

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, 2016 – May 31, 2017)

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, 2016 to May 31, 2017

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.**

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Marketing and Promotions Coordinator	Job Board - Indeed
2	Account Coordinator	UCI Employee Referral
3	Video Journalist	UCI Company Career Site
4	Director of Technology	SBE.org
5	Accounting Assistant	Job Board - Indeed
6	News Anchor/Managing Editor	Internal Posting
7	Promotions Tech	UCI Company Career Site
8	Account Coordinator (2)	1. Employee referral 2. Internal Posting
9	On-Air Talent	LinkedIn
	Total interviewees: 70	

Appendix 2

Annual EEO Public File Report

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

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.

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

	Attn: Allison Walance, HR 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 - 9
I	Arizona Veterans Employment Advocate Veterans Program Supervisor 1985 W. Irvington Rd. Tucson, AZ 85714	0	Positions: 1 - 9
J	AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	Positions: 1 - 9
K	CPLC Workforce Development Attn: Career Services 6885 W. Indian School Road Phoenix, AZ	0	Positions: 1 - 9
L	Coalition for African American Health and Wellness Job Placement Services P.O. Box 85424 Tucson, AZ 85754	0	Positions: 1 - 9
M	Cochise College Career Services Center Attn: Diana Davila 4190 W. State Hwy 80 Douglas, AZ 85606	0	Positions: 1 - 9
N	Department of Economic Security Attn: Leo Verdugo 195 W. Irvington Tucson, AZ 85630	0	Positions: 1 - 9
O	Dine' College Job Coordinator 1 Circle Drive Tsaile AZ 86556	0	Positions: 1 - 9
P	Gateway Community College Attn: Job Placement Services 108 N. 40 th Street Phoenix, AZ 85034	0	Positions: 1 - 9
Q	Governor's Office of Equal Opportunity Attn: Shannon	0	Positions: 1 - 9

	1600 W. Washington., Suite 158 Phoenix, AZ 85006		
R	NAACP Attn: Job Placement Services 1818 S.16 th Street Phoenix AZ 85034	0	Positions: 1 - 9
S	NATAS Rocky Mountain Southwest Attn: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	Positions: 1 - 9
T	National Assn. of Hispanic Journalist Attn: Kevin Olivas, Recruitment Mgr. 1050 Connecticut Ave., NW 18 th Floor Washington, DC 20036	0	Positions: 1 - 9
U	National Education Center of AZ Attn: Job Placement Services 6829 N. 46 th Avenue Glendale AZ 85301	0	Positions: 1 - 9
V	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Suite 600 Phoenix, AZ 85012	0	Positions: 1 - 9
W	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix AZ 85013	1	Positions: 1 - 9
X	Phoenix Job Corp Attn: Job Placement Services 518 S. 3 rd Street Phoenix, AZ 85004	0	Positions: 1 - 9
Y	Phoenix OIC Attn: Joe Allen, Job Developer 39 E. Jackson Street Phoenix AZ 85004	0	Positions: 1 - 9
Z	Pima Community College Attn: Job Placement Services 4905 East Broadway Blvd. Tucson AZ 85609	0	Positions: 1 - 9
AA	South Mountain College * Attn: Job Placement Services 7050 South 24 th Street Phoenix AZ 85042	0	Positions: 1 - 9
AB	South Mountain Job Service Attn: DES Job Service 4635 S. Central Ave. Phoenix, AZ 85040	0	Positions: 1 - 9

AC	Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe AZ 85281	0	Positions: 1 - 9
AD	Tucson Hispanic Chamber of Commerce Attn: Ruben Romero, Offic Admin. 823 E. Speedway Blvd. Tucson, AZ 85619	0	Positions: 1 - 9
AE	University of Advancing Technology Attn: Jaime Robertson 2625 West Baseline Road Tempe, AZ 85283	0	Positions: 1 - 9
AF	Valle del Sol Attn: Personnel/Job Placement 3806 N. 6 th Street Phoenix AZ 85014	0	Positions: 1 - 9
AG	YWCA of Maricopa County Attn: Job Placement Services 655 E. Willetta Phoenix AZ 85006	0	Positions: 1 - 9
AH	Arizona Broadcasters Association – Art Brooks www.careerpage.org	3	Positions: 1 - 9
AI	ABA Career Fair – Pima Community College, Tucson, AZ 9/8/2016	1	Positions: 7
AJ	ABA Career Fair East Valley Institute of Technology (EVIT), Mesa, AZ. May 11, 2017	0	Positions:
AK	NABJNAHJ Career Fair – August 5, 2016 Washington, DC	0	Positions: 3
AL	Univision Radio-Casa Grande Sandy Reyes sreyes@univisionradio.com	0	Positions: 1 - 9
AM	Univision Radio-Apache Junction Randy Jones rjones@univisionradio.com	0	Positions: 1 - 9
AN	Unimas-Douglas socano@univision.net	0	Positions: 1 - 9
AO	Unimas-Flagstaff avague@univision.net	0	Positions: 1 - 9
AP	Univision – Tucson,AZ Lorena Colston lcolston@univision.net	0	Positions: 1 - 9
AQ	Academy of Radio & TV Attn: Employment Services	0	Positions: 1 - 9

	frankakacisco@earthlink.net		
AR	Area Agency on Aging Attn: Employment Services yolanda.locher@aaaphx.org	0	Positions: 1 - 9
AS	Arizona Hispanic Chamber of Commerce Attn: Employment Services http://www.azhcc.com/portal/portallogin	0	Positions: 1 - 9
AT	Chicanos Por La Causa Attn: Employment Services mariajesus.cervantes@cplc.org	0	Positions: 1 - 9
AU	Maricopa Skill Center Attn: Job Services kerry.saderson@gatewaycc.edu	0	Positions: 1 - 9
AV	DeVry Institute of Technology Attn: Gerri Dames CareerServicesRequest@devry.edu	0	Positions: 1 - 9
AW	City of Phoenix Attn: Mary Alejandro mary.alejandro@phoenix.gov	0	Positions: 1 - 9
AX	Collegiate Broadcasters* Will Robedee cbjob@mailman.rice.edu	0	Positions: 1 - 9
AY	East Valley Institute of Tech.* Attn: Job Placement sgrosz@evit.com	0	Positions: 1 - 9
AZ	Friendly House Attn: Work Force Dept. sandrae@friendlyhouse.org	0	Positions: 1 - 9
BA	Grand Canyon University Attn: Career Services caerservices@gcu.edu	0	Positions: 1 - 9
BB	Greater Phoenix Urban League Attn: Employment Services info@gphxul.org	0	Positions: 1 - 9
BC	Greater Phoenix Urban League Attn: Kathy Johnson kjohnson@gphxul.org	0	Positions: 1 - 9
BD	ITT Technical Institute Attn: Job Placement kcueter@itt-tech.edu	0	Positions: 1 - 9
BE	Goodwill of Arizona employereperienceteam@goodwill.org	0	Positions: 1 - 9
BF	Maricopa Skill Center Attn: Job Placement katy.mendoza@gatewaycc.edu	0	Positions: 1 - 9
BG	Friendly House Attn: James Montoya jamesmontoya@friendlyhouse.org	0	Positions: 1 - 9
BH	Employee Referral	9	Positions: 1,2,3,6,7,8
BI	LinkedIn	5	Positions: 1,3,5,7,9
BJ	Job Board – Indeed.com	11	Positions: 1 – 9

BK	Society of Broadcast Engineers (SBE)	4	Positions: 4
BL	Internal Posting	2	Positions: 1 – 9
BM	Social Media - Univision	1	Positions: 6
BN	Media Industry Referral	1	Position: 7
BO	UCI Company Career Site	27	Position: 1 – 9
BP	Issac Maya Foundation Facebook	1	Position: 7
BQ	Monster.com	1	Position: 8
BR	Search Engine - Google	1	Position: 7
BS	Search Engine Site	1	Position 7
BT	Univision Website	1	Position: 7

*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

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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

Participated in Job/Career Fairs:

August 5, 2016 – News Director Juan Villa participated at the **National Association of Hispanic Journalists (NAHJ)** job fair in Washington D.C. He recruited for the open position of Video Journalist.

September 8, 2016 – 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.

February 25, 2017 – **Univision Local Stations hosted a Finance and Job fair at the Phoenix College in Phoenix.** This was a free event to the public to visit many vendors seeking to fill employment positions and to hear many professional guest speakers on the top of finance.

May 11, 2017 - 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, 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:

On March 3, 2017 News Director Juan Villa and News Anchor, Heidi Renpenning participated at the Arizona Latino Media Association Journalism High School Workshop. 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 13, 2017, - **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.

MAY 8, 2015 – Mother Daughter Career Day hosted by Carl Hayden Community High School and ASU. News Anchor, Heidi Renpenning and News Reporter Clara Colmenero were invited as guest speakers at this annual event. This Career Day is part of the Daughter/Mother program from the Arizona State University. This is a special program to prepare both; mother and daughter for a higher education. Heidi and Clara were presenters and inspired more than 250 9th graders and their mothers by sharing their personal stories on their road to become journalists.

May 19, 2017 – Career Day at Frank Borman School. On-Air DJ Edna Chapa was invited by the school as a guest to address 8th, 5th and 2nd grade students on the importance of an education and to share her personal career experiences in the broadcast industry.

VP, General Manager Roberto Yanez is a **Walter Cronkite School of Journalism and Mass Communications** member of the board of directors and active in the scholarship program.

VP, General manager Roberto Yanez is an active board of director's member of the **Arizona Broadcaster's Association**. The ABA has a scholarship program for students enrolled at ASU, NAU and U of A and in the broadcast field.

VP, General Manager Roberto Yanez is an Arizona Hispanic Chamber of Commerce board of director's member and active in the "Future Business Leader Scholarship" program.

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, 2016, a memo was sent to staff reiterating our Equal Employment Opportunity policy