

Annual EEO Public File Report Form

**Stations WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-FM
(August 1, 2014 – July 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): **WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-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 WGBO-DT and WXFT-DT historically have comprised a separate employment unit from the commonly owned radio broadcast stations, WOJO-FM – WPPN-FM – WRTO(AM) and WVIV/WVIX-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 WGBO-DT and WXFT-DT employment unit was consolidated with the WOJO-FM – WPPN-FM – WRTO(AM) and WVIV/WVIX-FM employment unit.

The information contained in this Report covers the time period beginning **August 1, 2014 – July 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 hire 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 hire accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Annual EEO Public File Report

**Stations WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-FM
ARE AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: August 1, 2014 – July 31, 2015

Section 1: Vacancy information for vacancies filled by Television Stations **WGBO-DT – WXFT-DT** prior to September 1, 2014 consolidation of employment units.

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree

Total Number of Persons Interviewed During Applicable Period: 0

Section 2: Vacancy information for vacancies filled by Radio Stations **WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-FM** prior to September 1, 2014 consolidation of employment units.

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree

Total Number of Persons Interviewed During Applicable Period: 0

Vacancy Information for vacancies filled by the combined employment unit comprised of stations **WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-FM** after September 1, 2014 consolidation of employment units.

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
News Photographer	10/06/2014	Walk In
News Reporter	03/01/2015	Linkedin.com
Producer / Editor	04/28/2015	Employee Referral

Total Number of Persons Interviewed During Applicable Period: 29

Recruitment source information used for vacancies filled by Television Stations **WGBO-DT – WXFT-DT** prior to 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

Recruitment source information used for vacancies filled by Radio Stations **WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-FM** prior to 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

Recruitment source information used by the combined employment unit comprised of stations **WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-FM** after September 1, 2014 consolidation of employment units.

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Columbia College of Chicago Matthew Green 600 S. Michigan Ave.: Chicago, IL 60605 312-344-7281 mgreen@colum.edu	0	News Photographer, News Reporter, Producer Editor
Asian Humana Services Pam Brunton 4800 N. Broadway Suite #200 773-989-4535 pbrunton@ahschicago.org	0	News Photographer, News Reporter, Producer / Editor
Devry University Ken Denenberg 3300 N Campbell Ave; Chicago, IL 60608 773-697-2044 kdenenberg@devry.edu	0	News Photographer, News Reporter, Producer / Editor
Chicago State University Devin (TV) / Charlie (Radio) 9501 S. Dr. Martin L King Dr 773-995-2280 / 773-995-2162 cgoolsby@csu.edu	0	News Photographer, News Reporter, Producer / Editor
Career Builder.com 200 N. Lasalle, Chicago, IL 60601 James.kennedy@careerbuilder.com	5	News Photographer,
University of Miami Barbara Gutierrez bgutierrez@miami.edu	0	News Reporter

305-284-5500		
Florida International University Teresa Ponte teresa.ponte@fiu.edu 305-919-4524	0	News Reporter
Mujeres Latinas en Accion * Sandra Del Toro 2424 W. 21 st Place; Chicago, IL 60623 773-890-7676 sandra@mujereslat.org	0	News Photographer, News Reporter, Producer / Editor
Little Village Chamber * Nilda Esparza 3610 W 26 th St # 2 Chicago, IL 60623 773-521-5387 nilda@littlevillagechamber.org	0	News Photographer, News Reporter, Producer / Editor
Back of the Yards Bus. Assoc * Fabiola Flores / Gabriela Nevarez 1751 West 47 th St # 2 Chicago, IL 60609 773-247-5100 fflores@bync.org / gnevarez@bync.org	0	News Photographer, News Reporter, Producer / Editor
Illinois Broadcasters Association Online 618-985-5555 iba@ilba.org	0	News Reporter, Producer / Editor
The Chicago Urban League * Clayton Pryor 4510 S. Michigan Ave; Chicago IL 60653 773-285-5800 Fax: 312-692-0769 cpryor@thechicagourbanleague.org	0	News Photographer, News Reporter, Producer / Editor
IL. CTR.for Broadcasting Don Clark 530 S. State St, Chicago, IL 60605 630-916-1700 Fax: 312-566-4200 dclark@beonair.com	0	News Photographer, Producer / Editor
The Illinois Institute of Art Pamela A Hudson pahudson@aia.edu	0	News Photographer, News Reporter, Producer / Editor
National Latino Education Institute * Celia Lopez 2011 W. Pershing Rd, Chicago, IL 60609 773-247-0707 Fax: 773-247-4975 clopez@nlei.org	0	News Photographer, News Reporter, Producer / Editor
El Valor Corporation* 3050 East 92 nd Chicago IL 60617 312-666-4511 Fax: 312-666-6677 Marisol.castillo@elvalor.net	0	News Photographer, News Reporter, Producer / Editor
University of Illinois (as of 02/2015) Jessica Leach jrleach@illinois.edu / media-careerservices@illinois.edu 217-244-4329	0	News Reporter
Illinois Worknet Center * Hugo Avila 2138 South 61 st Court, Cicero, IL 60804 708-222-3100 havila@il.sercohq.com	0	News Photographer, News Reporter, Producer / Editor
Loyola University	0	News Photographer, News Reporter,

Abe Cortez 820 N Michigan, Chicago IL 60611 312-915-6175 Fax:312-915-7612 acorte1@luc.edu		
Illinois State University External Client Office 309-438-5485 externalrelations@wznd.com	0	News Photographer, News Reporter, Producer / Editor
Hispanic Alliance Of Career * Rocio Mendez 14 East Jackson Blvd, Chicago IL 60604 312-435-0498 Fax: 312-435-1494 rocio@haceonline.org	0	News Photographer, News Reporter, Producer / Editor
Internal	5	News Reporter, Producer / Editor
Walk In	1	News Photographer
Employee Referrals	1	Producer / Editor
Instituto for Latino Progress * Lucy Romero 2570 S. Blue Island, Chicago, IL 60608 773-927-7712 Fax: 773-927-7284 lucy@IDPL.org	0	News Photographer, News Reporter, Producer / Editor
Southern Illinois University Beverley Robbins Mail code-4703 Carbondale, IL Fax: 618-453-192 Email: postjobs@siu.edu	0	News Photographer, News Reporter, Producer / Editor
LinkedIn.com	17	News Reporter, Producer / Editor
National Association of Hispanic Journalist	0	News Photographer
Univision Local Media – Internal at Stations	0	News Reporter, Producer / Editor

*Designates recruitment sources that have requested notice of job vacancies.

Section 3: Supplemental Outreach Activities – August 1, 2014 to July 31, 2015

1. Hosted at least one job fair and participated in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.
 - On August 28th, 2014 Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** stations attended a Job Fair at the Hispanic Business Expo at Navy Pier in Chicago, IL. Interested parties learned about potential job opportunities in the field of broadcasting at Univision Chicago Local Media. The Job Fair was from 9:00AM to 4:00PM and was attended by Rafael Meza (HR Manager) and Jaime Elizalde (Creative Services Director).
 - On October 10, 2014, Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** stations attended the Illinois Broadcaster's Association Career Fair at Loyola University Campus in Chicago, IL. Interested parties learned about potential job opportunities in the field of broadcasting at Univision Chicago Local Media. The job fair was from 10:00AM to 11:30AM and was attended by Rafael Meza (HR Manager).
 - On November 11th, 2014 Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** attended the Northeastern Illinois University Media and Theatre Internship Fair at Northeastern Illinois University Campus in Chicago, IL. Students learned about potential intern opportunities in the field of broadcasting at Univision Chicago Local Media. The Job Fair was from 12PM until 4PM and was attended by Rafael Meza (HR Manager).

- On March 20th, 2015 Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** stations conducted and organized a Job Fair. This event took place Donald E. Stevens Convention Center in Rosemont, IL. Interested parties learned about potential job opportunities in the field of broadcasting at Univision Chicago Local Media. The Job Fair was from 12PM until 4PM and was overseen by Rafael Meza (HR Manager).
- On February 13th, 2015 Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** attended the United States Hispanic Leadership Institute Conference as Exhibitor at Sheraton Chicago Hotel & Towers in Chicago, IL. Interested parties learned about potential job opportunities in the field of broadcasting at Univision Chicago Local Media. The Job Expo was from 9AM until 2PM and was attended by Rafael Meza (HR Manager).
- On April 9th, 2015 Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** attended the City Colleges of Chicago Career Fair at Harold Washington College in Chicago, IL. Interested parties learned about potential job opportunities in the field of broadcasting at Univision Chicago Local Media. The Career Fair was from 10AM until 4PM and was attended by Rafael Meza (HR Manager).
- On April 18th, 2015 Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** attended the NAPTE Career Day Fair at WLS-TV ABC7 Chicago Television Studios in Chicago, IL. Interested parties learned about potential job opportunities in the field of broadcasting at Univision Chicago Local Media. The Job Expo was from 8AM until 3PM and was attended by Rafael Meza (HR Manager).
- On May 14th, 2015 Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** attended the National Latino Education Institute Career Fair at their facilities in Chicago, IL. Interested parties learned about potential job opportunities in the field of broadcasting at Univision Chicago Local Media. The Career Fair was from 8AM until 2PM and was attended by Rafael Meza (HR Manager).
- On May 22nd, 2015 Univision Local Media **WOJO-WPPN-WVIV-WRTO-WVIX-WGBO-WXFT** attended the Chicago White Sox Sports and Marketing Career Fair at US Cellular Field in Chicago, IL. Interested parties learned about potential job opportunities in the field of broadcasting at Univision Chicago Local Media. The Career Fair was from 4:30PM until 7:00PM and was attended by Rafael Meza (HR Manager).

2. **Establishment of an internship program designed to assist member of the community to acquire skills needed for broadcast employment.**

Internship Program

WOJO-WPPN-WVIV-WRTO-WVIX continues to offer an academic credit internship program for college/university, junior, senior and graduate students. Generally, internships are available in the following departments: Programming (on-air), Sales, Research and Promotions / Marketing.

The objectives of the internship program are to:

- Provide students majoring in journalism, communications, and media & related disciplines the opportunity to receive on-site exposure to and training for experienced radio broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in journalism, communications, and media & related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired field.
- Identify graduating students for the Stations' job applicant pool for employment opportunities.

Eligibility Criteria:

- College juniors, seniors, and graduate students.
- Receipt of academic credit.

The internship program is overseen by Rafael Meza, Human Resources Manager. In this reporting year, we had a total of five (5) paid interns:

Creative Services / Production: One (1) student (Fall Semester 2014)
News Department: One (1) student (Spring Semester 2015)
Creative Services / Production: Two (2) students (Summer Semester 2015)
News Department: One (1) student (Summer Semester 2015)

We accepted student(s) from Northwestern Journalism Residency Program Medill, Lewis University, Eastern Illinois University, Loyola University.

3. Participation in a least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar events.

Staff Appearances and Community Involvement

On-going outreach efforts are supported by public speaking engagements by our staff which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and similar events.

- October 29th, 2014 – Illinois Center for Broadcasting – Teri Arvesu (News Director) guest speaker regarding her career path and offering advice to students.
- On November 6th, 2014 – March of Dimes & Statewide Latino Advisory Committee – Vicky Aguilera (On-Air Personality) MC'd event to raise funds for Nuestros Bebes, a program to educate latino women on pregnancy and newborn health.
- November 21st, 2014 – Thornton Fractional North High School – Rafael Meza (HR Manager) Mock Interviews. Discuss with students strengths/weaknesses/advice to prepare for real-life interviews as they search for jobs.
- January 15, 2015 – DePaul University – Teri Arvesu (News Director) – guest speaker regarding career advice and importance of being bilingual.
- January 15, 2015 – DePaul University – Aileen Ocana (On-Air Personality) – guest speaker regarding “Let’s Talk News” Reporting on News Radio.
- On February 28th, 2015 – National Latino Education Institute – Ericka Maldonado (News Anchor) – participated in an event (Zumba Party) to educate Latino women on the importance of a healthy lifestyle through exercise.
- March 3rd, 2015 – Elk Grove High School – Mauricio Mejia and Vicky Aguilera (On-Air Personalities) – hosted students by giving a tour of our radio station operations. Also gave them advice on how to pursue a career in broadcasting radio or TV.
- May 21st, 2015 – DePaul University – Teri Arvesu (News Director) – Guest speaker on the importance of women leadership.
- June 11th, 2015 – Bateman Elementary 8th Grade Graduation – Ericka Maldonado (News Anchor) – Graduation keynote speaker as role model to students as they start new chapters in their lives in High Schools. Spoke about the importance of education, perseverance and making their dreams a reality.
- July 22nd, 2015 – Casa Central & CPS After School Matters – Luisa Echeverria (Community Empowerment Director) – hosted students by giving a tour of our TV station operations. Shown how we operate in news and community empowerment, offered us insight into their lives and the things that are happening in their communities.

4. Established of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

- The station encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. In this reporting period, the station has trained and/or promoted one (1) employee.
 - News Reporter to Main News Anchor (5PM & 10PM Newscast)

- Freelance Producer / Editor to Part-Time Producer / Editor

On Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request **WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-FM** to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Human Resources Manager, 541 N. Fairbanks Ct. Suite 1100, Chicago, IL. 60611. We appreciate your organization's help in publicizing our job openings! **WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO(AM) – WVIV/WVIX-FM** is an Equal Opportunity Employer.