

Annual EEO Public File Report

KAKW-DT, KTFO-CD KLQB-FM, KLJA-FM and KXLK-CD

(April 1, 2017 - March 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): KAKW-DT, Killeen, Texas; KTFO-CD, Austin, Texas; KLQB-FM Taylor, Texas; KLJA-FM Georgetown, Texas; and KXLK-CD, Austin, Texas¹ 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 March 26st 2017 to and including March 31th 2018 (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 follows 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.

¹ KXLK-CD was acquired and added to the Station Employment Unit on February 8, 2018.

Appendix 1 to
Annual EEO Public File Report

**KAKW-DT, KTFO-CD
KLQB-FM, KLJA-FM and KXLK-CD
(April 1, 2017 - March 31, 2018)**

Section 1: Vacancy information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
T-1	Multimedia Video Journalist	Internal
T-2	National Account Coordinator	Internal
C-3	Account Coordinator	Univision Career Site (External)
C-4	Account Executive	Univision Career Site (External)

Section 2: The total number of interviewees during the reporting period: 20

Appendix 2 to

Annual EEO Public File Report

**KAKW-DT, KTFO-CD
KLQB-FM, KLJA-FM and KXLK-CD**

(April 1, 2017 - March 31, 2018)

Section 1: Recruitment source information used by Stations **KAKW-DT, KTFO-CD, KLQB-FM, KLJA-FM and KXLK-CD** for vacancies.

	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 *	Virginia College 6301 US 290 E Austin, Texas		T-1 T-2 C-3 C-4
B	TV Jobs PO Box 4116 Oceanside, California Tvjobs.com		T-1 T-2 C-3 C-4
C	University of Texas 1 University Station A0900 Austin, Texas ccsmain@austin.utexas.edu		T-1 T-2 C-3 C-4
D	Greater Austin Hispanic Chamber Of Commerce 2800 South IH 35 Austin, Texas		T-1 T-2 C-3 C-4
E	Southwestern University 1001 E University Ave Georgetown, Texas Career.services@southwestern.edu		T-1 T-2 C-3 C-4
F	ST Edwards University 3001 South Congress Austin, Texas Seu.careerplan@stedwards.edu		T-1 T-2 C-3 C-4
G	Linked in Linkedin.com/job2	5	T-1 T-2 C-3 C-4
H	Austin Community College 5930 Middle Fiskville Rd. Austin, Texas		T-1 T-2 C-3 C-4
I	Huston-Tillotson College 900 Chicon St. Austin, Texas cdg@htc.edu		T-1 T-2 C-3 C-4
J	American Association of University Women AAUW Jeannie Best austinaauw@gmail.com PO Box 27223 Austin Texas 78755		T-1 T-2 C-3 C-4

K	TexasVeterans Commission Neil Cochran 575 Round Rock West Bldg-H Round Rock TX 78681		T-1 T-2 C-3 C-4
L *	American Woman in Radio and Television 3201 Steck Ave. Austin, Texas		T-1 T-2 C-3 C-4
M	Texas Association of Broadcasters 502 E. 11 th St, ste 200 Austin, Texas		T-1 T-2 C-3 C-4
N	Indeed .com	4	T-1 T-2 C-3 C-4
O	Employee Referral	5	T-1 T-2 C-3 C-4
P	Capital City African American Chamber of Commerce Natalie Medeira Cofield 5407 North IH 35 ste 304 Austin TX 78741		T-1 T-2 C-3 C-4
Q	Texas Workforce Commission 2801 E Martin Luther King Jr. Blvd Austin, Texas		T-1 T-2 C-3 C-4
R	Safe Place Women's Center PO Box 19454 Austin, Texas 78760		T-1 T-2 C-3 C-4
S	Southwestern University Roger Young PO Box 770 Georgetown TX 78627		T-1 T-2 C-3 C-4
T	Internal posting – UCI central	6	T-1 T-2 C-3 C-4

* Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report

**KAKW-DT, KTFO-CD
KLQB-FM, KLJA-FM and KXLK-CD**

(April 1, 2017 - March 31, 2018)

The following sets forth the supplemental outreach conducted by the stations KAKW-DT, KTFO-CD, KLQB-FM, and KLJA-FM and KXLK-CD.

JOB BANK PARTNERSHIPS

Internet Job Bank with Indeed and LinkedIn

The KLQB-FM, KLJA-FM, KAKW-DT and KTFO-CD websites, Univision.com, univisionradio.com, have a long-term contract with Indeed and LinkedIn to link our website to this nationally known job bank. Once on the Austin page, you can click on job search, and the link goes automatically to the Indeed and LinkedIn website, promoting general outreach to an internet job bank and not specifically geared to a specific job either at UCI Austin or anywhere else.

Internet Job Bank with TAB.COM

All KLQB-FM, KLJA-FM, KAKW-DT and KTFO-CD open positions are posted on the website for Texas Association of Broadcasters. Texas Association of Broadcasters is a media trade organization with broad-based membership to all Texas media outlets. By participating in this job bank, the stations are promoting general outreach to an internet job bank without specifically gearing outreach to a specific job either at Univision Austin TV/Radio or anywhere else.

PROGRAMS:

Univision Media Center at Hernandes Middle School

The Univision Media Center provides students with the tools and training to understand how a media newsroom operates and gain experience with production and editing equipment, as well as training from media professionals at Univision.

Trainings

On January 27, 2018; the news and production received the training called Powerful Storytelling. They news and production team learned about structuring a story, picking the best sound, digital tools to help with reporting and variety of other topics as well.

Externships:

On June 13th, Round Rock ISD and United Way sponsored Theresa Proctor, instructor from the Round Rock Independent School District to visit and shadow the Univision Production and news team. Theresa learned the procedures to produce a Live News Cast, and client commercial production. Theresa also learned procedures from the news team to prepare for interviews, how to handle breaking news, and writing the reports. Theresa took notes and shared all information with her High School students. Theresa also learned about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

On June 14th, Round Rock ISD and United Way sponsored Lanie Cataodno, instructor from Round Rock Independent, to visit and shadow the Univision Production team. Lanie learned the procedures to produce a News Cast, TV commercials, PSA's, News Briefs, Bill Boards, Morning Segments, and Radio Production. Lanie shared all information with her High School Students in Media Class. Lanie also learned about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

On June 27-June 29th, Round Rock ISD and United Way sponsored Ryan Smosna, instructor for the Round Rock Independent School District to train with Univision News Team. Ryan shadowed our News Director during the assignments meeting and shadow one of the reporters out on the field as they created the report from the field. This includes, schedule interview, prep camera and script, as well as editing with a duration of 2 minutes for the Live News cast. Ryan also shadowed our Technical Director, he learned about the switch board, prepared cameras in studio, lighting for different segments, graphics and learned how to read a run down and how to use the prompter system. Ryan utilized this training at the Hernandez Middle School Univision Media Center. Ryan also learned about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

CAREER DAY

- **UT Career & Internship Fair**

On October 4, 2017 Univision Local Media, VP of Finance, Human Resources representative Ana Maria Salas, Community Empowerment Manager, Fely Garcia and EEO officer Blanca Gaytan, attended the University of Texas Career and Internship Fair. Univision Local media provided information regarding the Leap program which gives the opportunity to work at 4 major markets on different projects with an opportunity to receive a full-time position at the end of the internship. Univision Local media representatives also talked about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

- Wooldridge Elementary Career Day-1

On November 2nd 2017, News Director, Ismael Martinez had the opportunity to participate in the Wooldridge Elementary Career Day. Ismael had the opportunity to talk to the students about his duties as a News Director and other jobs at Univision. Ismael also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

- Wooldridge Elementary Career Day-2

On November 3rd 2018 Weather Presenter and Financial Analyst, Blanca Gaytan, had the opportunity to participate in the Wooldridge Elementary Career Day-2. Blanca had the opportunity to talk to the students about her duties as a Weather Presenter and Finance Analyst and other jobs at Univision. Blanca also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

- Linder Elementary Career Day

On May 19th, 2017 News Director, Ismael Martinez had the opportunity to participate in the Linder Elementary Career Day. Ismael had the opportunity to talk to the students about his duties as a News Director and other jobs at Univision. Ismael encouraged the students to stay in school and pursue a college education. Miguel also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

- Creedmoor 2018 – Career Day

On January 25th, 2018 Juanita Buenrostro, Radio Personality had the opportunity to participate in the Creedmoor Career day. Juanita had the opportunity to talk to the students about her job and duties as a Radio Personality, and other jobs at Univision. Juanita was able to demonstrate to the students how to prepare for a live Radio show and an interview in the field. Juanita also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

- Hernandez Middle School Tour

On December 5th, 2017 several students from Hernandez Middle school visited Univision Austin. The students, who also participate in the UCI Media Center, were able to tour the station and learn about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM and KLJA-FM) work together to keep the community informed. The students were able to visit the Production department, the News department and they were able to shadow and ask questions regarding producing news cast

- Blanton Elementary Career Day

On May 13th, 2017 Radio Personality, Edwin Guzman had the opportunity to participate in the Blanton Elementary School Career day. Edwin had the opportunity to talk to the students about his job and duties as a Radio Personality. Edwin mentioned the importance to stay in school and the job opportunities they could have after college. Edwin also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM, KLJA-FM) work together to keep the community informed.

- Avance Graduation
On May 31st, 2017 Univision Local Media Weather Anchor, Blanca Gaytan had the opportunity to participate as MC at the Avance Graduation, morning class. La Graduacion honors the achievements of parents and children who have shown great dedication to completing Avance's nine-month Parent-Child Education Program.
- Avance Graduation
On May 31st, 2017 Univision Local Media, Radio Personality, Claudia Talamantez had the opportunity to participate as MC at the Avance Graduation, afternoon class. La Graduacion honors the achievements of parents and children who have shown great dedication to completing Avance's nine-month Parent-Child Education Program.

MENTORSHIP

- Univision Local Media Mentors
On May 11th, 2017, News Director, Ismael Martinez visited Hernandez Middle School as mentor from Univision local Media. Ismael had the opportunity to talk about his job duties as a News Director. Where he went to school? What classes he had to take. Ismael also talked about some other jobs he had, what are the things he loves the most about his job. Ismael gave a hands-on demonstration on how to use some news equipment. Ismael also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM and KLJA-FM) work together to keep the community informed
- Univision Local Media Mentors
On October 23th, 2017, Producer/Editor Daniel Rojas visited Hernandez Middle School as mentor from Univision local Media-Austin. Daniel had the opportunity to talk about his job duties at Univision TV and Radio. Where he went to school? What classes he had to take, what other jobs you had prior to Univision, the thing he loves most about his job; Daniel gave a hands on demonstration on editing to the students. He also talked to the students about the different job opportunities in TV and Radio and how Univision TV (KAKW-DT, KTFO-CD) and Univision Radio (KLQB-FM and KLJA-FM) work together to keep the community informed

EDUCATIONAL INSTITUTES EVENTS

- St. Mary's University – Andrea Mitra
Andrea Mitra, National Account coordinator spoke to students at St. Mary's University about digital, Radio and TV marketing and how Univision differs from other media platforms. This conference was for the marketing students about to graduate in May and are in the process of applying for internships and jobs opportunities. Andrea specifically talked about social Media Marketing and the role it has in our industry. Social Media Marketing is today's most widely used form of WOM (word of mouth). Andrea discussed experiences at Univision (KAKW-DT, KTFO-CD, KLQB-FM and KLJA-FM) and how all of our departments work together to put out a great product for our communities.

- Texas State University – Ismael Martinez

Univision Local Media, Ismael Martinez spoke to the Latino Media class students at Texas State University. Ismael discussed different aspects of Latinos and media in that course. Focusing on Latinos and TV news; Ismael talked about his experience in the Latino market, challenges and opportunities and the role he sees in journalism that serves the Latino community in central Texas. The students were able to ask questions, such as how does a Latino journalists get their first job and how they make opportunities happen. Ismael also discussed his experiences at Univision (*KAKW-DT, KTFO-CD, KLQB-FM and KLJA-FM*) as a News Director and how all of our departments work together to put out a great product for our communities.

SPONSORED COMMUNITY EVENTS

Back to School Bash

On August 12, 2017 Univision Local Media host a Back to School Bash. Univision Radio and TV talent visited with our community and shared their job description at the Univision booth. The community learned about reporters use equipment on the field, Radio personalities spoke about how they prepare for their radio shows, production team talked about how they produce a commercial for TV or Radio. the community also learned about weather with our Weather anchor, Blanca Gaytan. The talent also talked to the community about the different job opportunities in TV and Radio and how Univision TV (*KAKW-DT, KTFO-CD*) and Univision Radio (*KLQB-FM and KLJA-FM*) work together to keep the them informed