

## Annual EEO Public File Report

### Univision Radio-McAllen Stations KGBT-FM, KBTQ(FM), KGBT(AM)

Covering the Period from April 1, 2019 to March 31, 2020

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 Univision Radio-McAllen stations: **KGBT-FM, KBTQ (FM) and KGBT (AM)** are 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 period beginning April 1, 2019 to and including March 31, 2020 (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 relating to 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 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  
Annual EEO Public File Report Form**

**Covering the Period from April 1, 2019 to March 31, 2020**

**KGBT-FM, KBTQ (FM) and KGBT (AM).**

Section 1: Vacancy information for vacancies filled by combined employment unit comprised of Stations **KGBT-FM, KBTQ (FM) and KGBT (AM)**

<b>Full-time Positions Filled by Job Title</b>		<b>Recruitment Source of Hiree</b>
1.	Account Executive	Candidate Referral
2.	Account Executive	UVN Career Site
3.	Local Sales Manager	Internal/Current Employee
4.	Marketing Coordinator	Indeed
5.	Marketing Coordinator	Indeed
	<b>Total Interviewees:</b>	<b>21</b>

**Appendix 2**  
**Annual EEO Public File Report Form**

**Covering the Period from April 1, 2019 to March 31, 2020**

Section 2: Recruitment source information used by Stations: **Univision Radio-McAllen**  
**Stations KGBT-FM, KBTQ (FM) and KGBT (AM)**

	<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>
	LoneStar Veteran Association <a href="http://www.vetslist.us">www.vetslist.us</a>	0	Positions 1-5
	McAllen Chamber of Commerce Luis Cantu P.O. Box 790 McAllen, TX 78505 956-682-2871 Gerry Garcia <a href="mailto:ggarcia@mcallenchamber.com">ggarcia@mcallenchamber.com</a>	0	Positions 1-5
	RGV Hispanic Chamber of Commerce Elizabeth Vielma 3313 N. McColl Road McAllen, TX 78501 <a href="mailto:elizabeth@rgvhcc.com">elizabeth@rgvhcc.com</a>	0	Positions 1-5
	South Texas College 3201 W Pecan Blvd, McAllen, TX 78501 956-872-4448 <a href="https://www.collegecentral.com/southtexascollege/Employer.cfm">https://www.collegecentral.com/southtexascollege/Employer.cfm</a>	0	Positions 1-5
	Texas Association of Broadcasters <a href="https://www.tab.org/job-bank/post-job">https://www.tab.org/job-bank/post-job</a>	0	Positions 1-5
	The University of Texas Rio Grande Valley Ronnie Garcia 1201 W University Dr, Edinburg, TX 78539 956-665-2243 <a href="mailto:Ronnie.garcia@utrgv.edu">Ronnie.garcia@utrgv.edu</a>	0	Positions 1-5

Texas State Technical College Jose Saldivar Harlingen, TX 956-364-4106 <a href="mailto:Josie.saldviar@harlingen.tstc.edu">Josie.saldviar@harlingen.tstc.edu</a> <a href="https://employer.gradleaders.com/TSTC/Employers/Login.aspx?jprid=6174">https://employer.gradleaders.com/TSTC/Employers/Login.aspx?jprid=6174</a>	0	Positions 1-5
Work in Texas <a href="https://wit.twc.state.tx.us/WORKINTEXAS/wtx?u=1559062214835&amp;pageid=EM_JP_PVIEW&amp;id=6733869">https://wit.twc.state.tx.us/WORKINTEXAS/wtx?u=1559062214835&amp;pageid=EM_JP_PVIEW&amp;id=6733869</a>	0	Positions 1-5
Univision Career Site <a href="https://corporate.univision.com/careers/">https://corporate.univision.com/careers/</a>	4	Positions 1-5
Internal Posting	3	Positions 1-5
<b>Other Source(s) Not Notified by Employment Unit</b>		
Employee Referral	2	Positions: 1, 2
LinkedIn	5	Positions: 1-5
Indeed	7	Positions: 1-5
Total of Number of Interviewees	21	

**Appendix 3**  
**Annual EEO Public File Report Form**

**Covering the Period from April 1, 2019 to March 31, 2020**

Station(s) Comprising Station Employment Unit: **Univision Radio-McAllen Stations**  
**KGBT-FM, KBTQ (FM) and KGBT (AM)**

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by**  
**KGBT-FM, KBTQ (FM) and KGBT (AM)**

**Participated in Job/Career Fairs:**

October 2, 2019 - Univision McAllen participated in the Edinburg Bi-Annual Job Fair at the Edinburg Conference Center at Renaissance from 9:00 a.m. – 2:00 p.m., the employees that participated are Cesar Chapa, Activations Manager and Eddie Garza, Promotions Technician and Federico Hernandez, On Air Talent. The employees discussed with around 50 people about the possible positions with Univision McAllen and how to apply online.

October 9, 2019 – Univision McAllen participated in the Career Expo at South Texas Community College from 10:00 a.m. – 2:00 p.m., Waleska Rivera, HR Generalist and Mayra Guerrero, Account Coordinator and Cesar Chapa, Activations Manager participated in the career fair. The students learned about how to apply with Univision McAllen and about current and future opportunities in all departments.

November 7, 2019 – Univision McAllen participated in the “Hiring Red, White and Blue Career Fair” with Workforce Solutions at the McAllen Convention Center from 8:00 a.m. – 1:00 p.m., Discussed with veterans seeking employment about Univision’s career current and future opportunities and how to apply in the career site.

**Participated in Events Sponsored by Educational Institutions:**

April 25, 2019 - Univision McAllen participated in the Career Day at Cantu Elementary School from 1:00 p.m. – 3:00 p.m., The employees that participated are Cesar Chapa, Activations Manager participated and discussed with students about the industry and careers.

November 19, 2019 – Univision McAllen participated in the career day at B.L. Gray Junior High School from 8:30 a.m. – 12:00 p.m., Julio Campos, Promotions Technician and Cesar Chapa Activations Manager participated and discussed with around 800 students about Univision’s career opportunities and about the radio station. They discussed with the students about the roles within Univision and how to apply in the career’s site.

**Participation in Job Banks:**

Texas Association of Broadcasters - 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 March 3rd, March 5th and March 6th, 2020 Waleska Rivera, Human Resources Generalist conducted EEO Training for VP, General Manager and all department heads that have hiring power.

Among the unit's other efforts, on March 2, 2020 a memo was sent to staff reiterating our Equal Employment Opportunity policy