

**EEO PUBLIC FILE REPORT**

**A. Station Employment Unit**

- KWEX-DT, Facility ID No. 35881, San Antonio, Texas
- KNIC-DT, Facility ID No. 125710, Blanco, Texas
- KCOR-CD, Facility ID No. 48837, San Antonio, Texas
- KVBH(FM), Facility ID No. 67064, San Antonio, Texas
- KROM(FM), Facility ID No. 67071, San Antonio, Texas
- KBBT(FM), Facility ID No. 3075, Schertz, Texas
- KMYO(FM), Facility ID No. 25469, Comfort, Texas

**B. Reporting Period: April 1, 2022, to March 31, 2023**

**C. Full-Time Vacancy Information**

|     | <b>Full-Time Position Title</b>   | <b>Recruitment Source of Hire</b> |
|-----|-----------------------------------|-----------------------------------|
| 1.  | R010630 Activations Technician    | LinkedIn                          |
| 2.  | R010680 Anchor                    | TU Careers Site                   |
| 3.  | R011437 On Air Talent             | LinkedIn                          |
| 4.  | R011636 On Air Talent             | Employee Referral                 |
| 5.  | R011852 Activations Technician PT | LinkedIn                          |
| 6.  | R011881 Account Executive         | Internal Candidate                |
| 7.  | R011882 Account Executive         | GlassDoor                         |
| 8.  | R012540 Multimedia Journalist     | Internal Candidate                |
| 9.  | R012694 Multimedia Journalist     | Internal Candidate                |
| 10. | R011851 Activations Technician    | Internal Candidate                |
| 11. | R011956 Broadcast Engineer        | Search Engine                     |
| 12. | R010855 Account Coordinator       | Internal Candidate                |
| 13. | R010115 Account Executive         | TU Careers Site                   |
| 14. | R012618 Account Executive         | Internal Candidate                |

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 57

**D. Recruitment Source Information**

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

| <b>Recruitment Source</b>                                                                                                          | <b>Source Requested Notices?</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> |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| TU Careers Site<br><a href="https://corporate.televisaunivision.com/careers/">https://corporate.televisaunivision.com/careers/</a> | N/A                              | 14                                                                                       | All Positions                                                 |
| African American Student Affairs<br>1107 Pullen Hall Raleigh, NC 27695<br>multicultural@ncsu.edu                                   | No                               | 0                                                                                        | All Positions except No. 11-14                                |
| DeVry Career Services<br>4800 Regent BLVD Irving, TX 75063<br>dfortier@devry.edu                                                   | No                               | 0                                                                                        | All Positions except No. 11-14                                |
| El Paso Hispanic Chamber of Commerce<br><a href="https://ephcc.org/">https://ephcc.org/</a>                                        | No                               | 0                                                                                        | All Positions except No. 11-14                                |
| Hispanic Contractors Association Houston                                                                                           | No                               | 0                                                                                        | All Positions except No. 1-2 & 11-134                         |
| National Lesbian and Gay Journalist                                                                                                | No                               | 0                                                                                        | All Positions except No. 11-14                                |

| <b>Recruitment Source</b>                                                          | <b>Source Requested Notices?</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> |
|------------------------------------------------------------------------------------|----------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| Association<br>1420 K street NW STE 910 Washington, DC<br>20005 JobBoard@nljja.org |                                  |                                                                                          |                                                               |
| US Air Force<br>JoelRolondelgado.1@US.AF.Mil                                       | No                               | 0                                                                                        | All Positions except No. 1-2, 11-14                           |
| Women's Business Enterprise Alliance (WBEA)<br>bids@wbea-texas.org                 | No                               | 0                                                                                        | All Positions No. 2 & 11-14                                   |
| TV Jobs.com<br>admin@tvjobs.com                                                    | No                               | 0                                                                                        | All Positions except No. 1 & 11-14                            |
| TAB.org                                                                            | No                               | 0                                                                                        | All Positions                                                 |
| Alliance for Women in Media                                                        | No                               | 0                                                                                        | All Positions except No. 1-2 & 8-14                           |

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp> for the educational institutions listed below.

| <b>Educational Institution</b>                  | <b>Source Requested Notices?</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> |
|-------------------------------------------------|----------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| Alamo Colleges District                         | No                               | 0                                                                                        | All Positions except No. 2, 12-14                             |
| Austin College                                  | No                               | 0                                                                                        | All Positions except No. 12-14                                |
| Concordia University Texas                      | No                               | 0                                                                                        | All Positions except No. 2, 12-14                             |
| Houston Baptist University                      | No                               | 0                                                                                        | All Positions except No. 12-14                                |
| Huston-Tillotson University                     | No                               | 0                                                                                        | All Positions except No. 12-14                                |
| Lamar University                                | No                               | 0                                                                                        | All Positions except No. 2, 12-14                             |
| Lee College                                     | No                               | 0                                                                                        | All Positions except No. 12-14                                |
| Prairie View A&M University                     | No                               | 0                                                                                        | All Positions except No. 12 & 13                              |
| Rawls College of Business-Texas Tech University | No                               | 0                                                                                        | All Positions except No. 12 & 13                              |
| Rice University                                 | No                               | 0                                                                                        | All Positions except No. 2, 12 & 13                           |
| Sam Houston State University                    | No                               | 0                                                                                        | All Positions except No. 1, 6-7, 12 & 13                      |
| St. Edward's University                         | No                               | 0                                                                                        | All Positions except No. 1, 6-7, 12 & 13                      |
| St. Mary's University                           | No                               | 0                                                                                        | All Positions except No. 1-2, 6-7, 12 & 13                    |
| Texas A&M University -Commerce                  | No                               | 0                                                                                        | 2,3,4,5,8,11                                                  |
| Texas A&M University -Central Texas             | No                               | 0                                                                                        | 3,4,5,8,9,10,11                                               |
| Texas A&M University- Corpus Christi            | No                               | 0                                                                                        | All Positions except No. 1, 6-7, 12-14                        |
| Texas A&M University- San Antonio               | No                               | 0                                                                                        | 3,4,5,8,10,11                                                 |
| Texas Lutheran University                       | No                               | 0                                                                                        | 3,4,5,8,9,10,11,14                                            |
| Texas Southern University                       | No                               | 0                                                                                        | 3,4,5,8,9,10,11,14                                            |
| University of Houston-Clear Lake                | No                               | 0                                                                                        | 8,10,11,14                                                    |
| University of North Texas                       | No                               | 0                                                                                        | 8,10,11,14                                                    |
| University of North Texas at Dallas             | No                               | 0                                                                                        | 8,11,14                                                       |
| University of St. Thomas                        | No                               | 0                                                                                        | 10,11,14                                                      |
| University of Texas at Arlington                | No                               | 0                                                                                        | 8,10,11,14                                                    |

| <b>Educational Institution</b>    | <b>Source Requested Notices?</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> |
|-----------------------------------|----------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| University of Texas at Dallas     | No                               | 0                                                                                        | 8,10,11,14                                                    |
| University of Texas at Rio Grande | No                               | 0                                                                                        | 8,10,11,14                                                    |
| University of Texas San Antonio   | No                               | 0                                                                                        | 8,9,10,11,14                                                  |
| Trinity                           | No                               | 0                                                                                        | 8,10,11,14                                                    |
| University of the Incarnate Word  | No                               | 0                                                                                        | 10,11                                                         |

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

| <b>Recruitment Source</b> | <b>Source Requested Notices?</b> | <b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b> |
|---------------------------|----------------------------------|------------------------------------------------------------------------------------------|
| LinkedIn                  | No                               | 14                                                                                       |
| Indeed                    | No                               | 7                                                                                        |
| Employee Referrals        | No                               | 4                                                                                        |
| Glassdoor                 | No                               | 1                                                                                        |
| Other Board               | No                               | 9                                                                                        |
| Internal                  | No                               | 8                                                                                        |

**E. Outreach Activities During Reporting Period**

| <b>Description</b>                                                                                                                                                                                                                                                                                                             | <b>Dates</b> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| The EEO Officer attended virtual career fair hosted by Columbia College. During this career fair, the EEO Officer shared career opportunities within the company and across the Texas employment units.                                                                                                                        | 10/21/2022   |
| The EEO Officer attended virtual career fair with the University of Houston-Downtown. During this career fair, the EEO Officer shared career opportunities within the company and across the Texas employment units.                                                                                                           | 2/22/2023    |
| Univision San Antonio's Mary Melton, Assignments Desk Editor served as panelist at event sponsored by the Public Relations Society of America. Several other San Antonio based journalists participated and spoke about the broadcast media industry and shared their insights and experiences with the attendees.             | 1/5/2023     |
| Univision San Antonio's News Anchor Lidia Terrazas spoke to students at the Texas Christian University about Diversity and Latino Representation in the Media. This was a virtual participation and she discussed about the importance and challenges of Latino representation in Media. Students engaged and asked questions. | 3/10/2023    |
| Univision San Antonio's News Director, Moana Ramirez participated in Kinder Ranch Elementary's Career Day, she shared her experience working in Media and motivate students to consider a career in Broadcasting.                                                                                                              | 1/20/2023    |
| Univision San Antonio's Brenda Macias, Director of Community Empowerment, Carolina Vela, Reporter and Edgar Cantu, Sales Coordinator participated in Harlendale Highschool's Career Fair along                                                                                                                                 | 1/26/2023    |

| <b>Description</b>                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Dates</b>                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| with other organizations and industries to share and inform students about career opportunities in the employment unit and in the broadcasting industry. Over 200 hundred students participated and stopped by Univision’s booth to chat and ask questions.                                                                                                                                                                                                   |                             |
| Univision San Antonio’s News Anchor Lidia Terrazas participated in the Carlos Coon Elementary School Career Day. She spoke to students in various sessions about training and degrees required to have a career in media.                                                                                                                                                                                                                                     | 3/10/2023                   |
| Univision San Antonio’s Meteorologist Gabriel Torres participated in the Washington Irving Dual Language Academy Career Day, where he spoke to students about careers in Media.                                                                                                                                                                                                                                                                               | 3/10/2023                   |
| The employment unit hosted students from the NEISD Adult Education Center at the station studios. The group of ESL adult students toured Univision to learn about career opportunities in TV and Radio. Brenda Macias, Director of Community Empowerment and Ruben Cantu, Commercial Producer, spoke about working in media and what is required to pursue a career in broadcasting.                                                                          | 7/27/2022                   |
| The employment unit hosted students from McCollum High School at the station studios. Students from the Media Communications program toured Univision TV and Radio studios to learn about media and what type of skills and knowledge are required to work in the broadcasting industry. Brenda Macias, Director of Community Empowerment, along with News Talent, spoke to students about career opportunities and shared experiences working in TV & Radio. | 10/25/2022                  |
| On May 20, 2022, the EEO Officer participated in a virtual training provided by the law firm Covington and Burling LLP concerning the FCC EEO rules and requirements. In addition, a memorandum was distributed to staff in January 2023, reiterating the Equal Employment Opportunity policy.                                                                                                                                                                | 5/20/2022 & Jan. 2023       |
| 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.                                                                                                                                                                                                                                                       | Throughout Reporting Period |