

WGBO-DT, WXFT-DT, WPPN(FM), WOJO(FM) & WVIV-FM
Employment Unit

2024 FCC Audit Response

EXHIBIT A

EEO Public File Report

July 30, 2021 – July 31, 2022

Annual EEO Public Report File

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

(July 30, 2021 – July 31, 2022)

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 July 30, 2021 to and including July 31, 2022 (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.

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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 | R008310 Technical Director | LinkedIn |
| 2 | R008744 Writer | LinkedIn |
| 3 | R009150 Technical Director | UCI-Internal Candidate |
| 4 | R009155 Account Executive | Employee Referral |
| 5 | R009340 Assignment Desk Editor | UCI-Internal Candidate |
| 6 | R009440 News Director | UCI-Internal Candidate |
| 7 | R009763 Technical Director | Former UCI Employee |
| 8 | R009839 Account Executive | Indeed |
| 9 | R009887 Technical Director | UCI-Internal Candidate |
| 10 | R010135 Technical Director | Indeed |
| 11 | R010137 Reporter MMJ | UCI-Internal Candidate |
| 12 | R010342 Account Coordinator | Employee Referral |
| 13 | R010477 Digital Content Manager | UCI-Internal Candidate |

Total number of persons interviewed during applicable period: 54

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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) | III. Full-time Positions For Which Source was Utilized |
|--|--|--|
| Columbia College of Chicago 600 S. Michigan Ave. Chicago, IL 60605 312-344-7281 Contact: Matthew Green mgreen@colum.edu ; jhalperin@colum.edu ; tjoue@colum.edu ; idovil@colum.edu ; eholmes@colum.edu | 0 | 4-11; 13 |
| Asian Humana Services 4800 N. Broadway Suite #200 773-989-4535 Contact: Pam Brunton pbrunton@ahschicago.org ; djakupovic@ahschicago.org | 0 | 4-11; 13 |
| Devry University 3300 N Campbell Ave Chicago, IL 60608 773-697-2044 Contact: Ken Denenberg crubin@devry.edu ; ahornbeck@devry.edu | 0 | 4-11; 13 |
| DePaul University 1 E. Jackson Blvd. Chicago, IL 60604 (312) 362-8000 melias@depaul.edu | 0 | 4-11; 13 |

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| | | |
|--|---|----------|
| Loyola University Chicago 820 N. Michigan Ave. Chicago, IL 60611 (312) 915-6800 mlimon@luc.edu | 0 | 4-11; 13 |
| Chicago State University 9501 S. Dr. Martin L King Dr 773-995-2280 / 773-995-2162 cgoalsby@csu.edu | 0 | 0 |
| Mujeres Latinas en Acción * 2424 W. 21 st Place Chicago, IL 60623 773-890-7676 Contact: Sandra Del Toro sandra@mujereslat.org ; UnivisionFresno-CC@univision.net cheryl@mujereslat.org | 0 | 4-11; 13 |
| Little Village Chamber * 3610 W 26 th St # 2 Chicago, IL 60623 773-521-5387 Contact: Nilda Esparza nilda@littlevillagechamber.org ; jaime@littlevillagechamber.org | 0 | 4-11; 13 |
| Back of the Yards Bus. Assoc * 1751 West 47 th St # 2 Chicago, IL 60609 773-247-5100 Contacts: Fabiola Flores / Gabriela Nevarez fflores@bync.org ; gnevarez@bync.org ; fabiola.flores@bync.org | 0 | 4-11; 13 |
| Illinois Broadcasters Association Online 618-985-5555 iba@ilba.org | 0 | 4-11; 13 |
| The Chicago Urban League * 4510 S. Michigan Ave. Chicago IL 60653 773-285-5800 Fax: 312-692-0769 Contact: Clayton Pryor cpryor@thechicagourbanleague.org ; awells@thechicagourbanleague.org ; | 0 | 4-11; 13 |

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| | | |
|--|---|----------|
| IL. CTR.for Broadcasting 530 S. State St, Chicago, Il 60605 630-916-1700 Fax: 312-566-4200 Contact: Don Clark dclark@beonair.com;cjackson@beonair.com; allamazares@BeOnAir.com | 0 | 4-11; 13 |
| The Illinois Institute of Art 111 South Michigan Avenue Chicago, Il 60603-6404 Contact: Pamela A Hudson pahudson@aia.edu | 0 | 0 |
| National Latino Education Institute * 2011 W. Pershing Rd. Chicago, IL 60609 773-247-0707 Fax: 773-247-4975 Contact: Celia Lopez clopez@nlei.org | 0 | 4-11; 13 |
| El Valor Corporation* 3050 East 92 nd Chicago, IL 60617 312-666-4511 Fax: 312-666-6677 Marisol.castillo@elvalor.net | 0 | 0 |
| University of Illinois Contact: Jessica Leach jrleach@illinois.edu / mediacareerservices@illinois.edu | 0 | 4-11; 13 |
| Illinois Worknet Center * 2138 South 61 st Court Cicero, IL 60804 708-222-3100 Contact: Hugo Avila havila@il.sercohq.com | 0 | 4-11; 13 |

| | | |
|--|---|---|
| Illinois State University External Client Office 309-438-5485 externalrelations@wznd.com | 0 | 0 |
|--|---|---|

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| | | |
|---|---|----------|
| Hispanic Alliance of Career * 14 East Jackson Blvd, Chicago IL 60604 312-435-0498 Fax: 312-435-1494 Contact: Rocio Mendez rocio@haceonline.org | 0 | 4-11; 13 |
| Instituto for Latino Progress * 2570 S. Blue Island, Chicago, IL 60608 773-927-7712 Fax: 773-927-7284 Contact: Lucy Romero lucy@IDPL.org; k.villafuerte@idpl.org; | 0 | 0 |
| Southern Illinois University Mail code-4703 Carbondale, IL Fax: 618-453-192 Contact: Beverley Robbins Email: postjobs@siu.edu | 0 | 0 |
| Medill Northwestern University 1845 Sheridan Road Evanston, IL 60208 847-467-6213 Fax: 847-467-2319 Contact: Kimberly N. Cornwell cornwell@northwestern.edu | 0 | 0 |
| Rainbow Push 930 East 50th Street Chicago, IL 60615 Fax: 773-256-2772 Contact: Candice Brown cbrown@rainbowpush.org | 0 | 0 |
| Richard Daley College Aaron Weissmann 773-553-3381 awissman@ccc.edu | 0 | 0 |

| | | |
|--|---|---|
| Malcom X College Job Placement Office 1900 W. Van Buren Chicago, IL 60612 312-850-7000 | 0 | 0 |
|--|---|---|

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| | | |
|--|----|---------------|
| Morton College 3801 S. Central Avenue Cicero, IL 60804 Contact: Rodolfo Yanez 708-656-2317 708-656-2419 | 0 | 0 |
| Moraine Valley Community College 9000 W. College Pkwy Palos Hills, IL 60465 | 0 | 0 |
| National Association of Hispanic Journalists | 0 | 0 |
| Employee Referral | 5 | 0 |
| Former UCI Employee | 1 | 0 |
| UCI - Company Careers Site | 3 | All positions |
| UCI - Internal Candidate | 14 | 0 |
| Contacted Directly by UCI TA/HR | 0 | 0 |
| Former/Current - Intern | 0 | 0 |
| Former/Current - Project Based employee | 0 | 0 |
| Other Source(s) Not Notified By Employment Unit | | |
| Job Board | 9 | 0 |
| LinkedIn | 13 | 0 |
| Other Job Board | 9 | 0 |

*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.

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Appendix 3

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 all upper-level category positions with media trade groups whose membership includes substantial participation of women and minorities (e.g., Hispanic Alliance of Career, National Latino Education Institute, and Illinois Broadcast Association).

Participated in Events Sponsored by Educational Institutions:

11/ 1/2021: Omar Ramos (On-Air Talent) participated as the MC at Unity Jr. High and spoke about traditions regarding Dia de los Muertos and answered questions from students about his job and path to becoming a media personality in the broadcasting industry.

2/24/2022: Vicky Aguilera (Content Director) and Miguel Esparza (On-Air Talent) participated in a career day at Cicero West Elementary School. They had the opportunity to talk to the students about their careers at TelevisaUnivision.

3/19/2022: Aileen Ocana (On-Air Talent) participated in the Parent University in Cicero, IL. The event offered workshops and motivational speakers on how parents could help children with their education. The event also provided workshops on how parents could support their children in their academic life and how to better communicate with their children. The on-air talent spoke about her career in the media industry.

4/9/2022: Aileen Ocana (On-Air Talent) participated in the virtual event with Mujeres Latinas en Accion where she was able to share her career journey and help empower and motivate other Latinas.

4/26/2022: Miguel Esparza (On Air Talent) participated in a career day at Cicero West Elementary School where he was able to talk to students about his career at TelevisaUnivision.

4/28/2022: Aileen Ocana (On-Air Talent) participated in the career Day at Warren Park School and talked about her career journey and how she achieved her goal of working at TelevisaUnivision.

Establishment of In-House EEO Training

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The employment unit provides training and information to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. In the month of July 2022, an EEO Training was conducted for our department heads and managers.

August 1, 2022 – July 31, 2023

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- WGBO-DT, Facility ID No. 12498, Joliet, Illinois
- WXFT-DT, Facility ID No. 60539, Aurora, Illinois
- WOJO(FM), Facility ID No. 67073, Evanston, Illinois
- WPPN(FM), Facility ID No. 25053, Des Plaines, Illinois
- WVIV (FM), Facility ID No. 48449, Lemont, Illinois

B. Reporting Period: August 1, 2022 to July 31, 2023

C. Full-Time Vacancy Information

| | Full-Time Position Title | Recruitment Source of Hire |
|----|--|-----------------------------------|
| 1. | R011872 Multimedia Journalist | LinkedIn |
| 2. | R011959 Regional Digital Sales Manager | LinkedIn |
| 3. | R012143 Account Executive | Employee Referral |
| 4. | R012269 Photographer/ Editor | Employee Referral |
| 5. | R012503 Meteorologist | Other Job Board |
| 6. | R014230 Anchor/Reporter | Internal Candidate |
| 7. | R014235 Producer | TU Careers Website |
| 8. | R013404 Maintenance Technician | Employee Referral |

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 31

D. Recruitment Source Information

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

| Recruitment Source | Source Requested Notices? | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for Which This Source Was Utilized |
|--|----------------------------------|--|---|
| TU Careers Website https://corporate.televisaunivision.com/careers/ | No | 5 | All Positions |
| Asian Humana Services 4800 N. Broadway Suite #200 Phone: 773-989-4535 Contact: Pam Brunton | No | 0 | All Positions |
| DeVry Career Services 3300 N Campbell Ave Chicago, IL 60608 Phone: 773-697-2044 Fax: 1-972-929-6779 Contact: Ken Denenberg | No | 0 | All Positions |
| DePaul University Contact: M. Elias | No | 0 | All Positions |
| Loyola University Chicago Contact: M. Limon | No | 0 | All Positions |
| Chicago State University 9501 S. Dr. Martin L King Dr Phone: 773-995-2280 / 773-995-2162 Contact: Charlie Goolsby | No | 0 | All Positions |
| Mujeres Latinas en Acci3n | Yes | 0 | All Positions |

| Recruitment Source | Source Requested Notices? | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for Which This Source Was Utilized |
|---|----------------------------------|--|---|
| 2424 W. 21st Place Chicago, IL 60623 Phone: 773-890-7676 Contact: Sandra Del Toro | | | |
| Little Village Chamber Nilda Esparza 3610 W 26th St # 2 Chicago, IL 60623 Phone: 773-521-5387 | Yes | 0 | All Positions |
| Back of the Yards Bus. Assoc 1751 West 47th St # 2 Chicago, IL 60609 Phone: 773-247-5100 Contacts: Fabiola Flores / Gabriela Nevarez | Yes | 0 | All Positions |
| Illinois Broadcasters Association Phone: 618-985-5555 E-mail: iba@ilba.org | No | 0 | All Positions |
| The Chicago Urban League 4510 S. Michigan Ave. Chicago IL 60653 Phone: 773-285-5800 Fax: 312-692-0769 Contact: Clayton Pryor | Yes | 0 | All Positions |
| IL. CTR. for Broadcasting 530 S. State St. Chicago, IL 60605 Phone: 630-916-1700 Fax: 312-566-4200 Contact: Don Clark | No | 0 | All Positions |
| The Illinois Institute of Art Contact: Pamela A Hudson | No | 0 | All Positions |
| National Latino Education Institute 2011 W. Pershing Rd. Chicago, IL 60609 Phone: 773-247-0707 Fax: 773-247-4975 Contact: Celia Lopez | Yes | 0 | All Positions |
| University of Illinois Contact: Jessica Leach | No | 0 | All Positions |
| El Valor Corporation 3050 East 92nd Chicago, IL 60617 Phone: 312-666-4511 Fax: 312-666-6677 | Yes | 0 | All Positions |
| Illinois Worknet Center 2138 South 61st Court Cicero, IL 60804 Phone: 708-222-3100 Contact: Hugo Avila | Yes | 0 | All Positions |
| Illinois State University External Client Office Phone: 309-438-5485 | No | 0 | All Positions |
| Hispanic Alliance of Career 14 East Jackson Blvd. Chicago IL 60604 | Yes | 0 | All Positions |

| Recruitment Source | Source Requested Notices? | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for Which This Source Was Utilized |
|--|---------------------------|---|--|
| Phone: 312-435-0498 Fax: 312-435-1494 Contact: Rocio Mendez | | | |
| Instituto for Latino Progress 2570 S. Blue Island Chicago, IL 60608 Phone: 773-927-7712 Fax: 773-927-7284 Contact: Lucy Romero | No | 0 | All Positions |
| Southern Illinois University Mail code-4703 Carbondale, IL Fax: 618-453-192 Contact: Beverley Robbins Email: postjobs@siu.edu | No | 0 | All Positions |
| Medill Northwestern University 1845 Sheridan Road Evanston, IL 60208 847-467-6213 Fax: 847-467-2319 Contact: Kimberly N. Cornwell | No | 0 | All Positions |
| Rainbow Push 930 East 50th Street Chicago, IL 60615 Fax: 773-256-2772 Contact: Candice Brown | No | 0 | All Positions |
| City of Chicago Colleges Phone: 773-553-3381 Contact: Aaron Wissmann | No | 0 | All Positions |
| DirectEmployer https://de.works/app/dashboard | No | 1 | All Positions |
| Handshake https://app.joinhandshake.com/emp | No | 0 | All Positions |

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

| Recruitment Source | Source Requested Notices? | Total Number of Interviewees This Source Has Provided During This Period (If Any) |
|--------------------|---------------------------|---|
| LinkedIn | No | 12 |
| Indeed | No | 0 |
| Employee Referrals | No | 3 |
| Former Employee | No | 0 |
| Other Job Board | No | 7 |
| Internal Candidate | No | 3 |

E. Outreach Activities During Reporting Period

| Description | Dates |
|--|---------------------------------|
| Listed upper-level positions with the Illinois Broadcasters Association, which is a media trade group whose membership includes substantial participation of women and minorities. | Throughout the reporting period |
| The employment unit provides training and information to | During the reporting period |

| Description | Dates |
|--|--------------------|
| management level personnel responsible for hiring as to methods of ensuring equal employment opportunity and preventing discrimination. | |
| The EEO Officer attended the virtual career fair with the University of Houston-Downtown. During this career fair the EEO Officer shared career opportunities within employment unit. | February 22, 2023 |
| The EEO Officer attended virtual career fair with Columbia College. During this career fair EEO Officer shared career opportunities within employment unit. | October 21, 2022 |
| The On Air Talent Community and Engagement Coordinator attended a Career Day at the Warren Park School where she met with students and spoke about different careers at employment unit. | April 14, 2023 |
| One of the On Air Personalities, visited Naperville North High School and spoke about careers in the media industry. | April 15, 2023 |
| Newsroom Staff hosted a tour with 29 students from Lockport Township HS Spanish Class. Students learned about “Spanish Journalism” and the issues that affect the Hispanic Community in Chicago. Station staff also spoke about job opportunities in the media industry. | April 27, 2023 |
| Members of the National Association of Hispanic Journalist (NAHJ) organization and students of the De Paul University were hosted at the station for a visit and tour. Participants learned about job opportunities in the media industry. | June 28, 2023 |
| The Creative Services Director participated at the 2023 Television Academy Career Day. He spoke about the job opportunities at the employment unit. | April 8, 2023 |
| The employment unit established an internship program in partnership with the Illinois Broadcasting Association. One student participated in the internship during the reporting period. | 6/6/2023-8/15/2023 |