

Annual EEO Public Report File

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

(August 1, 2020 – July 28, 2021)

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-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, 2020 to and including July 31, 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 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 follows 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.

Annual EEO Public Report File

WGBO-DT – WXFT-DT – WOJO (FM) – WPPN (FM) – WRTO (AM) – WVIV-FM
(August 1, 2020 – July 28, 2021)

Appendix 1

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-FM

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Digital Content Producer	Employee Referral
2	Reporter	Internal
3	Account Executive	LinkedIn

Total number of persons interviewed during applicable period: 33

Annual EEO Public Report File

WGBO-DT – WXFT-DT – WOJO (FM) – WPPN (FM) – WRTO (AM) – WVIV-FM
 (August 1, 2020 – July 28, 2021)

Appendix 2

Section 2: Recruitment source information used by stations:

WGBO-DT – WXFT-DT – WOJO (FM) – WPPN (FM) – WRTO (AM) – WVIV-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
Mujeres Latinas en Acción * Sandra Del Toro 2424 W. 21 st Place; Chicago, IL 60623 773-890-7676 sandra@mujereslat.org	0	All Positions

Annual EEO Public Report File

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

(August 1, 2020 – July 28, 2021)

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
The Illinois Institute of Art 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 Jessica Leach jrleach@illinois.edu / media-careerservices@illinois.edu		All Positions

Annual EEO Public Report File

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

(August 1, 2020 – July 28, 2021)

217-244-4329	0	
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

Annual EEO Public Report File

WGBO-DT – WXFT-DT – WOJO (FM) – WPPN (FM) – WRTO (AM) – WVIV-FM (August 1, 2020 – July 28, 2021)

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 9000 W. College Pkwy Palos Hills, IL 60465	0	All Positions
National Association of Hispanic Journalists	0	All Positions
Employee Referral	2	All positions
Former UCI Employee	0	All positions
UCI - Company Careers Site	7	All positions
UCI - Internal Candidate	4	All positions
Contacted Directly by UCI TA/HR	0	All positions
Former/Current - Intern	0	All positions
Former/Current - Project Based employee	0	All positions
Other Source(s) Not Notified By Employment Unit		
College/University Career Center	1	All positions
Diversity Events/Networking Mixer/Prof Org	2	All positions
Job Board	2	All positions
LinkedIn	15	All positions
On-Line Advertising	0	All positions
Other Job Board	0	All positions
Search Engine	0	All positions
Social Media	0	All positions
Job Fair	0	All positions
Source - Other	0	All positions

*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.

Annual EEO Public Report File

WGBO-DT – WXFT-DT – WOJO (FM) – WPPN (FM) – WRTO (AM) – WVIV-FM
(August 1, 2020 – July 28, 2021)

Station(s) Comprising Station Employment Unit:
WGBO-DT – WXFT-DT – WOJO (FM) – WPPN (FM) – WRTO (AM) – WVIV-FM

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WGBO-DT – WXFT-DT – WOJO (FM) – WPPN (FM) – WRTO (AM) – WVIV-FM**

Participation in Job Banks:

Listed positions with media trade groups whose membership includes substantial participation of women and minorities, including the Illinois Broadcasters Association and the National Association of Hispanic Journalists.

Participated in Events Sponsored by Educational Institutions:

August 6, 2020 – NABJ/NAHJ – Experience America’s Hispanic Super brand

Univision virtual reception with NABJ/NAHJ from 6-7pmET. We have an internal link for you to be able to watch what the conference participants.

February 18, 2021 – FCC EEO Training

Participated in the CBA is offering a webinar to train management-level personnel on compliance with Federal Communications Commission (FCC) requirements. It will be conducted by our FCC general counsel Gregg Skall, with Telecommunications Law Professionals.

March 6, 2021 – 2021 Career Day

Erika Maldonado, news anchor at Univision Chicago WGBO-Channel 66, moderated the 2021 Career Day sponsored by the Chicago/Midwest chapter of the National Academy of Television Arts and Sciences. From 11 a.m. to 1 p.m. Free virtual event will feature a panel of industry professionals offering employment tips and career advice. Among panelists will be Brad Edwards of CBS-owned WBBM-Channel 2, Anita Padilla of Fox-owned WFLD-Channel 32, and Jeff Wilson of Nexstar WGN-Channel 9 and Antenna TV.

March 26, 2021 – Marquette University Virtual Visit

Virtual meeting with some students from Marquette University. It was a great Q&A session where we covered a lot of career development issues and gave the students some perspective on what we do in Spanish language media. This meeting will include students who are interested in learning about what we do. Participants included: Doug Levy and Teri Arvesu

April 23, 2021 – Women in Media

The Chicago Network hosted a “women in media” session for our Future Leaders students (often first generation, diverse college women) virtually. Teri Arvesu participated.

Annual EEO Public Report File

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

(August 1, 2020 – July 28, 2021)

June 15, 2021 – Miami Media School Professional Advisory Committee

The Miami Media School strives to fulfill that our students “Learn from a pro to become a pro”. Broadcasters are busy and may not in a position to commit as an instructor, but our Professional Advisory Committee may be the perfect way for you to share your expertise and impact our students to assist us in training your next potential employees.

Sahory Martinez represented Univision Central Region

NAHJ/EIJ CONFERENCE – July 14 – 16, 2021

2020 Excellence in Journalism (EIJ) and National Association of Hispanic Journalist (NAHJ) joined forces for host a Convention and Career Fair 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.

Sahory Martinez represented Univision Chicago at this year’s event held virtually.

August 6, 2020 – NABJ/NAHJ – Experience America’s Hispanic Super Brand

Univision virtual reception with NABJ/NAHJ from 6-7pmET. We have an internal link for you to be able to watch what the conference participants.

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 March 2, 2021, Sahory Martinez, Human Resources Director conducted EEO Training for our department heads and managers.

Among the unit’s other efforts, on June 30, 2021, a memo was sent to staff reiterating our Equal Employment Opportunity policy.