

Annual EEO Public File Report Form

Stations: KWEX-DT, KNIC-DT, KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM (formerly KGSX)

(April 01, 2015 - March 31, 2016)

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 & KNIC-CA, KCOR-AM, KXTN-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 television broadcast stations KWEX-DT, KNIC-DT, & KNIC-CA historically have comprised a separate employment unit from the commonly owned radio broadcast stations, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM. However, effective as of September 1, 2014, as part of a corporate reorganization that resulted in the stations sharing one or more employees, the KWEX-DT, KNIC-DT, & KNIC-CA employment unit was consolidated with the KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM employment unit.

The information contained in this Report covers the time period beginning April 01, 2014 to and including March 31, 2015 (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 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 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, 2015 - March 31, 2016)
KWEX-DT/KNIC-DT/KNIC-CA/KCOR-AM/KXTN-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 & KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM.

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
C-1	Marketing and Promotions Coordinator SAT 2015-002	Internal
C-2	Digital Content Manager SAT-2015-003	Career Builder
C-3	News Producer SAT 2015-008	Univision Career Site
C-4	Marketing and Sales Coordinator SAT 2015-010	Internal
C-5	VIDEOJOURNALIST SAT 2015-011	Univision Career Site
C-6	ACCOUNT COORDINATOR SAT 2015-013	Internal
C-7	ANCHOR-VIDEO JOURNALIST SAT 2015-014	Career Builder
C-8	MULTIMEDIA JOURNALIST SAT 2015-015	Internal
C-9	ACCOUNT COORDINATOR SAT 2015-016	Univision Career Site

Section 4: The total number of interviewees during the reporting period: 38.

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KWEX-DT/KNIC-DT/KNIC-CA/KCOR-AM/KXTN-FM/KROM-FM/KBBT-FM/
KMYO-FM**

Section 3: Recruitment source information used by Stations KWEX-DT, KNIC-DT, KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM

	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	Texas Association of Broadcasters 502 E. 11 th St., Suite 200 Austin, TX 78701	<div>0</div> <div>0</div> <div>0</div> <div>0</div> <div>0</div> <div>0</div> <div>0</div> <div>0</div>	<div>Marketing and Promotions Coordinator</div> <div>Digital Content Manager</div> <div>News Producer</div> <div>Marketing and Sales Coordinator</div> <div>Video journalist</div> <div>Account Coordinator</div> <div>Anchor/Video Journalist</div> <div>Multimedia Journalist</div> <div>Account Coordinator</div>
B	Internal Posting or Employee Referral	<div>1</div> <div>1</div> <div>0</div> <div>1</div> <div>0</div> <div>1</div> <div>0</div> <div>2</div> <div>0</div>	<div>Marketing and Promotions Coordinator</div> <div>Digital Content Manager</div> <div>News Producer</div> <div>Marketing and Sales Coordinator</div> <div>Video journalist</div> <div>Account Coordinator</div> <div>Anchor/Video Journalist</div> <div>Multimedia Journalist</div> <div>Account Coordinator</div>

C	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	2 5 0 0 1 5 0 0 4	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
D*	NAACP P.O. Box 200225 San Antonio, TX 78220	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
E*	Trinity University Career Svcs One Trinity Place Suite 215 San Antonio, TX	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
F*	Irish Cultural Society 6754 Timberhill Drive San Antonio, TX 78238	0 0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator

G*	San Antonio College Job Placement 1300 San Pedro Ave. San Antonio, TX 78212	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
H	TV Jobs.com	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
I*	Texas Workforce 4535 E. Houston San Antonio, TX 78220	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
J*	University of Incarnate Word Job Placements 4301 Broadway, Box 111 San Antonio, TX 78209	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator

K*	St. Phillips College/Career Services 1801 Martin Luther King Drive San Antonio, TX 78203	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
L*	ACOG State and Local Solutions/ TWC 8700 Tesoro, Ste 700 San Antonio, TX 78217	0 0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
M*	The Salvation Army 521 E. Elmira San Antonio, TX 78212	0 0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
N*	Communities in Schools San Antonio 1616 E. Commerce, Bldg. 1 San Antonio, TX 78205	0 0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
O*	British Heritage Association	0	Marketing and Promotions Coordinator

	4623 Black Oakwood San Antonio, TX 78209	0 0 0 0 0 0 0 0	Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
P*	Rape Crisis Center 7500 US Hwy 90 West Bldg 2, Ste. 201 San Antonio, TX 78227		Asked to be removed from listing on 7/1/13
Q*	UTSA Job Bank Coordinator One UTSA Circle San Antonio, TX 78249	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
R*	Family Member Employment Assistance Program 2010 Stanley Rd., Ste. 95 Fort Sam Houston, TX 78234	0 0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator
S*	CIS of San Antonio		Asked to be removed from listing on 4/21/13
T*	Palo Alto College 1400 W. Villaret Blvd. Attn: Student Center 101 San Antonio, TX	0 0 0 0 0 0 0 0	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist

		0	Account Coordinator
U	Univision Career Site(UCI)	0 0 1 10 1 0 0 2 1	Marketing and Promotions Coordinator Digital Content Manager News Producer Marketing and Sales Coordinator Video journalist Account Coordinator Anchor/Video Journalist Multimedia Journalist Account Coordinator

* Indicates sources that have requested notification of job openings.

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

JOB BANK PARTNERSHIPS

Internet Job Bank with CAREERBUILDER.COM

Each stations' website (KWEX-DT, KNIC-DT, KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM), Univision.com [keyword: San Antonio], has a long-term contract with CareerBuilder.com to link our website to this nationally known job bank. Once on the San Antonio page, you can click on job search, and the link goes automatically to the CareerBuilder.com website, promoting general outreach to an internet job bank and not specifically geared to a specific job either at KWEX or anywhere else.

Internet Job Bank with TAB.COM

All open positions for KWEX-DT, KNIC-DT, KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM 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 KWEX or anywhere else.

STUDENT INTERNSHIP PROGRAMS

News Internship (Re-news every year)

KWEX-TV is hosting 2 internship programs for interns under the mentorship of the News Director, Moana Ramirez and Community Empowerment Director, Cristina J. Bazaldúa for the Spring 2015 and 2016, Summer 2015 and Fall 2015 (January 2015 - May 2016) semester. The interns (4) are undergraduate students enrolled at TX A&M San Antonio. The focus of the internships is to learn the different facets of news from assignment desk, producing the news, reporting, and directing so that the interns get a well-rounded experience. For the Community Empowerment Internship the intern will assist the director in all and any efforts to build new & maintain current key relationships with community leaders, nonprofit organizations, political leaders, and the business community in order to cultivate increased awareness and opportunities for the stations in the areas of community service, business, and the local Univision brand, as well as administrative responsibilities.

Production Internship (Re-news every year)

KWEX-TV hosted an internship program for interns under the mentorship of the Production Director, Roland Davila for the Summer (June – August 2015) semester. One of the interns was an undergraduate student enrolled at the University of the Incarnate Word and the second intern was an undergraduate student enrolled at University of Texas San Antonio. The focus of the internships was to expose the students on how to operate studio cameras, experience hands on non-linear editing, audio console operator, graphics and production grips. Production interns worked on several on location shoots involving client commercials and promotions. The two interns played a vital role in the execution of several stations on site initiatives including: Copa Univision, Back to School / Health Fair, and Únase Al Reto. Interns also shadowed and assisted other departments including news, sales and marketing to help gain a better understanding of broadcast television.

OTHER COLLEGE, K-12 SCHOOL & COMMUNITY OUTREACH

Date of Event	Organization	Name of Event	Duties performed	Attendance	Type of Audience	Univision Employee	Employee Title
3/7/2015	National Multiple Sclerosis Society	MS Walk San Antonio 2015	Walked for MS	5,000	MS Community, Community & Elected Officials	Entire Staff	Entire Staff
3/28/2015	Cesar Chavez March for Justice & City of San Antonio	San Antonio's 19th Cesar Chavez March	Marching with the community	5,000	Community & Elected Officials	Entire Staff	Entire Staff
5/8/2015	Southwest Voters Registration	Willie Velazquez Benefit Dinner	Mistress of Ceremony	450	High School Students, Community Leaders & Elected Officials	Brenda Jimenez	News Anchor
6/19/2015	San Antonio Hispanic Chamber of Commerce	Latina Leadership Institute	Hosted 21 women in the program interested in running for elected positions or running campaigns along with the steering committee	35	Program participants & Steering committee members	Cristina J. Bazaldúa & Chris Morris	Vice President & General Manager and Director of Community Empowerment
9/18/2015	Mexican American Legal Defense & Educational Fund (MALDEF)	MALDEF 2015 San Antonio Awards Gala	Mistress of Ceremony	600	High School Students, Community Leaders & Elected Officials	Brenda Jimenez	News Anchor
10/23/2015	Housman Elementary School	Career Day	Speak to Elementary Students on Communications/Media Careers	120	Elementary Students	Alejandra Becerra	Weather/Traffic/Sports Reporter
11/17/2015	Jackson Middle School	College Night	Speaking to parents about the importance of college education	200	Middle School Students, Parents & School Staff	Cristina J. Bazaldúa	Director of Community Empowerment
1/16/2016	San Antonio Martin Luther King Jr. Commission	My City, Our Community Youth Summit	Speaking on civic engagement	150	Middle School Students & community leaders	Anthony A, Michael Peña, James Mendez & Gary Cooper	Radio DJs & News Assignment Desk Editor
1/18/2016	San Antonio Martin Luther King Jr. Commission	MLK March	Speaking on civic engagement & participated in entire March	10,000	High School Students, Community Leaders & Elected Officials	Entire Staff	Entire Staff
1/19/2016	University of the Incarnate Word	Writing Spanish for the Media Class	Share experiences with college students about working as a journalist for Univision	12	College Students	Mariana Veraza	Videojournalist
1/20/2016	La Prensa Educational Fund	La Prensa Educational Fund Gala	Mistress of Ceremony	250	Education & Community Leaders	Cristina J. Bazaldúa	Director of Community Empowerment

2/25/2016	San Antonio Chamber of Commerce	San Antonio Chamber of Commerce Board of Directors	Hosted the San Antonio Chamber of Commerce Board of Directors Meeting	85	Business Leaders	Chris Morris	Vice President / General Manager
2/26/2016	Esparza Elementary School	Esparza Career Day	Speak to Elementary Students on Communications/Media Careers	90	Elementary Students	Malena Sanchez	Radio DJ
3/2/2016	City of San Antonio Department of Human Services, Senior Services	Senior Spring Fling	Emcee	1,800	Senior Citizens	Jorge Nuñez	News Anchor
3/7/2016	Texas A&M San Antonio	Career Day	Video Journalist Career Experience Presentation	20	College Students	Mariana Veraza	Videojournalist
3/8/2016	Mayor's Commission on the Status of Women	International Women's Day Luncheon	Mistress of Ceremony	600	High School Students, Community Leaders & Elected Officials	Brenda Jimenez	News Anchor
3/10/2016	Texas A&M San Antonio	Career Day	Speak to journalism students about the life of a reporter and their experiences as a reporter for a major network	36	College Students	Mariana Veraza	Videojournalist
3/19/2016	Eagle Pass Chamber of Commerce	International Friendship Festival	Grand Marshalls	500	Community & Elected Officials	Antonio Guillen, Jorge Nuñez & Myrna Salas	News Anchors & Reporter
3/19/2016	NCLR (National Council of La Raza)	College Summit - Líderes Avanzando program	Panelist: Media, Youth and Civic Engagement Session	75	College Students	Cristina J. Bazaldúa	Director of Community Empowerment
3/22/2016	Special Olympics Texas	Bowling for Badges	Station Team form to show support	175	SA Police Officers, SOTX Athletes, Community with Special Needs	Rafael Carderera, Robert Cervantes, Gloria de Valdes & Mariana Veraza	News Anchors, Reporter, & Radio DJ
3/26/2016	Cesar Chavez March for Justice & City of San Antonio	San Antonio's 20th Cesar Chavez March	Marching with the community	5,000	Community & Elected Officials	Entire Staff	Entire Staff
			Total Audience Captured	30198			

CAREER FAIRS

Univision & Our Lady of the Lake

Univision in partnership with Our Lady of the Lake University hosted a Community job fair on Tuesday, March, 8th from 9 am to 12 pm in the PWSR and Blue Room of the Campus. Employers seeking full-time, part-time and internship position in areas of education, technology, business, science and other industries were available to speak and hire students and community members on the spot. The fair was absolutely free for everyone.

In attendance were Cristina J. Bazaldúa, Jocelynn Mireles, and Aletse Ballesteros.

Organization & Business that participated were:

- Abraxas
- A GEO Group
- Alamo Colleges
- Aleuro, Inc.
- Allstate Insurance Company
- Artpace San Antonio
- AT&T Wireless
- Cavender Auto Family
- Citi
- City of San Antonio Dept. of Human Services
- Farmers Career Center- District 44
- Frost & Sullivan
- Himmel Home Health, LLC
- Jefferson Bank
- Judson ISD
- Kahlig Auto Group
- Labor On Demand, Inc.
- Marriott Global Reservation
- Mary Kay Cosmetics
- Nielsen - San Antonio Call Center
- North East Independent School District Northwestern Mutual--San Antonio Peace Corps
- Pearson
- SA Youth
- San Antonio Housing Authority
- Schlitterbahn Waterpark & Resort
- Sears Holdings
- South San Antonio ISD
- Texas Department of Family & Protective Services
- Visiting AngelsHill Country Vista Vocational Resources Center Inc.