

## **Annual EEO Public File Report Form**

### **Radio Stations KLQV(FM) and KLNK(FM), San Diego, CA Univision Radio San Diego**

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): KLQV(FM) and KLNK(FM), San Diego, California 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, 2020 to and including July 29, 2021 (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. 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 August 1, 2020 to July 29, 2021

Station(s) Comprising Station Employment Unit: **KLQV(FM) and KLNV(FM)**

Section 1: Vacancy Information

The stations did not fill any vacancies during this period.

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
1		
2		
3		
4		
5		
6		

Total Number of Persons Interviewed During Applicable Period: 0

**Appendix 2**  
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Covering the Period from August 1, 2020 to July 29, 2021

Station(s) Comprising Station Employment Unit: **KLQV(FM) and KLVN(FM)**

Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
1	Southern California Broadcasters Association Thom Callahan, President <a href="mailto:tcallahan@scba.com">tcallahan@scba.com</a> <a href="mailto:lizfancher@scba.com">lizfancher@scba.com</a> <a href="http://www.scba.com/jobs">www.scba.com/jobs</a>	0	0
2	UCI Company Career Site <a href="mailto:UCIcareers@univision.net">UCIcareers@univision.net</a>	0	0
3	San Diego County Hispanic Chamber of Commerce 664 Broadways Ave., Suite D Chula Vista, CA 91910 Carlos Hernandez <a href="mailto:chairman@sdchcc.org">chairman@sdchcc.org</a>	0	0
4	South County Economic Development Council Jessica Brewton <a href="mailto:Jessica@SouthCountyEDC.com">Jessica@SouthCountyEDC.com</a>	0	0
5	Grossmont College Donna Dixon/Erica Olmos 8800 Grossmont College Dr. El Cajon, CA 92020 619-644-7533 <a href="mailto:Donnadixon@gccd.edu">Donnadixon@gccd.edu</a> <a href="mailto:Ericaolmos@gccd.edu">Ericaolmos@gccd.edu</a>	0	0
6	Employment Development Dept	0	0

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
	Rosario Franco 8810 Rio San Diego Drive, San Diego, CA 92108 Fax: 619-400-0080 <a href="mailto:rosario.franco@edd.ca.gov">rosario.franco@edd.ca.gov</a>		
7	California Broadcasters Association 5670 Wilshire Blvd., Suite 200 Los Angeles, CA 90036 P: 323-930-5595 F: 323-932-1425 <a href="mailto:jberry@yourcba.com">jberry@yourcba.com</a>	0	0
8	Chicano Federation of San Diego 3180 University Avenue Ste 317, San Diego, CA 92164 Raymond Uzeta Phone:619-285-5600 Fax: 619-285-5616 <a href="mailto:nancymaldonado@chicanofederation.org">nancymaldonado@chicanofederation.org</a>	0	0
9	San Diego State University Career Center Patricia Nieves <a href="mailto:recruit@sdsu.edu">recruit@sdsu.edu</a>	0	0
10	Internal Posting Univision Radio San Diego, Inc 600 West Broadway, Ste 2150 San Diego, CA 92101 Tel: 619-235-0600 Fax: 619-744-4300	0	0
11	Palomar College Pippa Pierce <a href="mailto:ppierce@palomar.edu">ppierce@palomar.edu</a>	0	0

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
12	San Diego City College Richard Flahive Joseph D'Ambro <a href="mailto:citytran@sccd.edu">citytran@sccd.edu</a>	0	0
13	Job Board – Indeed.com (Through UCI Co. Career Site)	0	0
15	Linked-In (Through UCI Co. Career Site)	0	0
16	San DiegoRadio Job Board Joe Nelson SanDiegoRadio.org <a href="mailto:SanDiegoRadioJoe@gmail.com">SanDiegoRadioJoe@gmail.com</a>	0	0

	<b>Other Source(s) Not Notified by Employment Unit</b>		
17	Employee Referral	0	Positions: 0
18	Contacted by UCI Employee	0	Positions: 0
19	Media Industry Referral	0	Positions: 0
20	Social Media	0	Positions: 0
	Total:	0	

\*Indicates a source that is entitled to receive notice of all job vacancies by virtue of having requested to receive such notice. Univision Radio, San Diego, continues to make regular on-air announcements inviting interested parties who might wish to receive employment notices to contact, Laura Wright, HR Manager. The employment unit has not received any requests for job opening notifications during this period.

**Appendix 3**  
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Covering the Period from August 1, 2020 to July 29, 2021

Station(s) Comprising Station Employment Unit: **KLNV(FM) and KLQV(FM)**

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

**Participated in Job/Career Fairs:**

October 27, 2020 – UC San Diego. Univision participated in UC San Diego’s Fall Career Fair and spoke to students about current openings as well as early career opportunities such as internships and the company’s leadership finance program for recent graduates. Activations Manager Mauricio Gonzalez attended.

February 4, 2021 - Lee Hatch Harrison Virtual Career Fair - Spoke to a number of potential candidates about current openings with Univision. Reviewed resumes and provided feedback as requested by participants. Directed potential candidates to Univision’s career portal. Answered questions on company culture, opportunities, and employee resource groups. Human Resources Manager Teadra Zarate attended.

**Participated in Events Sponsored by Educational Institutions:**

February 28, 2021 – High Tech High Interview Day. Over the years we have participated with High Tech High Chula Vista, helping their students in their internship programs and during volunteer activities at our stations; This year during Interview Day, we produced a video to tell a success story during their virtual event. Ten years ago, Zaida Cavazos a former High-Tech Junior experienced her Internship with our Community Empowerment Director. After graduating from High School, Zaida went to Columbia College to study broadcasting and now works at Univision helping produce our Community Affairs Radio Show with her then mentor.

March 3, 2021 – Green Hills Academy. Activations Manager, Mauricio Gonzalez represented Univision Radio San Diego and participated in a book reading to students. This event was part of Dr. Seuss Week and included discussions about the importance of education as part of being prepared for careers in broadcasting, communications, marketing, and journalism.

March 6, 2021 - CA State Northridge - Women of Alpha Presentation and Discussion on Broadcast Opportunities. Presentation to undergraduates on being a woman in media and broadcasting. Discussion about the various positions and opportunities in radio. A panel discussion on the challenges of being a woman in the broadcast industry and how to over-come them. It was a 3+ hour discussion.

**Participated in Events Sponsored by Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues:**

April 15 & 22, 2021 – T-Howard Foundation: Goal Setting & Performance Management Trainings. Alongside my colleague, Claudia Cinco, I co-led two trainings for students and early career professionals on the topics of “Goal Setting” and “Performance Management – Driving your Career.” The trainings were each 1.5 hours long via a virtual setting. The first training provided participants with tips on how to effectively set goals in their professional and personal lives. The second part provided them with tools on how to drive change in their careers. We also discussed points on how to have difficult conversations to ensure an effective outcome. Lastly, we provided participants with a toolkit that included examples on how to have effective conversations in the workplace.

May 2, 2021 – Biocom Festival of Science and Engineering. KLNv and KLQV stations aired promotional announcements inviting listeners to attend the virtual event online. KLNv and KLQV both supported the event where students were encouraged to learn about different types of science, technology, engineering, and math. Elementary school students participating in the event learn about broadcasting technology including remote broadcasts, green-screen effects, audio editing, studio equipment, transmitter and antenna basics. The students also get to hear about career opportunities in radio broadcasting in varying jobs including on-air hosting, chief engineers, etc.

August 27, 2020 – Association of Latino Professionals for America “Breaking into the Entertainment Industry” Virtual Workshop. Spoke to over 60 university students from across the country on best practices when looking to obtain a job within the entertainment industry. Along with two other panelists from CBS and NBC, students were provided with tips on how to stand-out from the crowd, resume do’s and don’t’s, and how to establish a successful career brand. We also spoke about the various diversity & inclusion initiatives within a company and shared tips on how to successfully network internally and externally.

September 23, 2020 – T-Howard Foundation. Univision was one of a number of entertainment companies to partner with the T-Howard Foundation to host a virtual “Meet & Greet - Professional Development Event.” The T-Howard Foundation is inclusive of all people, their programs are intended to provide opportunities for diverse and underrepresented groups and underserved communities in the media and entertainment industry. The “Meet & Greet” gave students an opportunity to have one-on-one conversations with media professionals and discuss various ways to maximize early career opportunities.

### **Establishment of In-House EEO Training**

March 2, 2021 – FCC EEO Training. Several employees including Sabina Widmann, Teadra Zarate and Mauricio Gonzalez participated in the CBA Webinar and FCC EEO Training presented by Broadcast1 Source, TLP Law and California Broadcasters Association.

April 14, 2021 – FCC EEO Managers Training. The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. On April 14, 2021, Teadra Zarate, Human Resources Manager conducted EEO Training for our department heads and managers.

Among the unit's other efforts, on July 15, 2021, a memo was sent to staff reiterating our Equal Employment Opportunity policy.