

Annual EEO Public File Report Form

Stations WLII-DT/WSUR-DT/WSTE-DT/ WKAQ(AM)/ WKAQ-FM/WUKQ(AM)/ WUKQ-FM/ WYEL(AM)/WOLE-DT

The purpose of this EEO Public File Report ("Report") is to comply with Section 3.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on **WLII-DT/WSUR-DT/WSTE-DT/ WKAQ(AM)/ WKAQ-FM/ WUKQ(AM)/ WUKQ-FM/ WYEL(AM)/WOLE-DT**

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

This Report has been also prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WLII-DT, WSUR-DT, WSTE-DT, WKAQ(AM), WKAQ-FM, WUKQ(AM), WUKQ-FM, WYEL(AM), WOLE-DT 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 October 1, 2018 to and including September 30, 2019.

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. 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 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 October 1, 2018 to September 30, 2019

Station(s) Comprising Station Employment Unit: **WLII-DT/WSUR-DT/WSTE-DT/ WKAQ(AM)/ WKAQ-FM/ WUKQ(AM)/ WUKQ-FM/ WYEL(AM)/WOLE-DT**

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Production Supervisor	ENDI (El Nuevo Día Newspaper)
2	Content Producer for Sales	El Nuevo Día Newspaper
3	Program Coordinator (2)	El Nuevo Día Newspaper / Internal Posting
4	Reporter (2)	El Vocero Newspaper / Social Media-ASPRO

Total Number of Persons Interviewed During Applicable Period: 31

Appendix 2 to

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Covering the Period from October 1, 2018 to September 30, 2019

Station(s) Comprising Station Employment Unit: **WLII-DT/WSUR-DT/WSTE-DT/
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DT**

Section 2: Recruitment Source Information

0	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	El Nuevo Día Newspaper Parque Industrial Amelia Guaynabo, PR 00906 Olga Rodríguez (787) 641-8000	(10)	Production Supervisor (2) Content Producer for Sales (3) 2 Program Coordinators (3) 2 Reporters (2)
B	University of Puerto Rico, Río Piedras Ave. Ponce de León Río Piedras, PR 00926 Elsa Marín / Oficina de Empleo empleo.uprrp@upr.edu / decanato.administracion@upr.edu (787) 764-0000, x-86251/(787) 764-0005	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
C	University of Puerto Rico, Ponce PO Box 7186 Ponce, PR 00732 Rosaira Miranda rosaira.miranda@upr.edu / juan.leon1@upr.edu Tel. 844-8181	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
D	Sagrado Corazón University Elmer González, Dpto. Colocaciones elgonzalez@sagrado.edu Tel. (787) 728-1515, x-2326/2324/2385	(1)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (1)
E	American University Bayamón, PR Jaime González jgonzalez@aupr.edu / carroyo@aupr.org (787) 620-2040	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
F	Interamerican University -Bayamón 500 Carr. Dr. John Will Harris	(0)	Production Supervisor (0) Content Producer for Sales (0)

	<p>Bayamón, PR 00957 Tel. 279-1912 Maritza Zambrana mzambrana@bayamon.inter.edu Tel: (787) 279-1912 Fax: (787)279-2245</p>		<p>2 Program Coordinators (0) 2 Reporters (0)</p>
G	<p>University of Puerto Rico, Arecibo Arecibo, PR 00614 Juan Luciano Juan.luciano@upr.edu / estudiantes.arecibo@upr.edu Tel. (787) 815-0000, X 3550</p>	(0)	<p>Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)</p>
H	<p>Universidad del Turabo (Universidad Ana G. Méndez) Gurabo, PR Lyza Montalvo Ramírez lmontalvo@sugm.edu / cpulliza@suagm.edu (787) 743-7979, x- 4824/4825</p>	(1)	<p>Production Supervisor (0) Content Producer for Sales (1) 2 Program Coordinators (0) 2 Reporters (0)</p>
I	<p>University of Puerto Rico, Bayamón Bayamón, PR Nelson Vázquez / Viviana Narváez nelson.vazquez1@upr.edu / viviana.narvaez@upr.edu (787) 993-8957</p>	(0)	<p>Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)</p>
J	<p>Pontificia Universidad Católica de PR Ponce, PR Oficina de Internado, Pasantías Empleo y Exalumnos earroyo@pucpr.edu / oipe@pucpr.edu Tel. (787) 841-8000, x-1438/1223</p>	(0)	<p>Production Supervisor (0) 2 Program Coordinators (0) 2 Reporters (0)</p>
K	<p>Desarrollo Laboral Bayamón/Comerio Apartado 1588 Bayamón, PR 00960 Jose F Rivera, Director jfrivera@wiabayamoncomerio.com / alozada@wioabayamoncomerio.com (787) 995-1700</p>	(0)	<p>Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)</p>
L	<p>Desarrollo Laboral Caguas Guayama Caguas, PR 00725 Joaquin Santiago, Administrador jsantiago@amsipr.com / mmartinez@asmipr.com (787) 744-5329</p>	(0)	<p>Production Supervisor (0) 2 Program Coordinators (0) 2 Reporters (0)</p>
M	<p>Consortio Guaynabo/Toa Baja Guaynabo 00922 Frankie Amador Rodríguez, Director famador@guaynabocity.gov.pr / irivera@guaynabocity.gov.pr (787) 720-4040</p>	(0)	<p>Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)</p>
N	<p>Consortio Municipio de San Juan</p>	(0)	<p>Production Supervisor (0)</p>

	San Juan, PR 00906 Iraida Hornedo, Directora ihornedo@sanjuanciadapatria.com / mbruno@sanjuanciadapatria.com (787) 289-0460		Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
O	Consorcio Municipio de Carolina Carolina, PR 00986 Rey F Marrero, Director rmarrero@aldlcarolina.org / scedres@aldlcarolina.org (787) 752-4090	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
P	Consorcio Municipio de Ponce Ponce, PR 00732 Roberto Ramos, Director roberto.ramos@ponce.pr.gov / idalie.cedeno@ponce.pr.gov (787) 840-2900	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
Q	Desarrollo Laboral La Montaña William O Jimenez, Director wjimenez@aldlmontana.com / ebaez@aldlmontana.com (787) 864-4916	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
R	Desarrollo Laboral Mayagüez/Las Marías Mayagüez, 00680 Hilda Renovales, Directora hrenovales@yahoo.com / aldlmayaguez@gmail.com (787) 265-3735	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
S	Desarrollo Laboral Norte Central Arecibo, PR 00614 Neidaliz González, Directora ngonzalez@nortecentral.com / lmorales@nortecentral.com Tel. (787) 879-4530	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
T	Desarrollo Laboral Noreste Vicente Díaz, Director vicentediaz@cne.gov.pr / madelineguzman@cne.gov.pr / wandamaldonado@cne.gov.pr (787) 888-3030	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
U	Desarrollo Laboral Noroeste Samuel Sanchez Tirado, Administrador sstirado@cnoroeste.com / bacruz@cnoroeste.com (787) 882-2500	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
V	Desarrollo Laboral Sur Central Pablo Asencio / Rosa J. La Torre pasencio@aldlsurcentral.org / rlatorre@aldlsurcentral.org / yoppenheimer@aldlsurcentral.org lcintron@aldlsurcentral.org	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)

	Tel. (787) 803-0119 / (787) 471-7369		
W	Desarrollo Laboral Sureste Luis E. González, Director luis.gonzalez@aldlsureste.org / jessica.ortiz@aldlsureste.org (787) 937-0000	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
X	Consortio Suroeste San Germán, PR 00683 Vanessa Ramos, Directora vramos@aldl.org / dcancel@aldl.org / vramos@consorciosuroeste.inmicrosoft.com (787) 892-1000	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
Y	Desarrollo Laboral Manatí-Dorado Iris del Valle, Directora ivalle@aldlmanatidorado.org / ccalderon@aldlmanatidorado.org	(0)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (0) 2 Reporters (0)
Z	Internal Posting	(4)	Production Supervisor (2) Content Producer for Sales (0) 2 Program Coordinators (2) 2 Reporters (0)
a	Employee Referral	(3)	Production Supervisor (1) Content Producer for Sales (0) 2 Program Coordinators (2) 2 Reporters (0)
b	Industry Colleague Referral	(1)	Production Supervisor (0) Content Producer for Sales (0) 2 Program Coordinators (1) 2 Reporters (0)
c	Internet (Linkedin., social networks, Overseas Press Club; ASPRO (Asoc Periodistas PR, etc.)	(9)	Production Supervisor (1) Content Producer for Sales (0) 2 Program Coordinators (4) 2 Reporters (4)
d	El Vocero Newspaper 1064 Ave. Ponce de León, 2do. piso San Juan, PR 787-721-2300; 787-622-2300	(2)	2 Reporters (2)

* Indicates sources that have requested notification of job openings.

Appendix 3 to
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Covering the Period from October 1, 2018 to September 30, 2019

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DT**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
**WLII-DT/WSUR-DT/WSTE-DT/WKAQ(AM)/ WKAQ-FM/ WUKQ(AM)/ WUKQ-FM/
WYEL(AM)/WOLE-DT**

Participation in Job Fairs:

On **November 14, 2018** we hosted an informative and educational session named “Encuentro con Univision” in our facilities in Guaynabo for students of Universidad Interamericana, Bayamón Campus. Managers of our Radio and TV staff delivered a lecture to students (twenty minutes, each one) where they talked about employment opportunities in Radio and TV and brought their personal work experiences through the years to students with the purpose of giving them a wide vision about what we do, how we do it and how they need to prepare to look for those opportunities. Part of our management staff - Director of Programming (TV), Broadcast Integration & Operations Supervisor (TV), two of our Radio-AM Reporters (Nellie Rivera and Raúl Flores), Content & News Director (Radio), Local Media Sales Manager and one of our Disc Jockey (FM Radio), answered questions from students immediately after their individual participations.

The educational session was held in our facilities. Afterwards students and professors were taken into a tour to both Divisions: Radio & TV studios. They watched a live show from both perspectives: in front of talents on air and then from control room with technical crew. Thus, having the whole TV show experience. They were also taken into radio studios and production areas. Tour also included editing rooms, master control, on air Radio cabin, etc). Tour allowed students to visualize and apply theory and information received from managers.

On **May, 14, 2019** we hosted our second informative and educational session named “Encuentro con Univision” in our facilities in Guaynabo for students of Pontificia Universidad Católica, Ponce campus. We followed same format than above. Managers of our Radio and TV staff delivered a lecture to students (twenty minutes, each one) where they talked about employment opportunities in Radio and TV and brought their personal work experiences through the years to

students with the purpose of giving them a wide vision about what we do, how we do it and how they need to prepare to look for those opportunities. Part of our management staff - Director of Programming (TV), Broadcast Integration & Operations Supervisor (TV), two of our Radio-AM Reporters (Nellie Rivera and Raúl Flores), Content & News Director (Radio), Local Media Sales Manager and one of our Disc Jockey (FM Radio), answered questions from students immediately after their individual participations.

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