

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, 2019 - March 31, 2020)

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, 2019 to and including March 31, 2020 (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 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 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

Covering the Period from (April 01, 2019 - March 31, 2020)

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

Section 1: 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).

	Full-time Positions Filled by Job Title	Recruitment Source of Hire
1	Producer AM Show	UCI Careers Site
2	Multimedia Journalist	UCI Careers Site
3	Account Executive	LinkedIn
4	On Air Talent	UCI Careers Site
5	Anchor Video Journalist	UIC Careers Site
6	Account Executive	Employee Referral
7	Multimedia Producer	Internal Candidate
8	On Air Talent	UCI Career Site
9	Weather Anchor	Candidate Referral
10	Account Executive	Glassdoor
11	Account Executive	Candidate Referral
12	News Producer	Employee Referral
13	Broadcast Engineer	GoInHouse
14	Director of Sales	Employee Referral
	The total number of interviewees	86

Appendix 2
Annual EEO Public File Report

Covering the Period from April 1, 2019 to March 31, 2020

**Section 2: Recruitment source information used by stations
KWEX-DT, KNIC-DT, KCOR-CD, KXTN(AM), KVBH(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 jobs@tab.org	0	Positions: 13
B*	Trinity University Career Services One Trinity Place Suite 215 San Antonio, TX JHender4@trinity.edu	0	Positions: 2-4, 6,12-13
C	University of Incarnate Word Job Placements 4301 Broadway, Box 111 San Antonio, TX 78209 career@wiwtx.edu	0	Positions: 2-4, 6, 9,12-13
D	UTSA Job Bank Coordinator One UTSA Circle San Antonio, TX 78249	0	Positions: 3
E	Univision Career Site	34	Positions: 1-14
F	Texas A&M University at San Antonio Clarisa Tejada ClarisaTejada@tamusa.edu	0	Positions: 2-4, 6,12-13
G*	St. Mary's University Engagement and Career Development Mrodriguez1@stmarytx.edu	0	Positions: 2-4, 6,12-13

H	Irish Cultural Society 6754 Timberhill Dr San Antonio, TX 78238	0	Positions: 9
I	St. Phillips College/ Career Services 1801 Martin Luther King Dr San Antonio, TX 78203 Spc-jobs@alamo.edu	0	Positions: 9
J	The Salvation Army 521 E Elmira San Antonio, TX 78212	0	Positions: 9
K	US Air Force JoelRolondelgado.1@US.AF.Mil	0	Positions: 2-4, 6, 12-13
	Other Job Board (not notified by employment unit)		
L	Employee Referral	14	Positions: 4, 6, 9, 11, 12, 13, 14
M	LinkedIn	13	Positions: 2, 3, 4, 7, 9, 12,14
N	Indeed	17	Positions: 3, 4, 8, 10, 12, 13,14
O	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	2	Positions: 8, 9
P	Glassdoor	3	Positions: 9, 10, 12
Q	GoInHouse	1	Positions: 13
R	Job Sites	2	Positions: 6
	Total Number of Interviewees:	86	

* Indicates sources that have requested notification of job openings.

Appendix 3

Annual EEO Public File Report Form

(April 01, 2019 - March 31, 2020)

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

Station(s) Comprising Station Employment Unit: **KWEX-DT, KNIC-DT, KCOR-CD, KXTN(AM), KVBH(FM), KROM(FM), KBBT(FM), KMYO(FM).**

Section 3: **Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KWEX-DT, KNIC-DT, KCOR-CD, KXTN(AM), KVBH(FM), KROM(FM), KBBT(FM), KMYO(FM).**

Internship Program

The Univision Media Lab Capstone Program offers selective internships in Radio KMYO(FM), KXTN(AM), KVBH(FM), KROM(FM), and KBBT(FM), Television (KWEX-DT, KNIC-DT & KCOR-CD), Sales, Promotions, and Production Departments to 10 students per semester in their Senior year enrolled at Texas A&M University-San Antonio. The capstone program is a partnership between Univision San Antonio and Texas A&M-San Antonio, established in January 2018. 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.

Participated in Job/Career Fairs:

November 20, 2019 Harlandale ISD hosted a Career and job fair from 5:30 PM to 7:30PM at McCollum High School in the school's cafeteria. Employers seeking full-time, part-time and internship position in areas of education, technology, business, culinary science and other industries were available to speak and hire students and community members on the spot. This career and job fair provided students and community members the opportunity to make informed decisions regarding their post-secondary education and career decisions. Univision along with other industry leaders exposed them to many occupational opportunities. There were over 350 high school and college students, parents, community members, hiring partners and staff in attendance. Cristina J Bazaldua Community Empowerment Director answered job seeker's and students' questions regarding employment opportunities, internships and careers in broadcasting.

December 04, 2019 Harlandale ISD hosted a Career and job fair from 6:00 PM to 8:00PM at Harlandale High School in the school's cafeteria. Employers seeking full-time, part-time and internship position in areas of education, technology, business, culinary science and other industries were available to speak and hire students and community members on the spot. This career and job fair provided students and community members the opportunity to make informed decisions regarding their post-secondary education and career decisions. Univision along with other industry leaders exposed them to many occupational opportunities. There were over 450 high

school and college students, parents, community members, hiring partners and staff in attendance. Cristina J Bazaldua Community Empowerment Director answered job seekers and students' questions regarding employment opportunities, internships and careers in broadcasting.

February 12, 2020 Univision San Antonio participates in Leadership San Antonio. LSA was created in 1975 by The San Antonio Chamber of Commerce to help identify and develop community leaders and is now considered the premier program for existing and emerging leaders in the Bexar County and surrounding areas. The program, one of the first of its kind in Texas, has graduated more than 1500 participants and focuses on delivering these leaders an opportunity to develop an understanding of the promise and challenges of our community. The program goes beyond personal and professional development and, as its goal, educates and informs these leaders in the vital areas affecting San Antonio, as well as encouraging Chamber Business involvement and Community advocacy. In 1992, The San Antonio Hispanic Chamber joined to be co-host to the program, enhancing the involvement and diversity of future classes. General Manager Chris Morris, Moana Ramirez Regional News Director and Cristina J Bazaldua Community Empowerment Director participated in this event.

Participated in Events Sponsored by Educational Institutions:

April 5, 2020 Intercultural Development Research Association Parent Institute invited Univision to be part of Intercultural Development Research Association Parent Institute. Cristina J. Bazaldua Community Empowerment Director was Key Note Speaker and Mistress of Ceremony.

May 20, 2019 On-Air Talent Carolina Vela participated as a guest speaker at East Terrell Hills Elementary during Career Day and she answered 3rd - 5th Grade student's questions. She also shared her experience about her career and why she chooses that route.

July 1st, 2019 Boy Scouts Troop 903 took a Station Tour at Univision Studios. Students listened to Career presentations and internship opportunities.

October 30, 2019 Monica Navarro, Multimedia Journalist had the responsibility of judging the school's spelling bee, the event took place at Graebner Elementary School.

October 31, 2019 Kinder Ranch Elementary invited Univision to be part of their Career Day an event that prepare students that be college bound and career ready. Moana Ramirez News Director and Gabriel Torres Weather Anchor participated, answering student's questions about Media and the steps they would need to take if interested in pursuing a career in broadcasting in the future.

November 5-6, 2019 Univision San Antonio participated in 10th Annual CORE4STEM Conference Latino Day hosted by The San Antonio Hispanic Chamber of Commerce. Different Directors, On-Air Talent and Promotions Ambassadors went through 3, 45-minute rotations with Middle school female students, informing them of his/her career, as well as sharing how technology and engineering is used on a daily basis in the newsroom, journalism, communication and mass media. They Also shared how to gain internships once they become college students.

November 19, 2019 Poe Middle School invited Univision San Antonio to be part of their Career Fair. Directors, On-Air Talent, Promotions Ambassadors, Radio DJ's participated as guest speakers and mentors to Middle School students they talked about the importance of higher education, and also shared their professional career experiences in the broadcast industry.

November 21, 2019 Jefferson High School invited Univision to be part of their Career Fair, Carolina Vela On-Air Talent answered student's questions about her job and what steps they would need to take if interested in pursuing a career in broadcasting in the future.

January 31, 2020 Brenda Jimenez News Anchor participated at Knowlton Elementary School Career Day, she provided background information to the students during her presentation. She discussed what led her to pick her career. She can also provide a brief description of her daily duties/responsibilities, her education. She also spoke to students about the importance of planning in order to reach career goals.

February 20, 2020 Weather Anchor Valeria Barriga participated as a guest speaker at Shirley J Howsman Elementary she answered Elementary students' questions and talked about her career and why she chooses that route.

February 25, 2020 Univision Studios hosted a group of 60 High School students from SA Works City to participate in their Job Shadow Day to listen to Career presentations from Department Managers, News Producers, Radio Producers, News Anchors, Promotions and Radio Talent, they also learn about internship opportunities & had station tour. During this event the students learned that not all broadcasting jobs are in front of the camera or behind the microphone.

February 27, 2020 SAISD invited Univision to participate in their initiative Principal for a Day. Chris Morris General Manager and Cristina J Bazaldua Community Empowerment Director were chosen to be Principals for the Day. The goal was to create and foster ongoing partnerships and community involvement to ensure that the next generation of San Antonians are prepared for their future. Community leaders were matched with one of the 30 campus principals and spend the morning seeing firsthand the successes and challenges that affect SAISD students. Experience what a principal does, include interacting with teachers and students, talking with parents and attending a campus leadership meeting to better understand the issues and needs of SAISD students.

March 06, 2020 Henry B. Gonzalez Elementary invited Univision to be part of their Career Day. Weather Anchor Gabriel Torres participated as guest speakers he talked about the importance of higher education, and also shared his career experiences in the broadcast industry as a Weather Anchor.

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 3rd, March 5th and March 6th, 2020 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 18, 2020, a memo was sent to staff reiterating our Equal Employment Opportunity policy