

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, 2021 - March 31, 2022)

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, 2021 to and including March 31, 2022 (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, 2021 - March 31, 2022)
KWEX-DT/KNIC-DT/KCOR-CD/KXTN(AM)/KVBH(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 & KCOR-CD, KXTN(AM), KVBH(FM), KROM(FM), KBBT(FM), KMYO(FM).**

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	National Sales Manager R008336	Former UCI Employee
2	Account Executive R008175	Employee Referral
3	Assignment Desk Editor R009196	LinkedIn
4	Account Executive R007810	LinkedIn
5	Account Executive R010116	Employee Referral
6	Multimedia Journalist R008647	Employee Referral

Section 4: The total number of interviewees during the reporting period: 39

Appendix 2
Annual EEO Public File Report

Covering the Period from April 1, 2021 to March 31, 2022

Section 1: Recruitment source information used by stations¹
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
	UCI- Career Site	7	All Positions
	Texas Association of Broadcasters 502 E. 11 th St., Suite 200 Austin, TX 78701 jobs@tab.org	0	1,2,3,4,5,6
	TV Jobs.com admin@tvjobs.com	0	5
	African American Student Affairs1107 Pullen Hall Raleigh, NC 27695 multicultural@ncsu.edu	0	5
	DeVry Cereer Services 4800 Regent BLVD Irving, TX 75063 dfortier@devry.edu	0	5
	National Lesbian and Gay Journalist Association 1420 K street NW STE 910 Washington, DC 20005 JobBoard@nljja.org	0	5
	US Air Force JoelRolondelgado.1@US.AF.Mil	0	0

	Women's Business Enterprise Alliance (WBEA) bids@wbea-texas.org	0	5
	Houston Hispanic Chamber of Commerce 1801 Main St #890, Houston, TX 77002 cpetriciolet@houstonhispanicchamber.com	0	5
	<i>Universities below were posted in Handshake</i>		
	Alamo Colleges District	0	2,4,5
	Austin College	0	5,6
	Concordia University Texas	0	5,6
	Houston Baptist University	0	5,6
	Huston-Tillotson University	0	6
	Lamar University	0	3,6
	Lee College	0	5,6
	Prairie View A&M University	0	5,6
	Rawls College of Business- Texas Tech University	0	5
	Rice University	0	5,6
	Sam Houston State University	0	3,5,6
	St. Edward's University	0	5,6

	St. Mary's University	0	2,3,4,6
	Texas A&M University-Central Texas	0	4
	Texas A&M University-Commerce	0	5
	Texas A&M University-Corpus Christi	0	5,6
	Texas A&M University-Kingsville	0	5,6
	Texas A&M University-San Antonio	0	2,4
	Texas Lutheran University	0	5
	The University of Texas at Dallas	0	5
	The University of Texas at San Antonio	0	2,3,4
	The University of Texas Rio Grande Valley	0	5
	Trinity University	0	2,4
	University of Houston-Clear Lake	0	5
	University of North Texas	0	3
	University of North Texas at Dallas	0	5
	University of St. Thomas Houston	0	5

	University of Texas at Arlington	0	5
	University of Texas at Austin	0	5
	University of the Incarnate Word	0	2,4

Other Source(s) Not Notified By Employment Unit

	LinkedIn	12	3,4,7
	Indeed	0	1,4,7
	Glass Door	0	1-6
	Social Media	0	1-6
	Career Builder	0	1-6
	Monster	0	1-6
	Simply Hired	0	1-6
	Handshake	0	2-6
	Employee Referrals	7	2,3,7
	Other Board	11	All Positions
	Internal	2	1,3,4

* Indicates sources that have requested notification of job openings.

(April 01, 2021 - March 31, 2022)

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

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

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	6/15/2021	Participation in events or programs sponsored by educational institutions	Dariela Macias attended Roosevelt Elementary where she presented to students in Spanish about Univision and her career role from 8:30am - 9:00am.
2	11/19/2021	Participation in events or programs sponsored by educational institutions	Amador attended Scarborough Elementary and had the opportunity to speak to 6-7 years old children. He talked to them about Univision and his role as Assignment Desk Editor.
3	12/14/2021	Participation in job banks, internet programs and other programs designed to promote outreach	Daniela Ramos, participated on a Virtual Job Fair hosted by Workforce Solutions South Plains on December 14th from 9am - 3pm. Daniela had the opportunity to speak to 3 different candidates about Univision and the job opportunities that we had.
4	1/25/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues	Daniela Ramos participated in a virtual job fair hosted by Workforce Solutions South Plains on January 25th from 9:00am - 3:00pm to recruit candidates.
8	12/1/2021	Participation in job banks, internet programs and other programs designed to promote outreach	University of Texas had a recruitment training for college students. Information on career fairs and workshops and how to create a brand that students will seek to apply at.
9	12/9/2021	Participation in job banks, internet programs and other programs designed to promote outreach	EEO Officer participated in a Virtual Career Fair. During the Workforce Career Fair applicants were able to view the company profile., preview job opportunities, and chat with EEO officer. EEO officer was able to chat with 3 students that were interested in different career opportunities within the News Department.
11	1/25/2022	Participation in job banks, internet programs and other programs designed to promote outreach recruit candidates.	Texas Association of Broadcasters -a job bank of media trade groups with broad-based membership was utilized for all the job positions filled during the reporting period.

12	3/22/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Anna Sofia participated in the Spring 2022 Internship and Summer Job Fair. She assisted in effort to find candidates to hire.
13	1/10/2022	Internship	Jenny Moore (A&M Faculty) and KWEX Staff participated in mentorship program is a joint leadership and mentorship program with Univision and the University Support
14	3/30/2022	EEO Notice	Among the unit's other efforts, on March 30, 2022 a memo was sent to staff reiterating the Equal Employment Opportunity policy.