

Annual EEO Public File Report

(April 1, 2016 - March 31, 2017)

Univision Radio-McAllen Stations **KGBT (FM), KBTQ (FM), KGBT (AM)**

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 Univision Radio-McAllen stations: **KGBT (FM), KBTQ (FM) and KGBT (AM)** are 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 1, 2016 to and including March 31, 2017 (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 to
Annual EEO Public File Report Form

Covering the Period from April 1, 2016 to March 31, 2017

Station(s) Comprising Station Employment Unit: Univision Radio-McAllen Stations
KGBT (FM), KBTQ (FM) and KGBT (AM).

Section 1: Vacancy Information

| | Full-time Positions Filled By Job Title | Recruitment Source of Hiree |
|---|---|------------------------------------|
| 1 | Social Media / Promotions Marketing Coordinator | UCI Career Site |
| 2 | On-Air Personality/ Board Operator | Referral |
| 3 | On-Air Personality/ Board Operator | Word of Mouth |
| 4 | Account Executive | On-Air Recruitment Ad |
| 5 | Account Executive | UCI Career Site |

Total Number of Persons Interviewed During Applicable Period: 23

Appendix 2 to
Annual EEO Public File Report Form

Covering the Period from April 1, 2016 to March 31, 2017

Station(s) Comprising Station Employment Unit: **Univision Radio-McAllen Stations**
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Section 2: Recruitment Source Information

| | 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 | CareerBuilder.com Corporate Headquarters (Internal) 200 N. LaSalle St Suite 1100 Chicago, IL 60601 773.527.3600 Toll Free:800.638-4212 | 0 | All |
| B | UCI Career Site http://corporate.univision.com/corporate/careers/ | 12 | All |
| C | South Texas Community College Mr. Pedro Luna, Job Placement Office 3201 W. Pecan McAllen, TX 78501 956.872.2566 | 0 | All |

| | | | |
|---|---|---|-----|
| D | Univision McAllen (on-air/social media announcements) 200 S. 10 th , Ste 600 McAllen, TX 78501 956.631.5499 | 8 | All |
| E | RGV Hispanic Chamber of Commerce Ms. Cynthia Sakulenzki 3313 N. McColl Road McAllen, TX 78501 956.982.0060 Cynthia@rgvhcc.net | 0 | All |
| F | McAllen Chamber of Commerce Luis Cantu P.O. Box 790 McAllen, TX 78505 956.682.2871 lcantu@mcallenchamber.com | 0 | All |
| G | The University of Texas Rio Grande Valley Ms. Lourdes Servantes, Office of Career Services 1201 W. University Dr. Edinburg, TX 78539 956.665.2284 servantesl@utpa.edu | 0 | All |
| H | Texas State Technical College Jose Saldivar Placement Officer Harlingen, TX 956.364.4106 Josie.saldivar@harlingen.tstc.edu https://www.myinterfase.com/tstc/employer | 0 | All |
| I | Work in Texas.com https://wit.twc.state.tx.us/WORKINTEXAS/wtx?pageid=EV_LOGON&lang=en | 0 | All |
| J | Walk Ins or Referrals | 3 | All |

* Indicates sources that have requested notification of job openings.

Appendix 3 to
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Covering the Period from April 1, 2016 to March 31, 2017

Station(s) Comprising Station Employment Unit: **Univision Radio-McAllen Stations
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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KGBT (FM), KBTQ (FM) and KGBT (AM)

On April 21, 2016, the station participated in a career day presentation for Hurla M. Midkiff Elementary where Cesar Chapa [Activation Manager] and Nelda Mata [Account Coordinator/EEO Officer] spoke about their experiences in the radio industry and the types of jobs available in broadcasting. Cesar stressed the availability of positions without regard to race or gender and inspired students to follow their dreams for their future career development.

On August 26 – November 4, 2016, the station hosted our annual Football Scoreboard show amongst Rio Grande Valley High School Stadiums, all while interacting with community members of all ages. Javier DeAnda [Univision Ambassador], Julio Campos [Tech] and Miguel Martinez [Tech] spoke about their experiences in the radio industry and the types of jobs available in broadcasting with no specific job opening in mind. They stressed the availability of positions without regard to race or gender and inspired students to follow their dreams for their future career development.

On September 22, 2016, the station sponsored and was present at the Education and Career Expo hosted by Rio Grande Valley Linking Economic and Academic Development. Cesar Chapa [Activation Manager] and Julio Campos [Tech] spoke about their experiences within the company and encouraged people to visit our Univision website actively in order to pursue a career within the industry. They also answered questions and explained the need for a diverse mix of ethnicities.

On September 25th, 2016, the station hosted our annual Fiestas Patrias; we engaged with over 15,000 community members. We were not only registering people to vote but we were actively speaking about our experiences as Univision Employees and encouraged our event goers to pursue careers in the industry.

On October 2-8th, 2016, the station participated in the *Hispanic, Engineering, Science, and Technology* week at the University of Texas Rio Grande Valley. The University of Texas Rio Grande Valley presented to an audience the growth and need for Hispanics to engage with engineering, science and technology. Univision's DJ was present at the booth and spoke about his life as a radio personality and about how students can prepare for a career in the radio industry. Students were encouraged to pursue their career dreams regardless of their race or gender.

On November 11, 2016, the station participated in a career day at IDEA Elementary; Lizette Montoya [Account Executive] along with Julio Campos [Tech] attended the career day and presented

information to students and faculty regarding employment opportunities with Univision; highlighting the necessity of a good education, professional attitude and work ethic.

On February 11, 2017, the station co-hosted [alongside South Texas College] a financial aid fair at 3 different STC campuses in the Rio Grande Valley; the event was a one stop shop for students to complete their Federal Application for Student Aid (FAFSA) or their Texas Application for State Financial Aid (TASFA) and avoid long lines or delays. Station made presence and had a unit at event entrance along with employees who disseminated employment opportunity information along with general station information.

On March 20, 2017, our Management Team along with Account Coordinators attended EEO Recruitment/ EEO Non-Discriminatory Practices/ Interviewing Process training; training given was regarding methods of ensuring equal opportunity and preventing discrimination.