

## **Annual EEO Public File Report Form**

**Stations: KWEX-DT, KNIC-DT, KCOR-CD, KXTN(AM), KVBH(FM), KROM(FM)  
KBBT(FM), KMYO(FM)**

**(April 01, 2020 - 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 station(s): KWEX-DT, KNIC-DT & KCOR-CD, KXTN(AM), KVBH(FM), KROM(FM), KBBT(FM), KMYO(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 April 01, 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 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 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 hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

**Appendix 1 of 3**  
**Annual EEO Public File Report**  
**(April 01, 2020 - March 31, 2021)**

**KWEX-DT/KNIC-DT/KCOR-CD/KXTN(AM)/KVBH(FM)/KROM(FM)/KBBT(FM)/KMYO(FM)**

**Section 3:** Vacancy information for vacancies filled by the combined employed unit comprised of Stations KWEX-DT, KNIC-DT & KCOR-CD, KXTN(AM), KVBH(FM), KROM(FM), KBBT(FM), KMYO(FM).

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>
1	On Air Talent            R007354	Employee Referral
2	Account Executive    R007739	Corporate Website

**Section 4:** The total number of interviewees during the reporting period: 52

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

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

**Section 1: Recruitment source information used by stations<sup>1</sup>**  
**KWEX-DT, KNIC-DT, KCOR-CD, KXTN(AM), KVBH(FM), KROM(FM), KBBT(FM),**  
**KMYO(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	Texas Association of Broadcasters 502 E. 11 <sup>th</sup> St., Suite 200 Austin, TX 78701 jobs@tab.org		Positions: 1 – 2
B	Univision Career Site (UCI)	17	Positions: 1- 2
C	Internal Posting or Employee Referral	2	Positions: 1 – 2
D*	Trinity University Career Services One Trinity Place Suite 215 San Antonio, TX <a href="mailto:Jhender4@trinity.edu">Jhender4@trinity.edu</a>	0	Positions: 1 - 2
E	TV Jobs.com <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> (As of 09/28/2020)	0	Positions: 2
F	University of Incarnate Word Job Placements 4301 Broadway, Box 111 San Antonio, TX 78209 career@uiwtx.edu	0	Positions: 1, 2

G	African American Student Affairs 1107 Pullen Hall Raleigh, NC 27695 multicultural@ncsu.edu (As of 09/28/2020)	0	Positions: 2
H	DeVry Career Services 4800 Regent BLVD Irving, TX 75063 dfortier@devry.edu (As of 10/06/2020)	0	Positions: 2
I	National Lesbian and Gay Journalist Association 1420 K street NW STE 910 Washington, DC 20005 <a href="mailto:info@nlgia.org">info@nlgia.org</a> (As of 10/05/2020)	0	Positions: 2
J	Ohio/Illinois Center for Broadcast 9885 Rockside Rd STE 160 Valley View, OH 44125 hcrable@beonair.com (As of 09/28/2020)	0	Positions: 2
K*	St Mary's University 1 Camino Santa Maria, San Antonio, TX 78228 <a href="mailto:clangston@stmarytx.edu">clangston@stmarytx.edu</a>	0	Positions: 1 - 2
L	US Air Force <a href="mailto:JoelRolondelgado.1@US.AF.Mil">JoelRolondelgado.1@US.AF.Mil</a>	0	Position: 1 - 2
M	University of North Texas 1155 Union Circle #31089 Denton, TX 76203 mediaarts@unt.edu (As of 09/28/2020)	0	Positions: 2
N	Women's Business Enterprise Alliance (WBEA) <a href="mailto:bids@wbea-texas.org">bids@wbea-texas.org</a> (As of 09/28/2020)	0	Positions: 2
O	Hispanic Contractors Association – Houston 7 Parker Road Houston, TX 77076 <a href="mailto:randymagdalen@yahoo.com">randymagdalen@yahoo.com</a> (As of 09/28/2020)	0	Positions: 2
P	El Paso Hispanic Chamber of Commerce 2401 E. Missouri St. El Paso, TX 79903 <a href="mailto:treed@ephcc.org">treed@ephcc.org</a> (As of 09/29/2020)	0	Positions: 2

Q	Houston Hispanic Chamber of Commerce 1801 Main St #890, Houston, TX 77002 <a href="mailto:cpetriciolet@houstonhispanicchamber.com">cpetriciolet@houstonhispanicchamber.com</a> (As of 10/30/2020)	0	Positions: 2
	<b>Other Job Board (not notified by employment unit)</b>		
R	LinkedIn	11	
S	Indeed	15	
T	Career Builder	6	
U	Glassdoor	1	

\* Indicates sources that have requested notification of job openings.

A number of sources were added to this Appendix in September, October 2020, when the Station Employment Unit updated its recruitment source list.

**Appendix 3 of 3**  
**Annual EEO Public File Report Form**  
**(April 01, 2020 - March 31, 2021)**  
**KWEX-DT/KNIC-DT/KCOR-CD/KXTN-AM/KXTN-FM/KROM-FM/KBBT-FM/KMYO-FM**

The following sets forth the supplemental outreach conducted by the stations KWEX-DT, KNIC-DT, KCOR-CD, KXTN-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM.

**Participated in Job/Career Fairs:**

**December 10<sup>th</sup>, 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 9<sup>th</sup>, 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 25<sup>th</sup>, 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.

**February 23<sup>rd</sup>, 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.

**March 26<sup>th</sup>, 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. Waleska Rivera, HR Generalist 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.

**Career Days:**

**October 21<sup>st</sup>, 2020** Dawson Middle School invited Meteorologist Gabriel Torres to participated via Zoom as a guest speaker for the Journalism Class, he answered the students’ questions and he talked about the importance of higher education, and also shared his career experiences in the broadcast industry as a Weather Anchor.

**October 26<sup>th</sup>, 2020** Meteorologist Gabriel Torres participated via Zoom as a guest speaker for St Phillip’s Early College he answered the students’ questions and talked about his career and why he chose that route.

**Student Internship Programs**

The Univision Media Lab Capstone Program offers selective internships in Radio (KMYO, KXTN AM, KVBH, KROM, and KBBT), Television (KWEX and KNIC) News, Sales, Promotions, and Production Departments. During Spring Semester 2020 10 students in their Senior year enrolled at Texas A&M University-San Antonio participated in this program and 5 Students are currently participating in this program during this 2021 Spring Semester. The capstone program is a partnership between Univision San Antonio and Texas A&M-San Antonio, established in January 2018. Each academic semester students receive hands-on training and guided mentorship from A&M faculty and professional journalists employed by the Univision corporation. The capstone program and internship experiences are directed

by Jenny Moore, Director of Student Media at TAMU-San Antonio, taught by Venicio Sinta, instructor of the class, as well as the Directors of each department. Eligibility for the program includes senior status and a GPA of 3.0 or higher

**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 2<sup>nd</sup>, March 3<sup>rd</sup> and March 4<sup>th</sup>, 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.