

Annual EEO Public File Report Form

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

(April 01, 2014 - March 31, 2015)

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-CA, 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 television broadcast stations KWEX-DT, KNIC-DT, & KNIC-CA historically have comprised a separate employment unit from the commonly owned radio broadcast stations, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM. However, effective as of September 1, 2014, as part of a corporate reorganization that resulted in the stations sharing one or more employees, the KWEX-DT, KNIC-DT, & KNIC-CA employment unit was consolidated with the KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM employment unit.

The information contained in this Report covers the time period beginning April 01, 2014 to and including March 31, 2015 (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, 2014 - March 31, 2015)
KWEX-DT/KNIC-DT/KNIC-CA/KCOR-AM/KXTN-FM/KROM-FM/KBBT-FM/
KMYO-FM

Section 1: Vacancy information for vacancies filled by Television Stations **KWEX-DT/KNIC-DT/KNIC-CA** prior to the September 1, 2014 consolidation of employment units

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
T-1	News Video Journalist KWEX 13-17	Internal
T-2	Marketing Coordinator KWEX 14-02	Career Builder
T-3	Master Control Operator KWEX 14-03	Referral
T-4	Community Affairs Director KWEX 14-06	Referral
T-5	Anchor/Reporter KWEX 14-07	Career Builder
T-6	Video Journalist/Reporter KWEX 14-08	Career Builder

Section 2: Vacancy information for vacancies filled by Radio Stations **KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM(KGSX)** prior to the September 1, 2014 consolidation of employment units.

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
R-1	Account Coordinator RSAN-13-12	CAREER BUILDER
R-2	Account Coordinator RSAN 14-04	INTERNAL REFERRAL
R-3	On-Air Talent RSAN 14-03	CAREER BUILDER
R-4		
R-5		

Section 3: Vacancy information for vacancies filled by the combined employed unit comprised of Stations KWEX-DT, KNIC-DT & KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM on or after September 1, 2014.

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
C-1	Staff Accountant SAT 2015-001	Career Builder

Section 4: The total number of interviewees during the reporting period: 58.*

*In regular course, the hiring manager records the number of interviewees and other information for each job vacancy on a New Job Vacancy Form. As of March 31, 2015, the employment unit was not able to locate the New Job Vacancy Form for the Master Control Operator position. The employment unit is therefore reporting one interviewee for such job vacancy (corresponding to the individual hired to fill the vacancy), although it is possible that there were additional interviewees.

Appendix 2 of 3
Annual EEO Public File Report Form
(April 01, 2014 to March 31, 2015)
KWEX-DT/KNIC-DT/KNIC-CA/KCOR-AM/KXTN-FM/KROM-FM/KBBT-FM/
KMYO-FM

Section 1: Recruitment source information used by Stations **KWEX-DT/KNIC-DT/KNIC-CA** prior to the September 1, 2014 consolidation of employment units

	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	0 3 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
B	Internal Posting or Employee Referral	4 3 1 10 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	0 3 0 0 7 7	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
D*	NAACP P.O. Box 200225 San Antonio, TX 78220	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
E*	Trinity University Career Svcs One Trinity Place Suite 215 San Antonio, TX	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
F*	Irish Cultural Society 6754 Timberhill Drive San Antonio, TX 78238	0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter

		0	VideoJournalist/Reporter
G*	San Antonio College Job Placement 1300 San Pedro Ave. San Antonio, TX 78212	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
H	TV Jobs.com	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
I*	Texas Workforce 4535 E. Houston San Antonio, TX 78220	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
J*	University of Incarnate Word Job Placements 4301 Broadway, Box 111 San Antonio, TX 78209	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
K*	St. Phillips College/Career Services 1801 Martin Luther King Drive San Antonio, TX 78203	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
L*	ACOG State and Local Solutions/ TWC 8700 Tesoro, Ste 700 San Antonio, TX 78217	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
M*	The Salvation Army 521 E. Elmira San Antonio, TX 78212	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
N*	Communities in Schools San Antonio 1616 E. Commerce, Bldg 1 San Antonio, TX 78205	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
O*	British Heritage	0	News Video Journalist

	Association 4623 Black Oakwood San Antonio, TX 78209	0 0 0 0 0	Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
P*	Rape Crisis Center 7500 US Hwy 90 West Bldg 2, Ste. 201 San Antonio, TX 78227		Asked to be removed from listing on 7/1/13
Q*	UTSA Job Bank Coordinator One UTSA Circle San Antonio, TX 78249	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
R*	Family Member Employment Assistance Program 2010 Stanley Rd., Ste. 95 Fort Sam Houston, TX 78234	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter
S*	CIS of San Antonio		Asked to be removed from listing on 4/21/13
T*	Palo Alto College 1400 W. Villaret Blvd. Attn: Student Center 101 San Antonio, TX	0 0 0 0 0 0	News Video Journalist Marketing Coordinator Master Control Operator Community Affairs Director Anchor/Reporter VideoJournalist/Reporter

* Indicates sources that have requested notification of job openings.

Section 2: Recruitment source information used by Stations KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM(KGSX) prior to the September 1, 2014 consolidation of employment units

	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	0 0 0	Account Coordinator Account Coordinator On Air Personality
B	Internal Posting or Employee Referral	0 0 0	Account Coordinator Account Coordinator On Air Personality
C	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	5 3 8	Account Coordinator Account Coordinator On Air Personality
D*	NAACP P.O. Box 200225 San Antonio, TX 78220	0 0 0	Account Coordinator Account Coordinator On Air Personality
E*	Trinity University Career Svcs One Trinity Place Suite 215 San Antonio, TX	0 0 0	Account Coordinator Account Coordinator On Air Personality
F*	Irish Cultural Society 6754 Timberhill Drive San Antonio, TX 78238	0 0 0	Account Coordinator Account Coordinator On Air Personality
G*	San Antonio College Job Placement 1300 San Pedro Ave. San Antonio, TX 78212	0 0 0	Account Coordinator Account Coordinator On Air Personality
H	TV Jobs.com	0 0 0	Account Coordinator Account Coordinator On Air Personality
I*	Texas Workforce 4535 E. Houston San Antonio, TX 78220	0 0 0	Account Coordinator Account Coordinator On Air Personality
J*	University of Incarnate Word Job Placements 4301 Broadway, Box 111 San Antonio, TX 78209	0 0 0	Account Coordinator Account Coordinator On Air Personality

K*	St. Phillips College/Career Services 1801 Martin Luther King Drive San Antonio, TX 78203	0 0 0	Account Coordinator Account Coordinator On Air Personality
L*	ACOG State and Local Solutions/ TWC 8700 Tesoro, Ste 700 San Antonio, TX 78217	0 0 0	Account Coordinator Account Coordinator On Air Personality
M*	The Salvation Army 521 E. Elmira San Antonio, TX 78212	0 0 0	Account Coordinator Account Coordinator On Air Personality
N*	Communities in Schools San Antonio 1616 E. Commerce, Bldg 1 San Antonio, TX 78205	0 0 0	Account Coordinator Account Coordinator On Air Personality
O*	British Heritage Association 4623 Black Oakwood San Antonio, TX 78209	0 0 0	Account Coordinator Account Coordinator On Air Personality
P*	Rape Crisis Center 7500 US Hwy 90 West Bldg 2, Ste. 201 San Antonio, TX 78227		Asked to be removed from listing on 7/1/13
Q*	UTSA Job Bank Coordinator One UTSA Circle San Antonio, TX 78249	0 0 0	Account Coordinator Account Coordinator On Air Personality
R*	Family Member Employment Assistance Program 2010 Stanley Rd., Ste. 95 Fort Sam Houston, TX 78234	0 0 0	Account Coordinator Account Coordinator On Air Personality
S*	CIS of San Antonio		Asked to be removed from listing on 4/21/13
T*	Palo Alto College 1400 W. Villaret Blvd. Attn: Student Center 101 San Antonio, TX	0 0 0	Account Coordinator Account Coordinator On Air Personality

Section 3: Recruitment source information used by Stations **KWEX-DT, KNIC-DT, KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM** prior to the September 1, 2014 consolidation of employment units

	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	0	Staff Accountant
B	Internal Posting or Employee Referral	1	Staff Accountant
C	CareerBuilder.com 200 N. LaSalle St. Suite 1100 Chicago, IL 60601	3	Staff Accountant
D*	NAACP P.O. Box 200225 San Antonio, TX 78220	0	Staff Accountant
E*	Trinity University Career Svcs One Trinity Place Suite 215 San Antonio, TX	0	Staff Accountant
F*	Irish Cultural Society 6754 Timberhill Drive San Antonio, TX 78238	0	Staff Accountant
G*	San Antonio College Job Placement 1300 San Pedro Ave. San Antonio, TX 78212	0	Staff Accountant
H	TV Jobs.com	0	Staff Accountant
I*	Texas Workforce 4535 E. Houston San Antonio, TX 78220	0	Staff Accountant
J*	University of Incarnate Word Job Placements 4301 Broadway, Box 111	0	Staff Accountant

	San Antonio, TX 78209		
K*	St. Phillips College/Career Services 1801 Martin Luther King Drive San Antonio, TX 78203	0	Staff Accountant
L*	ACOG State and Local Solutions/ TWC 8700 Tesoro, Ste 700 San Antonio, TX 78217	0	Staff Accountant
M*	The Salvation Army 521 E. Elmira San Antonio, TX 78212	0	Staff Accountant
N*	Communities in Schools San Antonio 1616 E. Commerce, Bldg 1 San Antonio, TX 78205	0	Staff Accountant
O*	British Heritage Association 4623 Black Oakwood San Antonio, TX 78209	0	Staff Accountant
P*	Rape Crisis Center 7500 US Hwy 90 West Bldg 2, Ste. 201 San Antonio, TX 78227		Asked to be removed from listing on 7/1/13
Q*	UTSA Job Bank Coordinator One UTSA Circle San Antonio, TX 78249	0	Staff Accountant
R*	Family Member Employment Assistance Program 2010 Stanley Rd., Ste. 95 Fort Sam Houston, TX 78234	0	Staff Accountant
S*	CIS of San Antonio		Asked to be removed from listing on 4/21/13
T*	Palo Alto College 1400 W. Villaret Blvd. Attn: Student Center 101 San Antonio, TX	0	Staff Accountant

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KMYO-FM

The following sets forth the supplemental outreach conducted by the stations KWEX-DT, KNIC-DT, KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM both before and after the combination of the stations into a single employment unit effective as of September 1, 2014. Because the employment unit was comprised of two separate employment units for a significant portion of the reporting period, the following entries identify which stations/units participated in the listed activities:

JOB BANK PARTNERSHIPS

Internet Job Bank with CAREERBUILDER.COM

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

STUDENT INTERNSHIP PROGRAMS

News Internship

KWEX-TV is hosting an internship program for interns under the mentorship of the News Director, Moana Ramirez for the Spring 2014 and 2015, Summer 2014 and Fall 2014 (January 2014 - May 2015) semester. The interns (3) are undergraduate students enrolled at AT&M San Antonio. The focus of the internships is to learn the different facets of news from assignment desk, producing the news, reporting, and directing so that the interns get a well-rounded experience.

Production Internship

KWEX-TV hosted an internship program for interns under the mentorship of the Production Director, Roland Davila for the Summer (June – August 2014) semester. One of the interns was an undergraduate student enrolled at the University of the Incarnate Word and the second intern was an undergraduate student enrolled at University of Texas San Antonio. The focus of the internships was to expose the students on how to operate studio cameras, experience hands on non-linear editing, audio console operator, graphics and production grips. Production interns worked on several on location shoots involving client commercials and promotions. The two interns played a vital role in the execution of several station on site initiatives including: Copa Univision, Latina Health Conference, and Unase Al Reto. Interns also shadowed and assisted other departments including news, sales and marketing to help gain a better understanding of broadcast television.

OTHER COLLEGE AND HIGH SCHOOL OUTREACH

ADELANTE! U.S. Education Leadership Fund

Adelante! is a non-profit organization that funds this program, which helps students with college scholarships, paid internships and leadership training. The organization funds KWEX-TV with a grant and KWEX-TV provides the opportunity for an intern to learn about the broadcast industry and gain work experience in the industry. During the duration of 06/19/14 – 5/31/15 the station hosted an intern from Our Lady of the Lake and the intern was placed in the Community Affairs and Station Promotions department for the entire duration the individual internship. . In their roles they participated in extensive support for planning, preparation, organization and execution of all station promotional premier events.

Harvard Kennedy School's Center for Public Leadership Visit and Tour

KWEX-TV and Univision Radio hosted 32 graduate fellows from Harvard Kennedy School's Center for Public Leadership on March 19, 2015. The students had the opportunity to interact with both TV and Radio talent as well as listen to research information presented by Veronica Ynclan, Research Director. Following the presentations, the students were given a tour of both TV and Radio facilities.

CAREER FAIRS

City of Austin Career Expo

City of Austin, Texas held their Career Expo on May 20, 2014 at the Palmer Events Center. The purpose of the event was to promote job opportunities, internship opportunities and community services provided to our audiences. The event targeted candidates from all backgrounds. In attendance from Univision, KWEX-DT, KNIC-DT & KNIC-CA, KCOR-AM, KXTN-FM, KROM-FM, KBBT-FM, KMYO-FM(KGSX), were Alex Gairo and Blanca Gaytan.

Palo Alto College

A Fall Career Fair was held on October 27, 2014 at the College Student Center. The purpose of the event was to promote job opportunities, internship opportunities and community services provided to our audiences. The event targeted candidates from all majors. In attendance from Univision was Yolanda Gonzales.

Texas State University

Texas State University held their annual Fall Mass Comm Fair on October 29, 2014 at LBJ Student Center Ballroom. The purpose of the event was to promote job opportunities, internship opportunities and community services provided to our audiences. The event targeted candidates from all majors. In attendance from Univision was Yolanda Gonzales.