

Annual EEO Public File Report

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

Covering the Period from April 1, 2020 to March 31, 2021

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, 2020 to and including March 31, 2021 (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, 2020 to March 31, 2021

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

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

Full-time Positions Filled by Job Title		Recruitment Source of Hiree
1.		
2.		
3.		
4.		
5.		
	Total Interviewees:	0

Appendix 2
Annual EEO Public File Report Form

Covering the Period from April 1, 2020 to March 31, 2021

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

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

Texas State Technical College Jose Saldivar Harlingen, TX 956-364-4106 Josie.saldivar@harlingen.tstc.edu https://employer.gradleaders.com/TSTC/Employers/Login.aspx?jprid=6174	0	Positions 0
Work in Texas https://wit.twc.state.tx.us/WORKINTEXAS/wtx?u=1559062214835&pageid=EM_JP_PREVIEW&id=6733869	0	Positions 0
Univision Career Site https://corporate.univision.com/careers/	0	Positions 0
Internal Posting	0	Positions 0
Other Source(s) Not Notified by Employment Unit		
Employee Referral	0	Positions: 0
LinkedIn	0	Positions: 0
Indeed	0	Positions: 0
Total of Number of Interviewees	0	

* Indicates sources that have requested notification of job openings.

Appendix 3
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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:

December 10th, 2020- Lee Hecht Harrison designed a virtual event “Winter Job Jam” for organizations with large hiring needs for mid to senior level professionals from various areas including HR, IT, Finance, R&D, Sales, Engineering. The event was also organized not only with the intent to hire for current openings, but also to network for future positions. Univision participated in this virtual career fair to recruit openings for all Texas, Mayra Villalobos HR manager participated in this event.

February 9th, 2021- Lamar University hosted the “Virtual Coffee & Connect” available to all students of all majors to meet and connect with employers to build and develop their networking skills. Univision participated hosted by Waleska Rivera, HR Generalist and discuss current and future openings at Univision.

February 23rd, 2021- Austin College hosted the “Virtual Spring Career Fair”. This fair is to virtually meet students who are seeking full time, part time and summer internships. Univision participated and the employee that hosted the event was Waleska Rivera, HR Generalist.

February 25th, 2021- Prairie View University hosted the “Communications Virtual Career Fair” available to all communications and marketing digital arts majors. The purpose of this event is to expose the communications majors to a variety of career paths in their field and allow them to connect with potential employers. Univision participated on this event, hosted by Waleska Rivera- HR Generalist.

March 26th, 2021- South Texas College hosted the “2021 Jaguar Experience, Virtual Transition Fair”. This event hosts numerous employers to connect with candidates to discuss full-time, part-time and internship opportunities from a wide variety of fields. Cesar Chapa, Activations Manager and Mayra Guerrero, participated in this event to promote and discuss Univision career opportunities.

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 2nd, March 3rd and March 4th, 2021 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 1, 2021 a memo was sent to staff reiterating our Equal Employment Opportunity policy

FCC EEO Training:

Broadcast1Source in partnership with TLP Law and the California Broadcaster's Association gave a virtual one-hour training called CBA Training on March 2, 2021. The training focus to train all EEO Officers and Human Resources department to remind us of the FCC guidelines and requirements for the EEO public File. Cesar Chapa, Activations Manager and Mayra Guerrero, Account Coordinator participated in this training for McAllen.