,5,6
JJ	Radio 411 classifieds@radio411.com	0	2,3,5,6
KK	Steven Kimball-Pinnacle College Steven.kimball@pinnaclecollege.edu	0	2,3,5,6
LL	Women at Work jobs@womenatwork.org	0	2,3,5,6
MM	Women in Film info@wif.org	0	2,3,5,6
NN	www.smartrecruiters.com	0	0
OO	www.Showbizjobs.com Jim 626-798-4533	0	0
PP	Spots and Dots www.spotsndots.com	0	0

Other Source(s) Not Notified By Employment Unit

RR	LinkedIn	19	1-6
SS	Indeed	2	1-6
TT	Glass Door	0	1-6
UU	Social Media	0	1-6
VV	Career Builder	0	1-6
WW	Monster	0	1-6
XX	Simply Hired	0	1-6
YY	Handshake	1	1-6
ZZ	UCI Talent Acquisition Dept	0	1-6
AAA	Employee Referrals	9	1-6

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

Appendix 3 to
Annual EEO Public File Report
(August 1, 2020 – July 29, 2021)

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. JOB & CAREER FAIRS

- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in NAHJ + NABJ Career Fair on Wednesday, Thursday and Friday, August 5th, 6th and 7th, 2020. Hosted by the National Association of Hispanic Journalist. Virtually attended by Marco Flores, Vice President, News
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in “Breaking Into the Entertainment Industry” a Virtual Workshop on August 27, 2020 hosted by the Association of Latino Professionals for America. Attended by Human Resources Manager, Teadra Zarate.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in “Meet & Greet” a Virtual Professional Development Event on September 23, 2020 hosted by T. Howard Foundation. Univision was one of several entertainment companies to partner with the T-Howard Foundation to host a virtual “Meet & Greet – Professional Development Event.” The T-Howard Foundation is inclusive of all people, their program is intended to provide opportunities for diverse and underrepresented groups and underserved communities in the media and entertainment industry. Attended by Human Resources Manager, Teadra Zarate.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in University of San Diego Marketing, Communications & PR Career Fair, Univision spoke to students about current openings as well as early career opportunities such as internships and the company’s leadership finance program for recent graduates. On October 27, 2020 hosted a virtual career fair the University of San Diego, San Diego, CA. Attended by Human Resources Manager, Teadra Zarate.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in a Career Panel at California State San Marcos, Univision spoke to students about current openings as well as early career opportunities. On November 18, 2020 hosted a virtual career panel. Attended by Human Resources Manager, Marisol Torres.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in “Lee Hatch Harrison Virtual Career Fair” a Virtual Career Fair on February 4, 2021 hosted by Lee Hatch Harrison Outplacement Services. Attended by Human Resources Manager, Teadra Zarate.

- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in the National Association of Hispanic Journalist job bank, a media trade group with broad-based membership (including women and minorities). Job bank was utilized for possible future job positions during this reporting period.
- KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM), KTNQ(AM) participated in NAHJ Career Fair on Wednesday, Thursday and Friday, July 14th, 15th, 16th, 2021. Hosted by the National Association of Hispanic Journalist. Virtually attended by Marisol Torres, Human Resources Manager and Marco A. Flores, VP, News.

2. CAREER DAYS, MENTORING, & OTHER EDUCATIONAL PROGRAMS

- Virtual Guest Speaker – NAHJ CSULB – 9/23/20 – Yarel Ramos was a guest speaker for the student organization meeting. Many of the students are first generation journalists and we would like to hear from a journalist like you that we admire.
- 2020 Adelante Conference – Harvard Business School – Latino Student Organization 10/24/20 a virtual event designed to bring together the Latinx community. Hosted by the Latinx Student Organization at Harvard Business school, this year's conference marks the start of a year-long celebration of the organization's 20th Anniversary. Two-day event October 24th and 25th, Univision participated on October 24th.
- Student Interview Request 0 Virtual – 10/23/20. Student Interview - Priscilla Lara Haro from CSULB, Communications Class. Student Interview - Margaret Delgado from SMC, Communications Class. The company representative that interviewed these 2 students was Mayola Delgado, Sr. Director of Community Empowerment.
- University of Arizona Career fair – 2/22/21. Alejandra Santamaria, VP/Director of Sales spoke about our company, its diversity programs and recruitment. How to get into the entertainment industry. Pros and Cons of working for Univision.

3. OTHER EVENTS

- Annual Notification was sent to staff reiterating our Equal Employment Opportunity policy on March 25th, 2021.
- EEO Manager Training occurred on May 25, 2021.