

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, 2016 to and including May 31, 2017 (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, 2016 to May 31, 2017
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	Account Executive	Media Industry Referral
	Total No. of Interviewees:	8

Appendix 2

Annual EEO Public File Report

Covering the Period from June 1, 2016 to May 31, 2017

Station(s) Comprising Station Employment Unit: KUVB-CA, KFTU-DT, KFTU-CD, K48GX
and KUVB-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	Alliance for Women in Media Attn: Job Placement Services 1760 Old Meadow Road, Suite 500 McLean, VA 22102	0	1
C	Arizona Veterans Employment Advocate Attn: Veterans Program Supervisor 195 W. Irvington Rd. Tucson, AZ 85714	0	1
D	Arizona Department of Economic Security Attn: Juan M. Gomez 1140 F Avenue Douglas, AZ 85607	0	1
E	Arizona Department Of Economic Security Attn: Job Placement Services 397 Malpais Lane, Suite #9 Flagstaff, AZ 86001	0	1
F	Arizona State University Attn: Employment Services Box 871312 Student Services Bldg, # C359 Tempe AZ 85287-1313	0	1
G	Arizona Western College Attn: Program Director P.O. Box 929 Yuma Arizona, 85366-0929	0	1
H	ASU West Attn: Allison Walance, HR 4701 W. Thunderbird Road Phoenix, AZ 85069	0	1

I	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85007	0	1
J	AZ Hispanic Chamber of Commerce Attn: Job Placement Services 255 East Osborn Road, #201 Phoenix, AZ 85012	0	1
K	AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	1
L	Chicanos Por La Causa Attn: Employment Svcs 6850 W Indian School Rd. Phoenix AZ 85033	0	1
M	Cochise College Career Services Center Attn: Diana Davila 4190 W. State Hwy 80 Douglas, AZ 85607	0	1
N	Cochise County Workforce Dev. Attn: Ana Luna 1706 10 th Street Douglas, AZ 85607	0	1
O	Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004	0	1
P	Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85730	0	1
Q	Dine' College Job Coordinator 1 Circle Drive Tsaile AZ 86556	0	1
R	Governor's Office of Equal Opportunity Attn: Shannon 1700 W. Washington., Suite 158 Phoenix, AZ 85007	0	1
S	KTNN Radio Attn: Job Placement Services P.O. Box 2569	0	1

	Window Rock, AZ 86515		
T	KUAT Communications Job Placement Services University of Arizona Tucson, AZ 85721	0	1
U	LULAC Attn: Frank Carillo 1604 E. Campus Drive Tempe AZ 85282	0	1
V	MCCD – Employment Rio Salado Community College 2411 W. 14 th Street Tempe AZ 85281	0	1
W	NAACP Attn: Job Placement Services 1818 S.16 th Street Phoenix AZ 85034	0	1
X	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	1
Y	National Education Center of AZ Attn: Job Placement Services 6829 N. 46 th Avenue Glendale AZ 85301	0	1
Z	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	1
AA	Northern Arizona University School of Communications Attn: MaryLee Brewer 1014 South San Francisco St. Flagstaff, AZ 86011-5619	0	1
AB	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	0	1
AC	Phoenix Job Corp Attn: Job Placement Services 518 S. 3 rd Street Phoenix, AZ 85004	0	1
AD	Phoenix OIC Attn: Joe Allen, Job Developer 39 E. Jackson Street Phoenix AZ 85004	0	1
AE	Pima Community College Attn: Job Placement Services	0	1

	4905 East Broadway Blvd. Tucson AZ 85709		
AF	South Mountain College Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042	0	1
AG	South Mountain Job Service Attn: DES Job Service 4635 S. Central Ave. Phoenix, AZ 85040	0	1
AH	Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe AZ 85281	0	1
II	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283	0	1
AJ	Valle del Sol Attn: Personnel/Job Placement 3807 N. 7 th Street Phoenix AZ 85014	0	1
AK	YWCA of Maricopa County Attn: Job Placement Services 755 E. Willetta Phoenix AZ 85006	0	1
AL	ABA Career Fair – 5/11/2017 East Valley Institute of Technology	0	0
AM	DeVry Institute of Technology gdames@devry.edu	0	1
AN	Arizona Broadcasters Association – Art Brooks www.careerpage.org	0	1
AO	Careerbuilder.com www.Careerbuilder.com	0	0
AP	Friendly House – Job Placement Svs. James.montoya@friendlyhouse.org	0	1
AQ	City of Phoenix – Job Placement Svs. Mary.alejandro@phoeix.gov	0	1
AR	Academy of Radio & TV frankacisco@earthlink.net	0	1
AS	Area Agency on Aging Yolanda.locher@aaaphx.org	0	1
AT	Chicanos Por La Causa Mariajesus.cervantes@cplc.org	0	1
AU	Collegiate Broadcasters Kerry.sanderson@gatewaycc.edu	0	1

AW	City of Phoenix Mary.alejandro@phoenix.gov	0	1
AX	East Valley Institute of Technology sgrosz@evit.com	0	1
AY	Friendly House sandrae@friendlyhouse.org	0	1
AZ	Grand Canyon University careerservices@gcu.edu	0	1
BA	Greater Phoenix Urban League info@gphxl.org	0	1
BB	ITT Technical Institute kcueter@itt-tech.edu	0	1
BC	Maricopa Skill Center Katy.mendoza@gatewaycc.edu	0	1
BD	ABA Career Fair – 9/8/2016 Pima Community College - Tucson	0	0
BE	UCI Company Career Site	0	1
BF	Job Board - Indeed.com	4	1
BG	Univisión-KTVW Bolsa de Trabajo On-Air TV Announcement	0	1
BH	Employee Referral	2	1
BI	Social Media Facebook	1	1
BJ	Media Industry Referral	1	1

Univision KUVU, KFTU, Tucson makes regular on-air announcements inviting interested parties who might wish to receive employment notices to contact, Laura Wright, HR Manager. The employment unit has not received any requests for job opening notifications.

Appendix 3

Annual EEO Public File Report

Covering the Period from May June 1, 2016 to May 31, 2017

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 8, 2016 – Univision KUVU/KFTU Stations participated at the **Arizona Broadcasters Career Fair from 10:00am – 1:00 pm at Pima Community College, in Tucson Arizona.**

Laura Wright, HR Manager, and Noemi Proano, Promotions and Community Affairs Coordinator answered job seeker's and student's questions regarding employment opportunities, internships, and careers in broadcasting.

May 11, 2017 - Univision KUVU/KFTU was represented 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, Juan Villa, News Director, and Isela Bhakta, Operations Manager answered job seeker's and student's questions regarding job opportunities, internships and careers in broadcasting.

Participated in Events Sponsored by Educational Institutions:

October 20, 2016 - **National Association of Hispanic Journalists at the University of Arizona** invited Video Journalist Oscar Gomez to represented Univision as a special guest speaker. Oscar was asked to speak to a group of U of A student about his professional experiences as a journalist including his work as Arizona boarder correspondent. Marketing and Promotions Coordinator, Naomi also represented our Tucson Stations. Q&A period followed the presentation.

On March 10, 2017, Noemi Proaño, Marketing & Promotions/Community Relations and Oscar Gomez, News Reporter participated in the Career Day 2016 event at **Challenger Charger Montage Middle School** in Tucson, AZ. Noemi conducted four presentations to more than 100 middle school students. Noemi presented to groups of students and shared her career experiences in the field of media and broadcast.

April 26, 2017 – **Douglas Youth Empowerment Fair.** Salvador Ocano, Operations Supervisor participated at this annual event. Univision KFTU-KUVU had a booth where Salvador provided information on internships, and answered student's questions regarding careers in the broadcast industry.

Noemi Proano serves on the Sunnyside Unified School District Foundation Board of Directors as the President. The foundation's main mission is the student's education and resources for their continued education and future careers.

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.

Among the unit's other efforts, on May 12, 2017, a memo was sent to staff reiterating our Equal Employment Opportunity policy