

KUVE-CA, KFTU-DT, KFTU-CD, KUVE-DT, K48GX

Annual EEO Public File Report

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): KUVE-CA, Tucson, AZ, KFTU-DT, Douglas, AZ, KFTU-CD, Tucson, AZ, K48GX, Tucson, AZ, and KUVE-DT, Green Valley, AZ, 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 June 1, 2014 to and including May 31, 2015 (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 hiree 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 hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

Appendix 1 to
Annual EEO Public File Report
Covering the Period from June 1, 2014 to May 31, 2015
Station(s) Comprising Station Employment Unit: KUVB-CA, KFTU-DT, KFTU-CD, K48GX
and KUVB-DT

Section 1: Vacancy Information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Video Journalist	Careerbuilder.com
2		
3		
4		
5		
	Total No. of Interviewees: 5	

Appendix 2

Annual EEO Public File Report

Covering the Period from June 1, 2014 to May 31, 2015

Station(s) Comprising Station Employment Unit: KUVI-CA, KFTU-DT, KFTU-CD, K48GX
and KUVI-DT

	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	AARP WorkSearch Attn: Dan Sarro 5119 N. 19 th Ave. , Suite A Phoenix, AZ 85015	0	1
B	Academy of Raldo & TV Attn: Doreen Reyes 16052 Beach Blvd. Huntington Beach, CA 92647	0	1
C	Alliance for Women in Media Attn: Job Placement Services 1760 Old Meadow Road, Suite 500 McLean, VA 22102	0	1
D	Area Agency on Aging Attn: Mai Gabil 1367 E. Thomas Road Phoenix AZ 85014	0	1
E	Arizona Department of Economic Security Attn: Juan M. Gomez 1140 F Avenue Douglas, AZ 85607	0	1
F	Arizona Department Of Economic Security Attn: Job Placement Services 397 Malpais Lane, Suite #9 Flagstaff, AZ 86001	0	1
G	Arizona State University Attn: Employment Services Box 871312 Student Services Bldg, # C359 Tempe AZ 85287-1313	0	1
H	Arizona Western College Attn: Frank Preciado P.O. Box 929 Yuma Arizona, 85366-0929	0	1

I	ASU West Attn: Allison Walance, HR 4701 W. Thunderbird Road Phoenix, AZ 85069	0	1
J	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85007	0	1
K	AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012	0	1
L	AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	1
M	Chicanos Por La Causa Attn: Employment Svcs 1112 E. Buckeye Road Phoenix AZ 85034		
N	Chicanos Por La Causa Attn: Career Services 3150 N. 35 th Avenue, Suite #5 Phoenix, AZ 85017	0	1
O	City of Phoenix Empl. & Training Division 200 W. Washington 19 th Fl. Phoenix AZ 85003	0	1
P	Cochise College Career Services Center Attn: Diana Davila 4190 W. State Hwy 80 Douglas, AZ 85607	0	1
Q	Cochise County Workforce Dev. Attn: Ana Luna 1706 10 th Street Douglas, AZ 85607	0	1
R	Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004	0	1
S	Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85730	0	1

T	Dine' College Job Coordinator 1 Circle Drive Tsaile AZ 86556	0	1
U	East Valley Institute of Technology Attn: Allen Sudder, Job Developer 1601 W. Main Street Mesa, AZ 85201	0	1
V	Everest College Phoenix Attn: Rod Garcia 5416 E. Baseline Road, Suite 200 Mesa, AZ 8206	0	1
W	Friendly House JTPA Attn: Edwin Leon 802 S. 1 st Ave. Phoenix, AZ 85003	0	1
X	Glendale Community College Attn: Career Svs./Job Placement 6000 W. Olive Avenue Glendale, AZ 86302	0	1
Y	Governor's Office of Equal Opportunity Attn: Shannon 1700 W. Washington., Suite 158 Phoenix, AZ 85007	0	1
Z	Grand Canyon University Attn: Job Placement Services 3300 W. Camelback Road Phoenix AZ 85017	0	1
AA	Greater Phoenix Urban League Attn: Employment Specialist 3851 W. Weir Avenue Phoenix AZ 85041	0	1
AB	High Tech Institute Attn: Job Placement Services 1515 E. Indian School Road Phoenix AZ 85014	0	1
AC	ITT Technical Institute Attn: Job Placement Services 1455 West River Road Tucson AZ 85704	0	1
AD	KTNN Radio Attn: Job Placement Services P.O. Box 2569 Window Rock, AZ 86515	0	1

AE	KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85721	0	1
AF	LULAC Attn: Frank Carillo 1604 E. Campus Drive Tempe AZ 85282	0	1
AG	Maricopa Skill Center Job Placement Services 1245 E. Buckeye Road Phoenix, AZ 85034	0	1
AH	MCCD – Employment Rio Salado Community College 2411 W. 14 th Street Tempe AZ 85281	0	1
AI	NAACP Attn: Job Placement Services 1818 S.16 th Street Phoenix AZ 85034	0	1
AJ	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	1
AK	National Assn. of Hispanic Journalist Attn: Kevin Olivas, Recruitment Mgr. 1050 Connecticut Ave., NW 18 th Floor Washington, DC 20036	0	1
AL	National Education Center of AZ Attn: Job Placement Services 6829 N. 46 th Avenue Glendale AZ 85301	0	1
AM	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	1
AN	Northern Arizona University School of Communications Attn: MaryLee Brewer 1014 South San Francisco St. Flagstaff, AZ 86011-5619	0	1
AO	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	0	1
AP	Phoenix Job Corp Attn: Job Placement Services	0	1

	518 S. 3 rd Street Phoenix, AZ 85004		
AQ	Phoenix OIC Attn: Joe Allen, Job Developer 39 E. Jackson Street Phoenix AZ 85004	0	1
AR	Pima Community College Attn: Job Placement Services 4905 East Broadway Blvd. Tucson AZ 85709	0	1
AS	South Mountain College Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042	0	1
AT	South Mountain Job Service Attn: DES Job Service 4635 S. Central Ave. Phoenix, AZ 85040	0	1
AU	Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe AZ 85281	0	1
AV	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283	0	1
AW	Valle del Sol Attn: Personnel/Job Placement 3807 N. 7 th Street Phoenix AZ 85014	0	1
AX	YWCA of Maricopa County Attn: Job Placement Services 755 E. Willetta Phoenix AZ 85006	0	1
AY	ABA Career Fair – Pima Community College, Tucson, AZ 9/18/2014		
AA	DeVry Institute of Technology gdames@devry.edu	0	1
BB	Collins College Career Services aroberts@collinscollege.edu	0	1
BC	Arizona Broadcasters Association – Art Brooks www.careerpage.org	0	1
BD	Careerbuilder.com www.Careerbuilder.com	2	1

BE	Friendly House – Job Placement Svs. James.montoya@friendlyhouse.org	0	1
BF	City of Phoenix – Job Placement Svs. Mary.alejandro@phoeix.gov	0	1
BG	Academy of Radio & TV frankacisco@earthlink.net	0	1
BH	Area Agency on Aging Yolanda.locher@aaaphx.org	0	1
BI	Chicanos Por La Causa Mariajesus.cervantes@cplc.org	0	1
BJ	Collegiate Broadcasters Kerry.sanderson@gatewaycc.edu	0	1
BK	City of Phoenix Mary.alejandro@phoenix.gov	0	1
BL	East Valley Institute of Technology sgrosz@evit.com	0	1
BM	Friendly House sandrae@friendlyhouse.org	0	1
BN	Grand Canyon University careerservices@gcu.edu	0	1
BO	Greater Phoenix Urban League infro@gphxl.org	0	1
BP	ITT Technical Institute kcueter@itt-tech.edu	0	1
BQ	Maricopa Skill Center Katy.mendoza@gatewaycc.edu	0	1
BR	Univisión-KTVW Bolsa de Trabajo	0	1
BS	Univision.com/Employment Opportunities	1	1
BT	Internal Posting	0	1
BU	Employee Referrals	1	1
BV	Facebook	1	1

*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (602) 232-3503.

Appendix 3

Annual EEO Public File Report

Covering the Period from May June 1, 2014 to May 31, 2015

Station(s) Comprising Station Employment Unit: KUVU-CA, KFTU-DT, KFTU-CD, K48GX and KUVU-DT

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KUVU-CA, KFTU-TV, KFTU-CD, K48GX and KUVU-DT. The station is a small employment unit with six (6) full-time permanent employees.

Participated in Job/Career Fairs:

September 18, 2014 – Univision KUVU/KFTU Stations participated at the **Arizona Broadcasters Career Fair from 10:00am – 1:00pm at Pima Community College, in Tucson Arizona**. Laura Wright, HR Manager, Jacqueline Treviso, Finance and Noemi Proano, Promotions answered job seeker's and student's questions regarding employment opportunities, internships, and careers in broadcasting.

May 13, 2015 - Univision KUVU/KFTU Stations participated at the **Arizona Broadcasters Career Fair from 10:00 a.m. – 2:00 p.m. at East Valley Institute of Technology (EVIT) in Mesa, Arizona** Laura Wright, H.R. Manager, Jaime Boyd, Research Director, Isela Bhakta, Operations Manager, and Veronica Ordaz, Activation Promotions Manager answered job seeker's and student's questions regarding job opportunities, internships and careers in broadcasting.

Participated in Events Sponsored by Educational Institutions:

On April 2, 2015, Noemi Proaño, Marketing & Promotions/Community Relations Coordinator participated in the Career Day 2015 event at **Challenger Charger Montage Middle School** in Tucson, AZ. Noemi conducted four presentations to more than 100 middle school students. Her presentation was on the importance of being Bilingual and Bicultural and shared her career experiences in the field of media and broadcast. She answered student's questions.

On April 27, 2015, Noemi Proaño, Marketing & Promotions/Community Relations Coordinator participated at **Sunnyside High School** in Tucson, AZ as a guest speaker for their Academy of International Business and Academy of Communications programs. Noemi's presentation focused on the importance of being Bilingual & Bicultural. She shared her personal career experiences in the Broadcast industry.

Douglas Youth Empowerment Fair – May 8, 2015 in Douglas, AZ. Salvador Ocaño, Operations Supervisor participated and represented Univision-KUVU/KFTU at this event. He provided information to students regarding professions in the field of TV and Radio broadcasting. More than 600 high school students were in attendance.

Participation in Job Banks:

Arizona Broadcaster 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.

Establishment of In-House EEO Training

The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. On May 15, 2015, a memo was sent to KUVB/KFTU staff reiterating our Equal Employment Opportunity policy.