

Annual EEO Public Report File

WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO (AM) – WVIV/WVIX-FM (August 1, 2016 – July 31, 2017)

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 information contained in this Report covers the time period beginning August 1, 2016 to and including July 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 63.2080(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 63.2080(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 the purpose 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.

Appendix 1

Public File Report

Covering the Period from August 1, 2016 – July 31, 2017

WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO (AM) – WVIV/WVIX-FM

**Section 1: 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**

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Account Executive	UCI Company Careers Site
2	Remote Technician	UCI Career Site
3	Photographer/Editor	Current Employee
4	News Producer	Employee Referral
5	Account Executive	Source - Other
6	Director Of Sales	Internal
7	Technical Director	UCI - Internal Referral
8	Photographer/Editor	Employee Referral
9	Account Executive - Sales	Job Board
10	National Sales Manager	UCI Company Career Site
11	Promotions Assistant	Internal
12	Assignment Desk Editor	Internal
13	Community Empowerment Director	Employee Referral
14	Producer/Editor	Internal
15	Account Executive	Referral
16	Sales Coordinator	UCI - Company Career Site
17	Promotions Assistant	LinkedIn
18	Technical Director	Internal

Appendix 2

Annual EEO Public File Report

Covering the Period from August 1, 2016 – July 31, 2017

Section 1: Recruitment source information used by stations:

WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO (AM) – WVIV/WVIX-FM

I. RECRUITMENT SOURCE (Company, Address, Telephone #, Contact Person)	II. TOTAL NUMBER OF INTERVIEWEES This Source Has Provided During this Period (If Any)	Full-time Positions For Which III. SOURCE WAS UTILIZED
Columbia College of Chicago Matthew Green 600 S. Michigan Ave. Chicago, IL 60605 312-344-7281 mgreen@colum.edu	0	All Positions
Asian Humana Services Pam Brunton 4800 N. Broadway Suite #200 773-989-4535 pbrunton@ahschicago.org	0	All Positions
Devry University Ken Denenberg 3300 N Campbell Ave; Chicago, IL 60608 773-697-2044 crubin@devry.edu	0	All Positions
Chicago State University Devin (TV) / Charlie (Radio) 9501 S. Dr. Martin L King Dr 773-995-2280 / 773-995-2162 cgoalsby@csu.edu	0	All Positions
Career Builder.com 200 N. Lasalle, Chicago, IL 60601 James.kennedy@careerbuilder.com	0	None
Mujeres Latinas en Accion * Sandra Del Toro 2424 W. 21 st Place; Chicago, IL 60623 773-890-7676 sandra@mujereslat.org	0	All Positions

Little Village Chamber * Nilda Esparza 3610 W 26 th St # 2 Chicago, IL 60623 773-521-5387 nilda@littlevillagechamber.org	0	All Positions
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	All Positions
Illinois Broadcasters Association Online 618-985-5555 iba@ilba.org	0	All Positions
The Chicago Urban League * Clayton Pryor 4510 S. Michigan Ave; Chicago IL 60653 773-285-5800 Fax: 312-692-0769 cpryor@thechicagourbanleague.org	0	All Positions
IL. CTR.for Broadcasting Don Clark 530 S. State St, Chicago, IL 60605 630-916-1700 Fax: 312-566-4200 dclark@beonair.com	0	All Positions
<u>The Illinois Institute of Art</u> Pamela A Hudson pahudson@aii.edu	0	All Positions
National Latino Education Institute * Celia Lopez 2011 W. Pershing Rd, Chicago, IL 60609 773-247-0707 Fax: 773-247-4975 clopez@nlei.org	0	All Positions
El Valor Corporation* 3050 East 92 nd Chicago IL 60617 312-666-4511 Fax: 312-666-6677 Marisol.castillo@elvalor.net	0	All Positions
University of Illinois (as of 02/2015) Jessica Leach jrleach@illinois.edu / media-careerservices@illinois.edu 217-244-4329	0	All Positions
Illinois Worknet Center * Hugo Avila 2138 South 61 st Court, Cicero, IL 60804 708-222-3100 havila@il.sercohq.com	0	All Positions

Illinois State University External Client Office 309-438-5485 externalrelations@wznd.com	0	All Positions
Hispanic Alliance Of Career * Rocio Mendez 14 East Jackson Blvd, Chicago IL 60604 312-435-0498 Fax: 312-435-1494 rocio@haceonline.org	0	All Positions
Instituto for Latino Progress * Lucy Romero 2570 S. Blue Island, Chicago, IL 60608 773-927-7712 Fax: 773-927-7284 lucy@IDPL.org	0	All Positions
Southern Illinois University Beverley Robbins Mail code-4703 Carbondale, IL Fax: 618-453-192 Email: postjobs@siu.edu	0	All Positions
Medill Northwestern University Kimberly N. Cornwell 1845 Sheridan Road Evanston, IL 60208 847-467-6213 Fax: 847-467-2319 cornwell@northwestern.edu	0	All Positions
Rainbow Push Candice Brown 930 East 50th Street Chicago, IL 60615 Fax: 773-256-2772 cbrown@rainbowpush.org	0	All Positions
Richard Daley College Aaron Weissmann 773-553-3381 awissman@ccc.edu	0	All Positions

Malcom X College Job Placement Office 1900 W. Van Buren Chicago, IL 60612 312-850-7000	0	All Positions
Morton College Rodolfo Yanez 3801 S. Central Avenue Cicero, IL 60804 708-656-2317 708-656-2419	0	All Positions
Moraine Valley Community College Online 9000 W. College Pkwy Palos Hills, IL 60465	0	All Positions
National Association of Hispanic Journalists	0	All Positions
College/University - Career Center	2	All Positions
Diversity Events/Networking Mixer/Prof Organization	1	All Positions
Employee Referral	32	All Positions
Former UCI Employee	1	All Positions
Job Board	20	All Positions
LinkedIn	39	All Positions
Online Advertising	1	All Positions
Search Engine	3	All Positions
Social Media	4	All Positions
Source – Other	6	All Positions
UCI – Internal Candidate	19	All Positions
UCI – Company Career Site	41	All Positions

Total Number of Persons Interviewed During Applicable Period: 169

*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (312) 467-5818.

Appendix 3

Annual EEO Public File Report

Covering the Period from August 1, 2016 – July 31, 2017

WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO (AM) – WVIV/WVIX-FM

Station(s) Comprising Station Employment Unit:

WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO (AM) – WVIV/WVIX-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

WGBO-DT – WXFT-DT – WOJO-FM – WPPN-FM – WRTO (AM) – WVIV/WVIX-FM

Participated in Job/Career Fairs:

August 3-7, 2016 – National Association Hispanic Journalist & National Association of Black Journalist

2016 NABJ and NAHJ Annual Convention and Career Fair is the premier venue for journalism education and career development for the nation's leaders in media, business, arts and entertainment, and technology!

The two largest minority journalist organizations in the United States are joining forces and drawing on our collective strengths to offer unequalled opportunities for face-to-face networking and professional development.

Join over 4,000 of the nation's top journalists, media executives, public relations professionals, and students as we gather in Washington, D.C., to celebrate our excellence!

Teri Arvesu, Univision Chicago - News Director will be a guest speaker covering the race in local news in addition to representing Chicago in the Job Fair portion of the event.

September 15, 2016 – IHCC

The Make the Connection! IHCC Business Conference is IHCC's marquee event bringing together our vast community of thousands of business owners, thought leaders and decision makers for this oneday showcase and conference. Previously the Hispanic Business Expo, we've redesigned the event to deliver more value to sponsors and participants, and we've created more opportunities to hear from inspiring leaders, learn about new business trends and opportunities and connect with resources and entrepreneurs.

Enrique Rodriguez, TV News Anchor/Reporter was a guest speaker/moderator at the event. Various account executives helped in the recruiting booth including, Ryan Kalous, Christian Pedersen and Alex Uribe.

January 6, 2017 – College Bound Opportunities/Career Prep

College Bound Opportunities (CBO) mentors underserved students to realize their potential, graduate from college, pursue meaningful professions, and inspire others to follow in their footsteps. CBO helps its college scholars develop practical career and employability skills that prepare them for the workplace after graduation. Internships have become one of the most meaningful ways for college

students to develop real-world job experiences and prepare for future employment. Because of this, CBO strongly encourages its scholars to pursue such opportunities. However, very few of them have the types of family and/or professional connections needed to obtain internships. Consequently, the CBO Career Prep program is designed to help our college students pursue internship opportunities.

Rachel Reizen

February 15, 2017 – USHLI National Conference Exhibit Show

The USHLI Conference has become the premier Hispanic leadership conference in the nation, attracting a complete cross section of our leadership community and involving all ancestry groups. Over 6,500 present and future leaders representing 40 states will attend various events throughout the four days. A survey of participants in 2016 found that 78% were 18-34 years of age, 65% were women, and 83% were attending or had already completed college. Most conference participants are or will become the most influential Hispanic leaders of their generation and will help govern our cities, schools, states and, indeed, a nation that will become 25% Hispanic during their lifetime. This conference is an extraordinary opportunity for students and young professionals to meet recruiters, national policy-makers, and future employers. The conference brings participants together to develop and/or strengthen their leadership skills and to grow as servant leaders. Participants will hear nationally prominent, standing-ovation quality speakers and workshop presenters who are highly interactive and experts in their field.

Vanessa Perez and Sahory Martinez spoke with a variety of students from all over the country re: internships at Univision Chicago for 2017.

May 13, 2017 – National Association Hispanic Journalist

Sahory Martinez, Human Resources Senior Manager participated in the NAHJ Job Fair held at DePaul University. This was an opportunity for DePaul students to get their resume and interview skills ready to meet with news directors and representatives from various Chicago media outlets. 60+ students were registered to participate.

Participated in Events Sponsored by Educational Institutions:

From October 1, 2016 through July 31, 2017 – DePaul University's "Hora Picante"

Univision Chicago News Director and DePaul University developed a Radio Project which offers students hands-on experience in radio production with the program "hora picante" on WRTO Radio. Students research and prepare stories and serve as presenters with the Supervision of DePaul professors and Univision Chicago news director, Teri Arvesu.

October 21, 2016 – Unity Journalist for Diversity Regional Media Summit

UNITY: Journalists for Diversity in partnership with Loyola University and the Chicago Headline Club has opened registration for an exciting media summit in Chicago at Loyola University's Schreiber Center on October 21. The regional event titled ***"Rethinking Journalism in the Midwest"*** on October 21, 2016, will bring journalists from around the country to Loyola University for an event centered on prevalent and emerging issues within the Midwest.

Workshops will include diversity media coverage, community violence, systems issues/municipal finance, journalism tools, future of media and entrepreneurial journalism.

Teri Arvesu, News Director for Univision Chicago was the Key Note Speaker and Adriana Cardona,

Investigative Reporter was a panelist.

July 6, 2017 – Prospanica (formerly National Society of Hispanic MBAs)

VP/Director of Sales, Edna Uribe, a member of the Chicago Chapter hosted 30 students, part of the organizations' summer enrichment program. The students participated in a station tour and discussed opportunities in the field of broadcast journalist. The summer enrichment program promotes business education and professional advancement within Chicago's Hispanic community.

July 6, 2017 – DePaul: Pasos al Futuro Program (on-site)

Executive Producer, Sonia Garcia, spoke to a group of 30+ students, part of the organizations' summer enrichment program. The students participated in a station tour and discussed opportunities in the field of broadcast journalist. The summer enrichment program promotes business education and professional advancement within Chicago's Hispanic community.

May 5, 2017 – Abe Lincoln Elementary's Career Day

Omar Ramos, DJ at WVIV Latino Mix participated in the Abe Elementary School Career Day. Omar discussed his career in Journalism, his education and experiences as a broadcast journalist covering some of the most important stories in our community and offered inspiration and encouragement for students wishing to pursue a media career.

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

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 Human Resources. In this reporting year, we had a total of five (5) paid interns:

- Creative Services/Production: Two (2) students (Spring/Summer Semesters 2017)
- News: One (1) student (Spring Semester 2017)
- Sales: One (1) student (Summer Semester 2017)

We accepted student(s) from Northwestern Journalism Residency Program Medill and DePaul University, DePaul University, Columbia College

Establishment of In-House EEO Training

The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. On July 25, 2017, Sahory Martinez, Human Resources Senior Manager conducted EEO Training for our department heads that have hiring managers.

Among the unit's other efforts, on June 28, 2017, a memo was sent to staff reiterating our Equal Employment Opportunity policy.