

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, 2023 to March 31, 2024

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R013532 Assignment Desk Editor/Producer	Job Board
2.	R015159 Local Sales Manager	Employee referral
3.	R015220 Photographer/Editor	Employee referral
4.	R014149 Account Executive	Other
5.	R015539 Multimedia Journalist	Internal TU Employee
6.	R015352 Technical Director	LinkedIn

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 12

D. Recruitment Source Information

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

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Site https://corporate.televisaunivision.com/careers/	No	6	All Positions
African American Student Affairs 1107 Pullen Hall Raleigh, NC 27695 multicultural@ncsu.edu	No	0	All Positions
DeVry Career Services 4800 Regent BLVD Irving, TX 75063 dfortier@devry.edu	No	0	All Positions
El Paso Hispanic Chamber of Commerce https://ephcc.org/	No	0	All Positions
Hispanic Contractors Association Houston	No	0	All Positions
National Lesbian and Gay Journalist Association 1420 K street NW STE 910 Washington, DC 20005 JobBoard@nlga.org	No	0	All Positions
US Air Force JoelRolondelgado.1@US.AF.Mil	No	0	All Positions

Women's Business Enterprise Alliance (WBEA) bids@wbea-texas.org	No	0	All Positions
TV Jobs.com admin@tvjobs.com	No	0	All Positions
Alliance for Women in Media	No	0	All Positions
Houston Hispanic Chamber Houstonhispanicchamber.com	No	0	All Positions

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

Educational Institutions	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Alamo Colleges District	No	0	All positions
Austin College	No	0	All Positions
Concordia University Texas	No	0	All Positions
Houston Baptist University	No	0	All Positions
Huston-Tillotson University	No	0	All Positions
Lamar University	No	0	All Positions
Lee College	No	0	All Positions
Prairie View A&M University	No	0	All Positions
Rawls College of Business-Texas No Tech University	No	0	All Positions
Rice University	No	0	All Positions
Sam Houston State University	No	0	All Positions
St. Edward's University	No	0	All Positions
St. Mary's University	No	0	All Positions
Texas A&M University - Commerce	No	0	All Positions
Texas A&M University – Central No Texas	No	0	All Positions
Texas A&M University-Corpus No Christi	No	0	All Positions
Texas A&M University-San Antonio	No	0	All Positions
Texas Lutheran University	No	0	All Positions
Texas Southern University	No	0	All Positions
University of Houston-Clear Lake	No	0	All Positions
University of North Texas	No	0	All Positions
University of North Texas at Dallas	No	0	All Positions
University of St. Thomas	No	0	All Positions

Educational Institutions	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
University of Texas at Arlington	No	0	All Positions
University of Texas at Dallas	No	0	All Positions
University of Texas at Rio Grande	No	0	All Positions
University of Texas San Antonio	No	0	All Positions
Trinity	No	0	All Positions
University of the Incarnate Word	No	0	All Positions

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

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
Job Board	No	1
Employee Referral	No	2
Other	No	1
Internal TU Employee	No	1
LinkedIn	No	1

E. Outreach Activities During Reporting Period

Description	Dates
The employment unit's EEO Officer and the Promotions Manager participated in a training session concerning the FCC's EEO rules and regulations.	12/14/2023
The employment unit's Meteorologist visited with Elementary school students and parents to speak to them about higher education and the importance of being bilingual in the workforce. Approximately 350 students and parents were present at the career fair.	2/13/24
The employment unit's Meteorologist participated for the third consecutive year in the IDEA Burke Middle School event to speak to approximately 300 students ranging from 6 th to 8 th grade. He motivated them to stay in school and to consider a career in Media and Meteorology. He shared his success story and experience working at Univision San Antonio.	2/20/24
The employment unit's Meteorologist visited with 3 rd , 4 th and 5 th grade students to teach them how tornados form and what to do if a tornado is reported in our area. He motivated the young students to stay in school and begin thinking about college. Close to 200 students participated.	2/28/24
The employment unit's Meteorologist spoke to close to 350 students at Irving Dual Language Academy. This is the second year he was invited to speak to students about working in media and being a Meteorologist.	3/7/24
The employment unit hosted the CRIT USA families for a studio tour and to learn about the broadcast industry careers. Anchors, reporters, and the Director of Community Empowerment joined the tour to welcome the students and share with them how they got into media and showed them the behind-the-scenes during the live newscast.	11/28/23

Description	Dates
The employment unit hosted Expo Vida Health and Job Fair. The event took place in the Northside of the city to provide job opportunities for local businesses such as school districts and restaurants. TV talent and Radio talent participated in this event.	11/08/23
The employment unit's Director of Community Empowerment spoke at a women's empowerment/business workshop, Entre Mujeres, during Breast Cancer Awareness month to share her personal story as a survivor and to share with the women the various platforms that Univision offers to motivate them to learn about publicity opportunities.	10/04/23
Several employment unit employees participated in the ERG training workshop to learn about the various Employee Resource Groups available for them to access and learn about.	10/18/23
The employment unit's Director of Community Empowerment, other staff members such as TV & Radio talent participated in a school tour of the studios. Approximately 37 Students and faculty from Pieper High School visited and toured Univision TV station and radio stations. Local reporters and talent, and News Director spoke to students about their careers in media.	03/21/24
The employment unit's Director of Community Empowerment participated at Harlendale Independent School District Career EXPO at McCollum to share with students about job opportunities and how to get into media and journalism.	02/01/24
The employment unit's Director of Community Empowerment served as a panelist at the SXSW Expo. She participated at the Espacio Latino Innovation Hub about Media, TV & Social Media publicity and the impact it has on the Hispanic Community. The event was hosted by Black & Brown Founders.	03/09/24
The employment unit's local talent, News Director, and Director of Community Empowerment participated in the Annual Cesar Chavez March hosted by CECLEF. Additionally, that evening the station participated in the Cesar Chavez Gala scholarship dinner.	03/23/24
The Director of Community Empowerment for the employment unit served as keynote speaker at the Breast Cancer Awareness Annual event in Crystal City. Hosted by Lopez Health Systems, Inc. and other community agencies, the Director shared her journey with Breast Cancer as a way to educate and empower women to get their yearly mammograms. She also discussed career opportunities at the station.	10/07/23
Several employment unit staff participated in the Virtual Career Fair for middle and high school students to navigate various universities and learn about scholarships. On Nov 10 th , the Director of Community Empowerment, and Meteorologist, visited Harlendale HS to motivate students and show them how to navigate the Virtual Career Fair website. Thousands connected Virtually and registered for the Career Fair.	11/8/24 thru 11/13/24