

**KWEX-DT/KNIC-DT/KNIC-CD/KCOR-AM/KXTN-FM/  
KROM-FM/KBBT-FM/KMYO-FM  
Employment Unit**

2019 FCC Audit Response

**EXHIBIT A**

**EEO Public File Reports**

April 1, 2017 - March 31, 2018

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

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

**(April 01, 2017 - March 31, 2018)**

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-CD, 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 information contained in this Report covers the time period beginning April 01, 2017 to and including March 31, 2018 (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, 2017 - March 31, 2018)**  
**KWEX-DT/KNIC-DT/KNIC-CD/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-CD, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM.

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
C-1	Office Coordinator SAT 2017-003	Univision Career Site
C-2	Brand Ambassador SAT-2017-004	Univision Career Site
C-3	Account Coordinator SAT 2017-005	Univision Career Site
C-4	On Air Talent SAT 2017-006	Univision Career Site
C-5	Producer Position SAT 2017-007	Univision Career Site
C-6	Entertainment Reporter SAT 2017-008	Univision Career Site
C-7	Account Executive SAT 2017-011	Univision Career Site

**Section 4:** The total number of interviewees during the reporting period: 41.

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

**Section 3: Recruitment source information used by Stations KWEX-DT, KNIC-DT, KNIC-CD, 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 <sup>th</sup> St., Suite 200 Austin, TX 78701	0 0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
B	Internal Posting or Employee Referral	0 0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
C	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	0 0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
D*	NAACP P.O. Box 200225 San Antonio, TX 78220	0 0 0	Office Coordinator Brand Ambassador Account Coordinator

		0 0 0	On Air Talent Producer Position Entertainment Reporter Account Executive
E*	Trinity University Career Svcs One Trinity Place Suite 215 San Antonio, TX	0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
F*	Irish Cultural Society 6754 Timberhill Drive San Antonio, TX 78238	0 0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
G*	San Antonio College Job Placement 1300 San Pedro Ave. San Antonio, TX 78212	0 0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
H	TV Jobs.com	0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
	Texas Workforce	0	Office Coordinator

I*	4535 E. Houston San Antonio, TX 78220	0 0 0 0 0 0	Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
J*	University of Incarnate Word Job Placements 4301 Broadway, Box 111 San Antonio, TX 78209	0 0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
K*	St. Phillips College/Career Services 1801 Martin Luther King Drive San Antonio, TX 78203	0 0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
L*	ACOG State and Local Solutions/ TWC 8700 Tesoro, Ste 700 San Antonio, TX 78217	0 0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
M*	The Salvation Army	0	Office Coordinator

	521 E. Elmira San Antonio, TX 78212	0 0 0 0 0	Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
N*	Communities in Schools San Antonio 1616 E. Commerce, Bldg. 1 San Antonio, TX 78205	0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
O*	British Heritage Association 4623 Black Oakwood San Antonio, TX 78209	0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
P*	UTSA Job Bank Coordinator One UTSA Circle San Antonio, TX 78249	0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
Q*	Family Member Employment Assistance Program 2010 Stanley Rd., Ste. 95 Fort Sam Houston, TX 78234	0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive
R*	Palo Alto College 1400 W. Villaret Blvd. Attn: Student Center 101 San Antonio, TX	0 0 0 0 0 0	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter

		0	Account Executive
S	Univision Career Site(UCI)	16 4 5 3 4 4 5	Office Coordinator Brand Ambassador Account Coordinator On Air Talent Producer Position Entertainment Reporter Account Executive

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

Appendix 3 of 3  
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**KWEX-DT/KNIC-DT/KNIC-CA/KCOR-AM/KXTN-FM/KROM-FM/KBBT-FM/KMYO-FM**

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

**JOB BANK PARTNERSHIPS**

**Internet Job Bank with INDEED.COM**

Each stations' website (KWEX-DT, KNIC-DT, KNIC-CD, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM), Univision.com [keyword: San Antonio], has a long-term contract with INDEED.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 INDEED.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 LINKEDLN.COM**

Each stations' website (KWEX-DT, KNIC-DT, KNIC-CD, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM), Univision.com [keyword: San Antonio], has a long-term contract with LINKEDLN.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 LINKEDLN.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-CD, 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.

**Internship Positing with Our Lady of the Lake Center of Career Development & Testing**

KWEX-DT, Univision.com [keyword: San Antonio], has a long-term relationship with Our Lady of the Lake University Center of Career Development & Testing. The internship description that includes all seven San Antonio stations (KWEX-DT, KNIC-DT, KNIC-CD, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM) is submitted to the center via email and the director electronically posts and distribute on campus notification centers on campus, as well as nearby community establishments for all students and general outreach. An internet search and not specifically geared to a specific internship either at KWEX and or anywhere else.

**Internet Internship Positing with San Antonio College**

KWEX-DT, Univision.com [keyword: San Antonio], has a long-term relationship with San Antonio College Career Services Center. The internship description that includes all seven San Antonio stations (KWEX-DT, KNIC-DT, KNIC-CD, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM) is submitted to the center via email and the director electronically posts and distribute on campus notification centers on campus, as well as nearby community establishments for all students and general outreach. An internet search and not specifically geared to a specific internship either at KWEX and or anywhere else.

**Internet Internship Positioning with Texas A&M University San Antonio**

KWEX-DT, Univision.com [keyword: San Antonio], has a long-term relationship with Texas A&M University San Antonio Student Media Communications Program College of Arts & Sciences. The internship description that includes all seven San Antonio stations (KWEX-DT, KNIC-DT, KNIC-CD, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM) is submitted to the center via email and the director electronically posts and distribute on campus notification centers on campus, as well as nearby community establishments for all students and general outreach. An internet search and not specifically geared to a specific internship either at KWEX and or anywhere else.

**Internet Job Bank with HTTPS://US.JOBS/**

Career site and distributed to the **National Labor Exchange** sites and its affiliates.

This means when outreach inquiries as to where our jobs are listed, **us.jobs** can be included along with **Indeed.com, Google.com**, UCI career site, etc.

In addition, we are also listed in the following associated sites: Veterans.Jobs, Disability.Jobs, Diversity.Jobs, Minority.Jobs and My.Jobs

## **STUDENT INTERNSHIP PROGRAMS**

### **Ambassador Summer Internship Program**

In partnership with the City of San Antonio through the Ambassador Summer Internship Program. Univision hosted (2) students for the summer that were enrolled college students and were sponsored by the City of San Antonio. The program exposes students to professional opportunities and innovative career paths through paid internships, Peer-to-Peer networking sessions, and community service projects. Program participants are placed with government entities, non-profit agencies, and private organizations to gain experience in high-demand occupations in an effort to attract San Antonio's graduating professionals to career opportunities within the local community. Students were from Texas State University and University of North Texas.

### **Univision San Antonio Community Affairs / Tricentennial intern 2017**

The Univision San Antonio Community Affairs / Tricentennial internship will be during the term of the lease of the downtown studio. The intern will assist the Community Affairs department and Tricentennial Commission in all and any efforts to build new & maintain current key relationships with community leaders, nonprofit organizations, political leaders, and the business community to cultivate increased awareness and opportunities for both organizations in the areas of community service, business, and the local Univision & Tricentennial Brand. Under the leadership of the communications project manager they will update and maintain the San Antonio Tricentennial's social media presence, including daily monitoring, posting, scheduling and reporting Facebook updates, assist in planning, writing and managing e-blasts and e-newsletters, assist in brainstorming news releases, media alerts and other stories, assist in management of editorial and event calendars, as well as, update the organization's website regularly.

### **Univision Media Lab Capstone Internship Program**

The Univision Media Lab Capstone Program offers selective internships in Radio (KMYO, KXTN, KCOR, KROM, and KBBT), Television (KWEX and KNIC), Sales, Promotions, and Production Departments to 10 students 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, as well as, the Directors of each department. Eligibility for the program includes senior status and a GPA of 3.0 or higher.

**OTHER COLLEGE, K-12 SCHOOL & COMMUNITY OUTREACH**

<b>Date of Event</b>	<b>Organization</b>	<b>Name of Event</b>	<b>Duties performed</b>	<b>Attendance</b>	<b>Type of Audience</b>	<b>Univision Employee</b>	<b>Employee Title</b>
5/18/2017	Harlandale ISD / Wright Elementary School	2nd Annual Author's Day	Speaker would read several books to Dual language (bilingual) classrooms. The teacher would have the book ready during student literary showcase. Students will be sharing their writing and will also be listening to storytelling by invited guests. Parents and special guests will be able to walk the halls decorated with themes from The Magic School Bus books. There will be displays that can be seen throughout the school bulletin boards and walls that feature the work of our students. It is an event to promote literacy in our school district. We look forward to receiving the support of our community.	400+	Elementary School Students & Staff	Brenda Jimenez	On-Air Talent
5/19/2017	Hispanics Inspiring Student's Performance and Achievement	HISPA Youth Conference	Keynote Speaker: Take Action and Achieve Your Dreams with Career exploration activities	145	Middle School Students & Staff	Cristina J. Bazaldua	Community Empowerment Director
5/23/2017	Northeast ISD / Roan Forest Elementary School	Career Choices and Opportunities Day	Speakers will share their job duties, school subjects are essential in your career, what training or college major is required for your work, and any cool facts about their job that are not well known.	120	5th Grade Students, parents and staff	Moana Ramirez	News Director
5/24/2017	Eagle Pass ISD	Eagle Pass High School Audio Video Production Class Tour	Audio Video Production listened to Career presentations, internship opportunities & had station tour	45	High School Students & Staff	Univision Leadership	All Directors, some staff and On-Air talents
5/24/2017	Girl Scouts of America	Girl Scouts Station Tour	Girl Scouts listened to female On-air Talent Career presentations, technology and engineering geared fields in journalism, and ended with a station tour.	15	Girl Scouts and Leaders	Selena Aguirre, Carolina Vela, and Prissila Sanchez	Interns & On-Air Talent
5/24/2017	San Antonio ISD / Maverick Elementary School	Career Week - Career on Wheels	Students will rotate to different presenters in groups of 10 -15. Presenters will be stationed in the parking lot of the school. Students will be able to listen to presenters as they speak about their careers and the importance of education. If the presenter brings a vehicle which they use in their job, then the presenter will showcase the vehicle to demonstrate its importance for the job required.	300	Elementary School Students & Staff	Mariana Veraza	On-Air Talent

5/25/2017	Barrera Veterans Elementary School	Career Day	Speaker will share accomplishments as an actor on TV commercials, the TV(Netflix) series they were in, how they graduated from college with Radio/TV degrees, job at Univision as promotions/board op, and how they never given up on dreams, as well as, how they created a goal. Objective is to inspire students that any dream can come true with hard work.	75	Elementary School Students & Staff	Edgar Ivan Garcia	Brand Ambassador
5/25/2017	Edgewood ISD / Memorial High School	Exito con el Español	The Exito con el Español program has been established to support the future education of bilingual students in our community. Our guests will be participating in round-table discussions with 100 of our sophomores/juniors so that those students may obtain information as to how being bilingual impacts one's position in a certain profession. It is important to begin a networking system so that our bilingual students may apply for internships and/or scholarships connected to their areas of interest. It is also important that our students recognize how being a Spanish-speaking individual does make a difference in this community when it comes to a chosen career.	120+	High School Students, parents and staff	Javier Rangel	Radio DJ
6/28/2017	Southwest ISD	Southwest ISD Bilingual Department: English Learner Institute	Keynote Speaker: Make connections to Embracing Bilingualism in my personal journey from personal experience, education, teaching and leading into your professional career with Univision. Included experience in organizing projects at the local, state and national level that include opportunities for bilingual students leading to professional careers in a variety of industries.	100	Bilingual/ESL teachers, Instructional coaches, Campus administrators, C&I Department Leadership, Guests from Texas A&M San Antonio, and Pre-Service college students	Cristina J. Bazaldua	Community Empowerment Director
8/18/2017	San Antonio ISD / Jefferson High School	Jefferson Round Up	Myrna spoke to All Alumni and current students on school spirit and the importance of staying in school	1500	Jefferson High School Alumni & current students	Myrna Salas	On-Air Talent
10/24/2017	Our Lady of the Lake University	Internship Fair	Speak to College Students on Communications/Media Internship opportunities	150	College Students	Cristina J. Bazaldúa Selen Aguirre	Director of Community Empowerment, Community Affairs Intern
10/26/2017	Northside ISD / Scobee Elementary School	Career Day	Speak to Elementary Students on Communications/Media Careers	55	Elementary Students	Yvannia Garcia	Radio DJ

11/7/2017	San Antonio Hispanic Chamber of Commerce	8th Annual CORE4STEM Conference Latina Day	Different talent and staff 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 news room, journalism, communication and mass media. They Also shared how to gain internships once they become college students.	150	Middle School Students & Staff	Different Staff	Directors, On-Air Talent, Promotions Ambassadors, Radio DJ's
11/8/2017	San Antonio Hispanic Chamber of Commerce	8th Annual CORE4STEM Conference Latina Day	Different talent and staff went through 3, 45 minute rotations with Middle school male students, informing them of his/her career, as well as sharing how technology and engineering is used on a daily basis in the news room, journalism, communication and mass media. They Also shared how to gain internships once they become college students.	150	Middle School Students & Staff	Different Staff	Directors, On-Air Talent, Promotions Ambassadors, Radio DJ's
11/10/2017	Northeast ISD / East Terrell Hills ISD	Career Day	Speak to Elementary Students on Communications/Media Careers	300	Elementary Students	Carolina Vela	On-Air Personality
11/16/2017	Harlandale ISD / McCollum High School	Harlandale High School Career and Job Fair	Harlandale ISD hosted a Career and job fair on Thursday, November 16, 2017 from 5 PM to 7:30 PM in the school cafeteria. 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.	350	High School & college Students, parents, community members, hiring partners and staff	Cristina J. Bazaldua	Community Empowerment Director
11/30/2017	Harlandale ISD / Harlandale High School	Harlandale High School Career and Job Fair	Harlandale ISD hosted a Career and job fair on Thursday, November 30, 2017 from 5 PM to 7:30 PM in the school cafeteria. 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.	400	High School & college Students, parents, community members, hiring partners and staff	Cristina J. Bazaldua	Community Empowerment Director
12/6/2017	Northwest Vista College	Mass Communication s Student Tour	Mass Communication students listened to Career presentations, internship opportunities & had station tour	45	College Students	Univision Leadership	All Directors, some staff and On-Air talents
1/25/2018	Northside ISD / Stinson Middle School	Career Day	Speaker went through 4, 20 minute rotations with 6th - 8th grade students, informing them of his/her career.	80	Middle School Students & Staff	Alejandra Guzman	On-Air Talent
2/2/2018	SA Works & Jr. Achievement Job	SA Works & Jr. Achievement Job City Wide Shadow Day	Students listened to Career presentations, internship opportunities & had station tour	60	High School Students & Staff	Univision Leadership	All Directors, some staff and On-Air talents
2/16/2018	Harlandale ISD / McCollum High School	High School Student Tour	Broadcast / Journalism students listened to Career presentations, internship opportunities & had station tour	65	High School Students, Parents & Staff	Univision Leadership	All Directors, some staff and On-Air talents

<b>2/28/2018</b>	USAA	USAA Student Tour	USAA Leadership and Mentees observed the 5 o'clock broadcast and received a statistics presentation from our research director. They received a station tour and had a Q&A about internship opportunities.	5	USAA Leadership & Student Mentees	Moana Ramirez & Chris Morris	News Director, General Manager / Vice President
<b>3/3/2018</b>	North East ISD / Madison High School	Parent Bilingual Symposium	Speak to parents on the value in being bilingual, how bilingualism has helped in their career, the importance of parents being involved, cultural pride, more opportunities for a bilingual student / professional and the advantage of being Bilingual, Bicultural, and Biliterate.	200	Parents and staff	Myrna Salas	On-Air Talent
<b>3/5/2018</b>	San Antonio ISD / Longfellow Middle School	National Cat in the Hat Week	Reading to students	80	Elementary	Brenda Jimenez	On-Air Talent
<b>3/9/2018</b>	North East ISD / STEM Academy	Career Day	Speaker went through 3, 20 minute rotations with 3rd grade students, informing them of his/her career, as well as sharing how technology and engineering is used on a daily basis in the news room.	60	Elementary School Students & Staff	Moana Ramirez	New Director
<b>3/9/2018</b>	San Antonio ISD / J T Brackenridge Elementary School	Reading the Legacy of Cesar E. Chavez	(10) Community Leaders reading to Elementary Students	300	Elementary Students	Cristina J. Bazaldúa	Director of Community Empowerment
<b>03/22/2018</b>	Las Comadres de America	Univision Hosts Las Comadres de America to honor Women's History Month & Station Tour	Univision's invited the San Antonio Comadres, shared about the UCI Women's Leadership Council and Las Comadres resented on Women's History Month and the History of las Comadres.	45	San Antonio Women	Cristina J. Bazaldúa Moana Ramirez	Director of Community Empowerment New Director
<b>10/16/2017 to 04/30/2018</b>	Northside ISD / Communications Arts High School	Independent Study Mentorship	Selected by the high school student our executive producer volunteered to be the student's mentor as the student has chosen to be in his career field. The success of the mentorship depends on each interaction. The student conducts an in-depth investigation, and presents their product, research and overview of the year's experience to a formal audience in May.	1	High School Senior	Calixto Gonzales	Executive producer

## **CAREER & INTERNSHIP FAIRS**

### **Our Lady of the Lake University – October 11, 2017**

Our Lady of the Lake University hosted a Freshman Career Panel & Fair on Wednesday, October 11, 2017 from 11:00 AM to 2:30 PM in the Auditorium. Employers seeking full-time, part-time and internship position in areas of education, technology, business, science and other industries were available present to Freshman students of company hiring goals as well as to speak and hire upper level students and community members during the Career fair. From 12:30 – 2:30 PM

### **Harlandale ISD, McCollum High School – October 16, 2017**

Harlandale ISD hosted a Career and job fair on Thursday, November 16, 2017 from 5 PM to 7:30PM in the school 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. There were over 350 high school and college students, parents, community members, hiring partners and staff in attendance.

### **Our Lady of the Lake University – October 24, 2017**

The Internship Fair provided a great opportunity for companies to become familiar with dynamic Our Lady of the Lake junior and senior students to interact with interested students who are excited to learn more about companies and organizations internship and career opportunities. The internship fair took place on Tuesday, October 24, 2017 in the Providence Hall West Social Room (PWSR) from 11:30 AM - 2:00 PM.

### **Harlandale ISD, Harlandale High School – October 30, 2017**

Harlandale ISD hosted a Career and job fair on Thursday, November 30, 2017 from 5 PM to 7:30PM in the school 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. There were over 400 high school and college students, parents, community members, hiring partners and staff in attendance.

April 1, 2018 – March 31, 2019

## Annual EEO Public File Report Form

**Stations: KWEX-DT, KNIC-DT, KNIC-CD, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM<sup>1</sup>**

**(April 01, 2018 - March 31, 2019)**

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The information contained in this Report covers the time period beginning April 01, 2018 to and including March 31, 2019 (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.

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<sup>1</sup> This report was timely filed on April 1, 2019 and revised on April 12, 2019 to delete information about recruitment that had been included in error and to make clerical changes.

Appendix 1 of 3  
**Annual EEO Public File Report**  
**(April 01, 2018 - March 31, 2019)**  
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**Section 3:** Vacancy information for vacancies filled by the combined employed unit comprised of Stations **KWEX-DT, KNIC-DT & KNIC-CD, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM.**

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>
1	Account Executive	Internal Candidate
2	Account Executive	Employee Referral
3	Promotions/Activations Technician	Internal Candidate
4	Photographer/Editor	UCI Careers Site
5	On Air Talent	UIC Careers Site
6	Producer	LinkedIn
7	Office Coordinator	Other Job Board
8	Radio Account Executive	Other Job Board
9	Activations Manager	Employee Referral
10	Radio Local Sales Manager	Employee Referral
11	Multimedia Journalist	UCI Careers Site
12	Technical Director	UCI Careers Site
13	Weather Anchor	UCI Careers Site
14	Anchor/Multimedia Journalist	UCI Careers Site
15	Producer	Employee Referral
16	Digital Content Producer	Indeed
17	Account Coordinator	Employee Referral
18	Promotions Coordinator	UCI Careers Site
19	Activations Technician	UCI Careers Site
20	Account Coordinator	UCI Careers Site

**Section 4:** The total number of interviewees during the reporting period: 110.

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

**Covering the Period from April 1, 2018 to March 31, 2019**

**Section 1: Recruitment source information used by stations<sup>2</sup>**  
**KWEX-DT, KNIC-DT, KNIC-CD, KCOR-AM, KXTN-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	0	Positions: 1-7
B	Internal Posting or Employee Referral	16	Positions: 1-20
C	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	4	Positions: 1-6
D*	NAACP P.O. Box 200225 San Antonio, TX 78220	0	Positions: 1-6
E*	Trinity University Career Svcs One Trinity Place Suite 215 San Antonio, TX	0	Positions: 1-6
F*	Irish Cultural Society 6754 Timberhill Drive San Antonio, TX 78238	0	Positions: 1-6
G*	San Antonio College Job Placement 1300 San Pedro Ave. San Antonio, TX 78212	0	Positions: 1-6
H	TV Jobs.com admin@tvjobs.com	0	Positions: 1-10 & 17-20

<sup>2</sup> A number of sources were added to this Appendix in September 2018, when the Station Employment Unit updated its recruitment source list.

I*	Texas Workforce 4535 E. Houston San Antonio, TX 8220	0	Positions: 1-6
J*	University of Incarnate Word Job Placements 4301 Broadway, Box 111 San Antonio, TX 78209 career@wiwtx.edu	0	Positions: 1-7
K*	St. Phillips College/Career Services 1801 Martin Luther King Drive San Antonio, TX 78203	0	Positions: 1-6
L*	ACOG State and Local Solutions/ TWC 8700 Tesoro, Ste 700 San Antonio, TX 78217	0	Positions: 1-6
M*	The Salvation Army 521 E. Elmira San Antonio, TX 78212	0	Positions: 1-6
N*	Communities in Schools San Antonio 1616 E. Commerce, Bldg. 1 San Antonio, TX 78205	0	Positions: 1-6
O*	British Heritage Association 4623 Black Oakwood San Antonio, TX 78209	0	Positions: 1-6
P*	UTSA Job Bank Coordinator One UTSA Circle San Antonio, TX 78249	0	Positions: 1-6
Q*	Family Member Employment Assistance Program 2010 Stanley Rd., Ste. 95 Fort Sam Houston, TX 78234	0	Positions: 1-6
R*	Palo Alto College 1400 W. Villaret Blvd. Attn: Student Center 101 San Antonio, TX	0	Positions: 1-6
S	Univision Career Site(UCI)	64	Positions: 1-20
T	LinkedIn (not notified by employment unit)	8	
U	Indeed (not notified by employment unit)	13	
V	Other Job Board (not notified by employment unit)	2	

W	Outside Referral (not notified by employment unit)	1	
X	Google (not notified by employment unit)	1	
Y	UCI Industry Referral (not notified by employment unit)	1	
Z	African American Student Affairs1107 Pullen Hall Raleigh, NC 27695 multicultural@ncsu.edu	0	Positions: 7-10, 17-20
1	Amberton University - Student Services 1700 Eastgate University Garland, TX 75041 advisor@amberton.edu	0	Positions: 7-10, 17-20
2	American Broadcasting School 712 North Watson Road STE 2000 Arlington, TX 76011 michelle@radioschool.com	0	Positions: 7-10, 17-20
3	Asian American Chamber of Commerce 11171 Harry Hines Blvd STE 15 Dallas, TX 75229 info@gdaacc.com	0	Positions: 7-10, 17-20
4	Austin Area Urban League 8011 Cameron RD STE 100 BLDG A Austin, TX 78754 Fred_Burgess@aaul.org	0	Positions: 7-10, 17-20
5	Catholic Charities of Dallas, Inc 9461 LBJ STE 100 Dallas, TX plunkes@ccdallas.org rstackens@ccdallas.org	0	Positions: 7-10, 17-20
6	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, TX 75215 <a href="mailto:cgreene@bcc.org">cgreene@bcc.org</a>	0	Positions: 7-10, 17-20
7	DeVry Cereer Services 4800 Regent BLVD Irving, TX 75063 dfortier@devry.edu	0	Positions: 7-10, 17-20
8	Fort Worth Hispanic Chamber of Commerce 1327N Main St Ft. Worth TX 76106 sandra.garcia@fwccorg	0	Position: 7
9	Greater Dallas Hispanic Chamber of Commerce 4622 Maple Ave Ste 207 Dallas, TX 7529 kenya@gdhcc.com	0	Positions: 7-10, 17-20
10	NAACP 2002 Wheeler Ave Houston, TX 77004 branch@naacphouston.org	0	Positions: 7-10, 17-20

11	National Lesbian and Gay Journalist Association 1420 K street NW STE 910 Washington, DC 20005 info@nlgjaorg	0	Positions: 7-10, 17-20
12	Ohio/Illinois Center for Broadcast 9885 Rockide Rd STE 160 Valley View, OH 44125 hcrable@beonair.com	0	Positions: 7-10, 17-20
13	Organization of Chinese Americans 1001 Connecticut Ave NW STE 707 Washington, DC 20036 oca@ocanational.orf	0	Positions: 7-10, 17-20
14	SER National Service 122 W John Carpenter Freeway STE 200 Irving, TX 75039 cgomez@ser-national.org	0	Positions: 7-10, 17-20
15	One Camino Santa Maria Civic Engagement and Career Development strivecareer@stmarytx.edu	0	Positions: 7-10, 17-20
16	Texas A&M University at Commerce PO Box 3011 Commerce, TX 75429 lacey.hernderson@tammue.edu	0	Position: 7
17	Texas State University kjulian@txstate.edu	0	Position: 7
18	The Hispanic Chamber of Commerce 823 Congress Ave STE 1330 Austin, TX 78701 pmackin@gahcc.org	0	Positions: 7-10, 17-20
19	University of North Texas 1155 Union Circle #31089 Denton, TX 76203 mediaarts@unt.edu	0	Positions: 7-10, 17-20
20	University of Texas at San Antonio 6900 North Loop 1604 San Antonio, TX 78249 victoria.tesillo@utsa.edu	0	Position: 7
21	Houston Minority Supplier Development Council angela.freeman@hmsdc.org	0	Positions: 8-10, 17, 19, 20
22	WBC Southwest <a href="mailto:astele@wbcsouthwest.org">astele@wbcsouthwest.org</a>	0	Positions: 8-10
23	Fort Worth Metropolitan Black Chamber of Commerce	0	Positions: 8-10, 17, 19, 20

	<a href="mailto:bbolden@fwmbcc.org">bbolden@fwmbcc.org</a>		
24	Women's Business Enterprise Alliance (WBEA) <a href="mailto:bids@wbea-texas.org">bids@wbea-texas.org</a>	0	Positions: 8-10, 17, 19, 20
25	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, TX 75215 <a href="mailto:chum@dbcc.org">chum@dbcc.org</a> & <a href="mailto:cro@dbcc.org">cro@dbcc.org</a>	0	Positions: 8, 9, 17, 19, 20
26	U.S. Pan Asian American Chamber of Commerce – SW <a href="mailto:gmcdermott@uspaacc-sw.org">gmcdermott@uspaacc-sw.org</a>	0	Positions: 8-10, 17-20
27	Golden Triangle Minority Business Council Post Office Box 21664 Beaumont, Texas 77720-1664 <a href="mailto:Hatcher.beverly@gtmbc.com">Hatcher.beverly@gtmbc.com</a>	0	Positions: 8-10, 17-20
28	Black Contractors Association – Dallas/Fort Worth 1409 S. Lamar Street, Suite 251 Dallas, TX 75215 <a href="mailto:info@blackcontractors.org">info@blackcontractors.org</a>	0	Positions: 8-10, 17-20
29	Houston Hispanic Chamber of Commerce <a href="mailto:info@houstonhispanicchamber.com">info@houstonhispanicchamber.com</a> & <a href="mailto:jmancilla@houstonhispanicchamber.com">jmancilla@houstonhispanicchamber.com</a>	0	Positions: 8-10, 17,19,20
30	Greater Houston Business Procurement Forum <a href="mailto:milton@houstonbiz.org">milton@houstonbiz.org</a>	0	Positions: 8-10, 17-20
31	Houston Hispanic Chamber of Commerce <a href="mailto:mvelasquez@houstonhispanicchamber.com">mvelasquez@houstonhispanicchamber.com</a>	0	Positions: 8-10, 17-20
32	Texas Association of Mexican American Chambers of Commerce (TAMACC) 3000 South IH-35, Suite 305 Austin, TX 78704 <a href="mailto:panton@tamacc.org">panton@tamacc.org</a>	0	Positions: 8-10, 17-20
33	Tri-County Black Chamber of Commerce P.O. Box 88376 Houston, TX 77288 <a href="mailto:procurement@tcbcc.org">procurement@tcbcc.org</a>	0	Positions: 8-10, 17-20
34	Hispanic Contractors Association – Houston 7 Parker Road Houston, TX 77076 <a href="mailto:randymagdalen@yahoo.com">randymagdalen@yahoo.com</a>	0	Positions: 8-10, 17-20
35	Dallas Black Chamber of Commerce 2838 MLK Jr Blvd Dallas, TX 75215 <a href="mailto:rgates@dbcc.org">rgates@dbcc.org</a>	0	Positions: 8, 17-20
36	<a href="mailto:Seu.admit@stedwards.edu">Seu.admit@stedwards.edu</a>	0	Position: 7

37	Seu.careerplan@stedwards.edu	0	Position: 8, 9, 10
38	DFW Minority Supplier Development Council 2710 North Stemmons Freeway, North Tower, Suite 900, Dallas, TX 75207-2212 <a href="mailto:sourcing@dfwmsdc.com">sourcing@dfwmsdc.com</a>	0	Positions: 8-10, 17-20
39	Texas Association of African American Chambers of Commerce (TAAACC) P.O. Box 13064 Austin, TX 78711-3064 <a href="mailto:taaac179@yahoo.com">taaac179@yahoo.com</a>	0	Positions: 8-10, 17-20
40	El Paso Hispanic Chamber of Commerce 2401 E. Missouri St. El Paso, TX 79903 <a href="mailto:treed@ephcc.org">treed@ephcc.org</a>	0	Positions: 8, 9, 10, 17-20
41	Texas Asian Chamber of Commerce P.O. Box 26918 Austin, TX 78755 <a href="mailto:txasianchamber@gmail.com">txasianchamber@gmail.com</a>	0	Positions: 7-10, 17-20

\* Indicates sources that Station Employment Unit treated as having requested notification of job openings for periods prior to September 16, 2018.

Appendix 3 of 3  
**Annual EEO Public File Report Form**  
**(April 01, 2018 - March 31, 2019)**  
**KWEX-DT/KNIC-DT/KNIC-CA/KCOR-AM/KXTN-FM/KROM-FM/KBBT-FM/KMYO-FM**

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

**STUDENT INTERNSHIP PROGRAMS**

**Ambassador Summer Internship Program**

In partnership with the City of San Antonio through the Ambassador Summer Internship Program. Univision hosted (2) students for the summer that were enrolled college students and were sponsored by the City of San Antonio. The program exposes students to professional opportunities and innovative career paths through paid internships, Peer-to-Peer networking sessions, and community service projects. Program participants are placed with government entities, non-profit agencies, and private organizations to gain experience in high-demand occupations to attract San Antonio's graduating professionals to career opportunities within the local community. Students were from Texas State University and University of North Texas.

**Univision San Antonio Community Affairs / Tricentennial intern 2018**

The Univision San Antonio Community Affairs / Tricentennial internship will be during the term of the lease of the downtown studio. The intern will assist the Community Affairs department and Tricentennial Commission in all and any efforts to build new & maintain current key relationships with community leaders, nonprofit organizations, political leaders, and the business community to cultivate increased awareness and opportunities for both organizations in the areas of community service, business, and the local Univision & Tricentennial Brand. Under the leadership of the communications project manager they will update and maintain the San Antonio Tricentennial's social media presence, including daily monitoring, posting, scheduling and reporting Facebook updates, assist in planning, writing and managing e-blasts and e-newsletters, assist in brainstorming news releases, media alerts and other stories, assist in management of editorial and event calendars, as well as, update the organization's website regularly.

**Univision Media Lab Capstone Internship Program**

The Univision Media Lab Capstone Program offers selective internships in Radio (KMYO, KXTN, KCOR, KROM, and KBBT), Television (KWEX and KNIC), Sales, Promotions, and Production Departments to 10 students 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.

**OTHER COLLEGE, K-12 SCHOOL & COMMUNITY OUTREACH**

<b>Date of Event</b>	<b>Organization</b>	<b>Name of Event</b>	<b>Duties performed</b>	<b>Attendance</b>	<b>Type of Audience</b>	<b>Univision Employee</b>	<b>Employee Title</b>
8/17/2018	San Antonio ISD / Jefferson High School	Jefferson Round Up	Myrna spoke to All Alumni and current students on school spirit and the importance of staying in school	1500	Jefferson High School Alumni & current students	Alejandra Guzman	On-Air Talent
03.06.2019	Winston Elementary	Read Across America	For Read Across America Week we are inviting guest readers to share their love of literacy with our students grades PK-5. Our goal is to get as many community members as possible to read to classes both monolingual and bilingual. Please help us celebrate Dr. Seuss's birthday.	30	Elementary Students	Gabriel Torres	Weather Anchor

**CAREER & INTERNSHIP FAIRS**

**Our Lady of the Lake University – March 26, 2019**

Our Lady of the Lake University will host the Spring 2019 OLLU All Majors Fair. Open to employers with job & internship opportunities available for our students in any of the majors offered at OLLU on Tuesday, March 26, 2019 from 11:00 AM - 2:00 PM in the Providence Hall West Social Room (PWSR)

**Participating Staff:** Moana Ramirez, News Director; Brett Huggings, Senior Director of Technology; Anna Sofia Quintanilla, Activations Manager.

**Leadership San Antonio (LSA44) 2019: October 2018 – October 2019**

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.

For 44 years, LSA has provided a forum in which leaders with diverse backgrounds, values and points of view come together in a neutral setting, examine the nature and inner workings of San Antonio, and discuss the issues, challenges and problems facing our community. LSA does not attempt to create a consensus of opinions or promote any specific issue or project; the program seeks to open lines of communication and thought among participants in order to foster a network of alumni with a similar body of experience and greater sense of community. Through the LSA process, participants gain insight from present and future decision-makers in both the public and private sectors and are better prepared to lead San Antonio into the future by using their broader understanding of our diverse community.

LSA class participants are selected from all segments of the community and must have demonstrated leadership and held responsible positions in their chosen profession. LSA seeks people dedicated to serving their community and applicants must show a sincere commitment and desire to increasing their level of service by assuming key leadership positions.

In its 44-year history, LSA's primary goal remains the same – to help mold sensitive, responsible and committed leaders and thereby ensure a prosperous future for San Antonio.