

## **Annual EEO Public Report File**

KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM  
(June 1, 2017 – May 31, 2018)

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): KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM, 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 63.2080(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 63.2080(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 the purpose 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.

## **Appendix 1**

### **Public File Report**

**Covering the Period from June 1, 2017 to May 31, 2018**

**KTVW-DT/KTVW-CA/KFPH-DT/KFPH-CA, KHOT-FM/KQMR-FM/KKMR-FM/KOMR-FM/KHOV-FM**

**Section 1:** Vacancy Information for vacancies filled by the combined employment unit comprised of Stations **KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM.**

<b>Full-time Positions Filled By Job Title</b>		<b>Recruitment Source of Hiree</b>
1	Assignment Desk/VJ	Employee Referral
2	Producer/Editor	Job Board – Indeed.com
3	Promotions Technician (2)	UCI Company Career Site Job Board – Indeed.com
4	Promotions Coordinator	UCI Company Career site
5	Account Executive	LinkedIn
6	Account Coordinator	Employee Referral
7	Multimedia Journalist	Employee Referral
	Total interviewees: 57	

## Appendix 2

### Annual EEO Public File Report

**Covering the Period from June 1, 2017 to May 31, 2018**

**Section 1:** Recruitment source information used by stations **KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM/KQMR-FM/KKMR-/KOMR-FM/KHOV-FM.**

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</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>
A	AARP WorkSearch Attn: Career/Job Placement 5119 N. 19 <sup>th</sup> Ave. , Suite A Phoenix, AZ 85015	0	Positions: 1 - 7
B	Alliance for Women in Media Attn: Job Placement Services 1760 Old Meadow Road, Suite 500 McLean, VA 22102	0	Positions: 1 - 7
C	Arizona Depart. of Economic Security Attn: Juan M. Gomez 1140 F Avenue Douglas, AZ 85606	0	Positions: 1 - 7
D	Arizona Depart.of Economic Security Attn: Job Placement Services 396 Malpais Lane, Suite #9 Flagstaff, AZ 86001	0	Positions: 1 - 7
E	Arizona State University Attn: Employment Services Box 861312 Student Services Bldg, # C359 Tempe AZ 85286-1313	0	Positions: 1 - 7
F	Arizona Western College Attn: Program Director P.O. Box 929 Yuma Arizona, 85366-0929	0	Positions: 1 - 7
G	ASU West Attn: Allison Walance, HR	0	Positions: 1 - 7

	4601 W. Thunderbird Road Phoenix, AZ 85069		
H	AZ Commission of Indian Affairs Attn: Kristine Fire Thunder 1700 W. Washington St., #430 Phoenix, AZ 85006	0	Positions: 1 - 7
I	Arizona Veterans Employment Advocate Veterans Program Supervisor 1985 W. Irvington Rd. Tucson, AZ 85714	0	Positions: 1 - 7
J	AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	Positions: 1 - 7
K	CPLC Workforce Development Attn: Career Services 6885 W. Indian School Road Phoenix, AZ	2	Positions: 1 - 7
L	Coalition for African American Health and Wellness Job Placement Services P.O. Box 85424 Tucson, AZ 85754	0	Positions: 1 - 7
M	Cochise College Career Services Center Attn: Diana Davila 4190 W. State Hwy 80 Douglas, AZ 85606	0	Positions: 1 - 7
N	Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85630	0	Positions: 1 - 7
O	Dine' College Job Coordinator 1 Circle Drive Tsaile AZ 86556	0	Positions: 1 - 7
P	Gateway Community College Attn: Job Placement Services 108 N. 40 <sup>th</sup> Street Phoenix, AZ 85034	0	Positions: 1 - 7
Q	Governor's Office of Equal Opportunity Attn: Shannon 1600 W. Washington., Suite 158	0	Positions: 1 - 7

	Phoenix, AZ 85006		
R	NAACP Attn: Job Placement Services 1818 S.16 <sup>th</sup> Street Phoenix AZ 85034	0	Positions: 1 - 7
S	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	Positions: 1 - 7
T	National Assn. of Hispanic Journalist Attn: Kevin Olivas, Recruitment Mgr. 1050 Connecticut Ave., NW 18 <sup>th</sup> Floor Washington, DC 20036	0	Positions: 1 - 7
U	National Education Center of AZ Attn: Job Placement Services 6829 N. 46 <sup>th</sup> Avenue Glendale AZ 85301	0	Positions: 1 - 7
V	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	Positions: 1 - 7
W	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	0	Positions: 1 - 7
X	Phoenix Job Corp Attn: Job Placement Services 518 S. 3 <sup>rd</sup> Street Phoenix, AZ 85004	0	Positions: 1 - 7
Y	Phoenix OIC Attn: Joe Allen, Job Developer 39 E. Jackson Street Phoenix AZ 85004	0	Positions: 1 - 7
Z	Pima Community College Attn: Job Placement Services 4905 East Broadway Blvd. Tucson AZ 85609	0	Positions: 1 - 7
AA	South Mountain College * Attn: Job Placement Services 7050 South 24 <sup>th</sup> Street Phoenix AZ 85042	0	Positions: 1 - 7
AB	South Mountain Job Service Attn: DES Job Service 4635 S. Central Ave. Phoenix, AZ 85040	0	Positions: 1 - 7

AC	Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe AZ 85281	0	Positions: 1 - 7
AD	Tucson Hispanic Chamber of Commerce Attn: Ruben Romero, Offic Admin. 823 E. Speedway Blvd. Tucson, AZ 85619	0	Positions: 1 - 7
AE	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283	0	Positions: 1 - 7
AF	Valle del Sol Attn: Personnel/Job Placement 3806 N. 6 <sup>th</sup> Street Phoenix AZ 85014	0	Positions: 1 - 7
AG	YWCA of Maricopa County Attn: Job Placement Services 655 E. Willetta Phoenix AZ 85006	0	Positions: 1 - 7
AH	Arizona Broadcasters Association – Art Brooks <a href="http://www.careerpage.org">www.careerpage.org</a>	1	Positions: 1 - 7
AI	Univision Radio-Casa Grande Sandy Reyes <a href="mailto:sreyes@univisionradio.com">sreyes@univisionradio.com</a>	0	Positions: 1 - 7
AJ	Univision Radio-Apache Junction Randy Jones <a href="mailto:rjones@univisionradio.com">rjones@univisionradio.com</a>	0	Positions: 1 - 7
AK	Unimas-Douglas <a href="mailto:socano@univision.net">socano@univision.net</a>	0	Positions: 1 - 7
AL	Unimas-Flagstaff <a href="mailto:avague@univision.net">avague@univision.net</a>	0	Positions: 1 - 7
AM	Univision – Tucson,AZ Lorena Colston <a href="mailto:lcolston@univision.net">lcolston@univision.net</a>	0	Positions: 1 - 7
AN	Academy of Radio & TV Attn: Employment Services <a href="mailto:frankakacisco@earthlink.net">frankakacisco@earthlink.net</a>	0	Positions: 1 - 7
AO	Area Agency on Aging Attn: Employment Services <a href="mailto:yolanda.locher@aaaphx.org">yolanda.locher@aaaphx.org</a>	0	Positions: 1 - 7
AQ	Arizona Hispanic Chamber of Commerce Attn: Employment Services <a href="http://www.azhcc.com/portal/portallogin">http://www.azhcc.com/portal/portallogin</a>	0	Positions: 1 - 7
AR	Chicanos Por La Causa	0	Positions: 1 - 7

	Attn: Employment Services <a href="mailto:mariajesus.cervantes@cplc.org">mariajesus.cervantes@cplc.org</a>		
AS	Maricopa Skill Center Attn: Job Services <a href="mailto:kerry.saderson@gatewaycc.edu">kerry.saderson@gatewaycc.edu</a>	0	Positions: 1 - 7
AT	DeVry Institute of Technology Attn: Gerri Dames <a href="mailto:CareerServicesRequest@devry.edu">CareerServicesRequest@devry.edu</a>	0	Positions: 1 - 7
AU	City of Phoenix Attn: Mary Alejandro <a href="mailto:mary.alejandro@phoenix.gov">mary.alejandro@phoenix.gov</a>	0	Positions: 1 - 7
AV	Collegiate Broadcasters* Will Robedee <a href="mailto:cbjob@mailman.rice.edu">cbjob@mailman.rice.edu</a>	0	Positions: 1 - 7
AW	East Valley Institute of Tech.* Attn: Job Placement <a href="mailto:sgrosz@evit.com">sgrosz@evit.com</a>	0	Positions: 1 - 7
AX	Friendly House Attn: Work Force Dept. <a href="mailto:sandrae@friendlyhouse.org">sandrae@friendlyhouse.org</a>	0	Positions: 1 - 7
AY	Grand Canyon University Attn: Career Services <a href="mailto:caeerservices@qcu.edu">caeerservices@qcu.edu</a>	1	Positions: 1 - 7
AZ	Greater Phoenix Urban League Attn: Employment Services <a href="mailto:info@gphxul.org">info@gphxul.org</a>	0	Positions: 1 - 7
BA	Greater Phoenix Urban League Attn: Kathy Johnson <a href="mailto:kjohnson@gphxul.org">kjohnson@gphxul.org</a>	0	Positions: 1 - 7
BB	ITT Technical Institute Attn: Job Placement <a href="mailto:kcueter@itt-tech.edu">kcueter@itt-tech.edu</a>	0	Positions: 1 - 7
BC	Goodwill of Arizona <a href="mailto:employerexperienceteam@goodwill.org">employerexperienceteam@goodwill.org</a>	0	Positions: 1 - 7
BD	Maricopa Skill Center Attn: Job Placement <a href="mailto:katy.mendoza@gatewaycc.edu">katy.mendoza@gatewaycc.edu</a>	0	Positions: 1 - 7
BE	Friendly House Attn: James Montoya <a href="mailto:jamesmontoya@friendlyhouse.org">jamesmontoya@friendlyhouse.org</a>	0	Positions: 1 - 7
BF	UCI Company Career Site	15	Positions: 1 - 7
BG	Linked In	9	Positions: 1 - 7
BH	Job Board – Indeed.com	15	Positions: 1 – 7
BJ	US Jobs <a href="https://us.jobs/">https://us.jobs/</a>	0	Positions: 6-7
BJ	Internal Posting	4	Positions: 1 – 7

	<b>Other Source(s) Not Notified by Employment Unit</b>		
BJ	Employee Referral	8	Positions: 1, 2, 4, 6, 7
BK	Social Media	2	Positions: 4, 7
		<b>57 Total</b>	

\*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 June 1, 2017 to May 31, 2018

#### **KTVW-DT/KTVW-CA/KFPH-DT/KFPH-CA, KHOT-FM/KQMR-FM/KKMR-FM/KOMR-FM/KHOV-FM**

Station(s) Comprising Station Employment Unit: KTVW, KTVW-CA, KFPH AND KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTVW, KTVW-CA, KFPH, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM

#### **Internship Program:**

Established an internship program to assist community students acquire skills in broadcasting. During the reporting period, the News Department had two internships (Fall of 2017 and Spring, 2018) from the Walter Cronkite School of Journalism at Arizona State University in Tempe, AZ.

#### **Participated in Job/Career Fairs:**

September 7, 2017 – Univision Local 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 10, 2018 - Univision Local 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 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:**

November 17, 2017 – Whittier Elementary School, Phoenix AZ invited Univision to be part of the Kids at Hope Day event and interact with professionals from various fields. Edna Chapa, On-Air Personality and Liliana Salgado, Multimedia Journalist participated. They answered student's questions about their jobs, what steps they would need to take if interested in pursuing a career in broadcasting in the future.

On March 2, 2018 News Director Juan Villa, Anchor Leon Felipe, and Multimedia Journalist Liliana Salgado participated at the **Arizona Latino Media Association Journalism High School Workshop** held at the Arizona State University. The workshop topics they presented were

accuracy and fact checking. High School students from across Maricopa County with strong interest in journalism and careers in media participated.

On March 14, 2018, - **Be A Leader Foundation Job Shadow**. Univision Studios hosted a group of High School students from diverse Valley schools. The students visited our studios and had the opportunity to meet and spend time with various department managers, new producers, reporters, anchors and radio personalities. The students learned about each of their roles in the broadcast industry and their day to day activities and responsibilities. The students heard about the importance of an education and learned that not all broadcasting jobs are in front of the camera or behind the microphone.

March 23, 2018 – Women’s Rising Conference Panel, Jaime Boyd, Director, Local Media Research participated on a panel among other women leaders in STEM careers and discussed her career path. The purpose was to showcase careers that are not typically chosen by women, and not advertised as much while students are choosing the direction they want to go in Maricopa Community Colleges implemented a female diversity initiative to support female students throughout our District. In 2015, the District Office and the ten colleges have worked aggressively to establish the female empowerment networks, known as Women Rising, to support this effort. Throughout the year, Women Rising students participate in activities, functions, and programs that promote academic success, leadership, networking, health and wellness and professionalism. The goal is to help students connect with their college, commit to student success, and complete their academic goals.

May 18, 2018 – **Career Day at Frank Borman School**. On-Air Personality Edna Chapa and Multimedia Journalist Jose Alvarez participated as guest speakers and mentors to 8th, 5th and 2nd grade students on the importance of an education and to share their professional career experiences in the broadcast industry. Students experienced “Hands-on” participation with broadcast equipment.

### **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 22, 2018 Laura Wright, Human Resources Manager conducted EEO Training for VP, General Manager and all department heads that have hiring power.

Among the unit’s other efforts, on May 22, 2018, a memo was sent to staff reiterating our Equal Employment Opportunity policy