

Annual EEO Public File Report Form

Stations WLII-DT/WSUR-DT/WSTE-DT/ WKAQ(AM)/ WKAQ-FM/ WUKQ(AM)/ WUKQ-FM/ WYEL(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 **WLII-DT/WSUR-DT/WSTE-DT/ WKAQ(AM)/
WKAQ-FM/ WUKQ(AM)/ WUKQ-FM/ WYEL(AM)**

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

This Report has been also prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WLII-DT, WSUR-DT, WSTE-DT, WKAQ(AM), WKAQ-FM, WUKQ(AM), WUKQ-FM, WYEL(AM) 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 October 1, 2014 to and including September 30, 2015.

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 October 1, 2014 to September 30, 2015

Station(s) Comprising Station Employment Unit: **WLII-DT/WSUR-DT/WSTE-DT/ WKAQ(AM)/ WKAQ-FM/ WUKQ(AM)/ WUKQ-FM/ WYEL(AM)**

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Director of Local Programming, Operations & Continuity	El Nuevo Día Newspaper
2	Senior Content Director	El Nuevo Día Newspaper
3	Director of Sales	*Exigent Circumstances

*Exigent Circumstances- There was an immediate need to replace Director of Sales position due to resignation with short notice of incumbent. Recruitment was not feasible because duties cannot be filled, even briefly, by other station employee. Position is critical for the business.

Total Number of Persons Interviewed During Applicable Period: 10

Appendix 2 to

Annual EEO Public File Report Form
Covering the Period from October 1, 2014 to September 30, 2015

Station(s) Comprising Station Employment Unit: **WLII-DT/WSUR-DT/WSTE-DT/ WKAQ(AM)/ WKAQ-FM/ WUKQ(AM)/ WUKQ-FM/ WYEL(AM)**

Section 2: Recruitment Source Information

0	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	El Nuevo Día Newspaper (Primera Hora) Pque. Industrial Amelia Guaynabo, PR 00906 Olga Rodríguez (787) 641-8000	(8)	Director of Local Programming, Operations & Continuity (5) Senior Content Director (3) Director of Sales (0)
B	El Vocero Newspaper PO Box 9067515 San Juan, PR 00906-7515 Ana Cruz / Araceli Acevedo (787) 724-1485	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
C	University of Puerto Rico - Recinto Río Piedras Ave. Ponce de León Río Piedras, PR 00926 Elsa Marin (787) 764-0000	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
D	University of Puerto Rico - Recinto Ponce PO Box 7186 Ponce, PR 00732 Tel. 844-8181 Rosaira Miranda	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
E	Sagrado Corazón University Depto. Colocaciones Tel. 728-1515 Dario Viseppo	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
F	Sagrado Corazón University Communications Dept.	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0)

	PO Box 12383 San Juan, PR 00914-0383 Tel. 728-1515 Carmen Sara García		Director of Sales (0)
G	Interamericana University - Bayamón 500 Carr. Dr. John Will Harris Bayamón, PR 00957 Tel. 279-1912 Mary Joe Vizcarrondo	(1)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (1) Director of Sales (0)
H	University of Puerto Rico - Recinto Arecibo Arecibo, PR 00614 Tel. 815-0000, X 3550 Juan Luciano	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
I	Consortio Bayamón/Comerío Apartado 1588 Bayamón, PR 00960 Michael Barreto (787) 995-1700	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
J	Alianza Municipal de Servicios Integrados Caguas/Guayama/ Cayey/Aibonito Apartado 8518 Caguas, PR 00725 María M. Torres (787) 744-5329	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
K	Consortio Guaynabo/Toa Baja Call Box 11864 Caparra Heights, Guaynabo 00922 Yolanda Rivera (787) 720-4040 X6169	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
L	Consortio Municipio de San Juan San Juan, PR 00906 Olga Torres (787) 289-0460	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
M	Consortio Municipio de Carolina Carolina, PR 00986 Iris Rosado (787) 752-4090	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
N	Consortio Municipio de	(0)	Director of Local Programming,

	Ponce PO Box 33-1709 Ponce, PR 00732 Sylvia Rivera (787) 840-2900		Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
P	Consorcio Mayagüez/Las Marías C. Martínez Nadal # 63 Mayagüez, 00680 Carmen López (787) 265-3735	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
Q	Consorcio Norte Central Arecibo Arecibo, PR 00614 Wanda Soler Tel. (787) 879-4530	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
R	Consorcio Noreste Elsa Cruz (787) 888-3030	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
S	Consorcio Noroeste Zaira Javariz (787) 882-2500	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
T	Consorcio Sur Central Joan Rodriguez Ayala Tel. (787) 803-0119	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
U	Consorcio Sureste Luis E. González (787) 937-0000	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
V	Consorcio Suroeste Apartado 246 San Germán, PR 00683 Vilma Pedroza (787) 892-1000	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
W	Internal Posting	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
X	Employee Referral	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
Y	American University Sr. Jaime González	(0)	Director of Local Programming, Operations & Continuity (0)

	(787) 620-2040		Senior Content Director (0) Director of Sales (0)
Z	Alianza Municipal de Servicios Integrados Rosa Maria Ruiz (787) 864-4916	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
aa	Universidad del Turabo Sra. Lyza Montalvo (787) 743-7979	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
bb	UPAGRA	(0)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (0) Director of Sales (0)
cc	Univision Career Page	(1)	Director of Local Programming, Operations & Continuity (0) Senior Content Director (1) Director of Sales (0)

* Indicates sources that have requested notification of job openings.

Appendix 3 to

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Covering the Period from October 1, 2014 to September 30, 2015

Station(s) Comprising Station Employment Unit: **WLII-DT/WSUR-DT/WSTE-DT/ WKAQ(AM)/ WKAQ-FM/ WUKQ(AM)/WUKQ-FM/ WYEL(AM)**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **WLII-DT/WSUR-DT/WSTE-DT/WKAQ(AM)/ WKAQ-FM/ WUKQ(AM)/ WUKQ-FM/ WYEL(AM)**

Participation in Job Fairs:

On May 8, 2015, we hosted an informative and educational session named “*Encuentro con Univision*” in our facilities in Guaynabo for 65 students of the Department of Communication of *Universidad del Sagrado Corazón*. Managers of our Radio and TV staff delivered a lecture to students (twenty minutes, each one) where they talked about employment opportunities in Radio and TV and brought their personal work experiences through the years to students with the purpose of giving them a wide vision about what we do, how we do it and how they need to prepare to look for those opportunities. News Director, Production Supervisor, Promotions Supervisor/Talent, Director of Local Programming, Operations and Continuity, Programming Director and Director of Communication and Community Empowerment answered questions from students immediately after their individual participations.

Every department head’s lecture was followed with a video where employees explained to the students their functions and responsibilities in their departments. In the video, we had employees from all departments, performing a variety of positions.

The activity was complemented with a guided tour of our facilities (tv and radio studios, control room, editing rooms, master control, etc). The students had the opportunity to watch a live show. They were divided in 6 groups, and had the opportunity to watch the whole TV show experience: first they watched crew and talent performing in front of cameras at the studio and second, they were taken to the Control Room where the Director runs all technical instructions to talent and crew while the program runs. All of them were also allowed to be part of pre-production meeting with producers and talent. They were also taken to see FM radio cabin, where they listened from one of our DJ’s how to operate the Radio console and the different techniques they use to prepare radio promos.

The event had a positive reception from students and professors.

Provision of Training:

On September 18, 2015 and September 23, 2015 the employment unit conducted an EEO/Non- Discrimination training hosted by its HR Manager- Jeannette Reyes and HR Representative – Yesenia De León. A total of 25 managers and supervisors from TV & Radio participated in the training.