

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, 2019 to and including July 31, 2020 (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, 2019 to July 31, 2020

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

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

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to
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Covering the Period from August 1, 2019 to July 31, 2020

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

Section 2: Recruitment Source Information

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

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
	Rosario Franco 8810 Rio San Diego Drive, San Diego, CA 92108 Fax: 619-400-0080 rosario.franco@edd.ca.gov		
7	California Broadcasters Association 5670 Wilshire Blvd., Suite 200 Los Angeles, CA 90036 P: 323-930-5595 F: 323-932-1425 jberry@yourcba.com	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 nancymaldonado@chicanofederation.org	0	0
9	San Diego State University Career Center Patricia Nieves recruit@sdsu.edu	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 ppierce@palomar.edu	0	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
12	San Diego City College Richard Flahive Joseph D'Ambro citytran@sccd.edu	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 SanDiegoRadioJoe@gmail.com	0	0

	Other Source(s) Not Notified by Employment Unit		
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
to
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Covering the Period from August 1, 2019 to July 31, 2020

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

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

Internship Program:

We did not have an internship program during this time period.

Station Visits and Tours:

December 5 and 6, 2019 - St. Jude Radiothon: During our 2-day radiothon Promesa & Esperanza, we gave 4-6 tours to 20 students from High Tech High in Chula Vista. The students had the opportunity to meet our different Department Head Managers, Production, Technical and Promotion staff and to view firsthand how 2 radio stations operate daily. Each year we invite these students to come to do a tour of our facilities and also to help us tend the phone lines during these two very busy days. Helping to answer the phone lines allows the students to facilitate the process of our radio listeners donation efforts. This experience is a win-win for everyone involved.

February 14, 2020 – Three students from Southwestern College’s Journalism Program visited our facilities. Community Empowerment Manager, Mery Lopez-Gallo, provided a detailed tour and explained how each department plays an important role in the entire operation for KLVN and KLQV to broadcast their programming 24 hours a day, 7 days a week, 365 days a year. The students had an opportunity to visit with Sales, Programming and Promotions and the tour included a visit to the on-air and production studios. The goal is to inspire students to consider pursuing a career in broadcast communications.

Participated in Job/Career Fairs:

September 14, 2019 – Association of Latino Professionals for America Student Summit at USC Included workshops and panel discussions on strategies for academic and professional success. Also had conversations with students on careers in broadcasting media. This Career fair included internship opportunities and networking. The event was attended by Human Resources Manager, Teadra Zarate.

October 10, 2019 – HIRE UCLA Job & Internship Fair Fall 2019
Univision staff on site spoke to UCLA students about Univision's LEAP (Finance) and Internship programs and how to apply. We answered questions about career opportunities in broadcasting media, reviewed resumes and provided feedback. The event was attended by Human Resources Manager, Teadra Zarate.

July 16, 2020 – Career Pathways to Success Virtual Job Fair hosted by National City Chamber of Commerce. KLVN and KLQV stations aired promotional announcements inviting listeners to participate online. Job seekers were encouraged to submit questions regarding employment opportunities available at Univision and apply for open positions directly on our Univision Career website.

Participated in Events Sponsored by Educational Institutions:

March 7, 2020 – Biocom Festival of Science and Engineering. KLNK and KLQV stations aired promotional announcements inviting listeners to attend the event at PETCO Park. KLNK and KLQV both had station booths on site at the event where students were encouraged to learn about different types of technology for sound including hands-on experience with a LP turntable, AM/FM radio and boom box with cassette deck. Students learned more about broadcast history and the changes and evolutions of technology used for music reproduction and consumption.

Participation in Job Banks:

California Broadcasters Association and Southern California Broadcasters Association, job banks of media trade groups with broad-based membership (including women and minorities) was utilized for possible future job positions during the reporting period.

Establishment of In-House EEO Training

Among the unit's other efforts, on July 15, 2020, a memo was sent to staff reiterating our Equal Employment Opportunity policy.