

Annual EEO Public Report File

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

(August 1, 2019 – July 31, 2020)

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, 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 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.

Appendix 1

Public File Report

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

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

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Assignment Desk Editor	Job Board
2	Producer	Job Board
3	Marketing/Account Coordinator	Employee Referral
4	Account Coordinator	Employee Referral
5	Photographer/Editor	Employee Referral
6	Account Executive	Employee Referral

Total number of persons interviewed during applicable period: 42

Appendix 2
Annual EEO Public File Report

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

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

<p>Little Village Chamber *</p> <p>Nilda Esparza 3610 W 26th St # 2 Chicago, IL 60623 773-521-5387 nilda@littlevillagechamber.org</p>	0	All Positions
<p>Back of the Yards Bus. Assoc *</p> <p>Fabiola Flores / Gabriela Nevarez 1751 West 47th St # 2 Chicago, IL 60609 773-247-5100 fflores@bync.org / gnevarez@bync.org</p>	0	All Positions
<p>Illinois Broadcasters Association Online 618-985-5555 iba@ilba.org</p>	0	All Positions
<p>The Chicago Urban League *</p> <p>Clayton Pryor 4510 S. Michigan Ave; Chicago IL 60653 773-285-5800 Fax: 312-692-0769 cpryor@thechicagourbanleague.org</p>	0	All Positions
<p>IL. CTR.for Broadcasting Don Clark 530 S. State St, Chicago, Il 60605 630-916-1700 Fax: 312-566-4200 dclark@beonair.com</p>	0	All Positions
<p><u>The Illinois Institute of Art</u> Pamela A Hudson pahudson@aii.edu</p>	0	All Positions
<p>National Latino Education Institute *</p> <p>Celia Lopez 2011 W. Pershing Rd, Chicago, IL 60609 773-247-0707 Fax: 773-247-4975 clopez@nlei.org</p>	0	All Positions
<p>El Valor Corporation*</p> <p>3050 East 92nd Chicago IL 60617 312-666-4511 Fax: 312-666-6677 Marisol.castillo@elvalor.net</p>	0	All Positions
<p>University of Illinois Jessica Leach jrleach@illinois.edu / media-careerservices@illinois.edu 217-244-4329</p>	0	All Positions
<p>Illinois Worknet Center *</p> <p>Hugo Avila 2138 South 61st Court, Cicero, IL 60804 708-222-3100 havila@il.sercohq.com</p>	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
Employee Referral	8	All positions
Former UCI Employee	0	All positions
UCI - Company Careers Site	8	All positions
UCI - Internal Candidate	6	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	0	All positions
Diversity Events/Networking Mixer/Prof Org	1	All positions
Job Board	7	All positions
LinkedIn	12	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.

Appendix 3

Annual EEO Public File Report

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

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

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**

Participated in Job/Career Fairs:

July 14, 2020 Virtual Student Career Day with Prospanica Chicago Education

The goal is to enhance our students' understanding of careers by affording them the unique opportunity to engage in meaningful dialogue with industry professionals. Our vision for the event is to have in attendance a diverse group of at least 20 high school students from local latino neighborhoods virtually. The fair took place via WebEx for one hour. Members from various department and expertise participated in presenting and Q&A. Ligia Granados - Meteorologist, Enrique Rodrigues – Anchor, Ivan Garcia – Creative Services Director, Vicky Aguilera – Programming Manager, Joe Rojas – Sports Sales Manager, Sahory Martinez – Regional HR Director.

NAHJ/EIJ CONFERENCE – September 5-7, 2019

2019 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.

Teri Arvesu represented Univision Chicago at this year's event held in San Antonio, TX.

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:

September 20, 2019 – IBA-University Multicultural Media Panel @ Illinois State University

Bone Student Center, Illinois State University

The primary purpose of this event is to promote career information, as well as employment, internships and volunteer opportunities to University students and alumni, as well as talented community professionals.

David Palomino/Reporter and Ezgar Omar Ramos/On-Air Personality were on site

October 2019 – Latinos Progresando/Mex Talks

Latinos Progresando hosted the 7th annual MEX talks featuring leaders in the Mexican community to talk about the role of media and entertainment as powerful drivers on our civic and cultural life. It was an incredible night with performances by Jess(e) and Mariachi Sirenas! Thank you to our speakers: Angelica Aragón, Nancy Garcia Loza, Adriana Gallardo, Alfredo Corchado, and Omar Ramos; thank you to our sponsors, especially Cinespace Chicago Film Studios and Esperanza Health Centers.

UCI Chicago Speaker: Omar Ramos

October 3, 2019 – DePaul University College of Communications – The Power 25

Teri Arvesu moderated town hall-style discussion about the issues she faces as leader in the field. This unique event will be illuminating and energizing for the audience of talented DePaul journalism students and faculty, as well as the many Chicagoland news and media professionals who support DePaul's Center for Journalism Integrity & Excellence, led by co-directors Carol Marin and Don Moseley.

The event will be moderated by Robert Feder, Carol Marin and Teri Arvesu.

August 21, 2019 – Chicago Ideas Job Shadow

Creative Services team hosted two of their youth ambassadors to show them firsthand what a production team does and what it takes to put shoot a video/commercial for a client.

Students had a wonderful experience stating:

"My favorite part of the job shadow was meeting the people and being able to interact with them while working side-by-side with them." - Nicole, Junior, Josephinum

"My favorite part of the job shadow was having the opportunity to help out with the script and set the stage and scene. Being behind the scenes of a commercial was incredible." - Michelle, Senior, Josephinum

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

WGBO-DT – WXFT-DT – WOJO (FM) – WPPN (FM) – WRTO (AM) – WVIV-FM 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, Digital and News.

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 four (4) paid interns:

- Creative Services: One (1) student (Summer Semester 2019)
- News: Two (2) students (Summer & Fall Semester 2019)
- Promotions: One (1) student (Fall 2019 & Spring Semester 2020)

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 December 2, 2019, Sahory Martinez, Human Resources Director conducted EEO Training for our department heads and managers.

Among the unit's other efforts, on July 13, 2020, a memo was sent to staff reiterating our Equal Employment Opportunity policy.