

Annual EEO Public File Report Form

Stations WLII/WSUR-TV/WSTE

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 **WLII/WSUR-TV/WSTE** 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, 2012 to and including September 30, 2013.

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, 2012 to September 30, 2013

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

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	News Production Assistant	Internal Posting
2	News Anchor	Internal Posting
3	Make Up Artist	UPAGRA (TV Union)
4	News Assistant Director	Employee Referral
5	Non-linear Editor	Referral from amother source
6	Photojournalist/Editor	UPAGRA (TVUnion)
7	Assignment Editor (2)	El Nuevo Dia Newspaper/Referral from another source
8	General Producer	Internal Posting
9	Exterior Technician	UPAGRA (TV Union)

Total Number of Persons Interviewed During Applicable Period: 73

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Section 2: Recruitment Source Information

	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 (Primera Hora) Pque. Industrial Amelia Guaynabo, PR 00906 Olga Rodríguez (787) 641-8000	(38)	News Production Assistant (4) News Anchor (2) Make Up Artist (7) News Assistant Director (6) Non-lineal Editor (6) Photojournalist/Editor (3) Assignment Editor (5) General Producer (3) Exterior Technician (2)
B	El Vocero Newspaper PO Box 9067515 San Juan, PR 00906-7515 Ana Cruz / Araceli Acevedo (787) 724-1485	(2)	News Production Assistant News Anchor Make Up Artist (1) News Assistant Director Non-lineal Editor Photojournalist/Editor Assignment Editor General Producer (1) Exterior Technician
C	University of Puerto Rico - Recinto Río Piedras Ave. Ponce de León Río Piedras, PR 00926 Elsa Marin (787) 764-0000		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-lineal Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
D	University of Puerto Rico - Recinto Ponce PO Box 7186		News Production Assistant News Anchor

	Ponce, PR 00732 Tel. 844-8181 Rosaira Miranda		Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
E	Sagrado Corazón University Depto. Colocaciones Tel. 728-1515 Dario Viseppe		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
F	Sagrado Corazón University Communications Dept. PO Box 12383 San Juan, PR 00914-0383 Tel. 728-1515 Carmen Sara García		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
G	Interamericana University - Bayamón 500 Carr. Dr. John Will Harris Bayamón, PR 00957 Tel. 279-1912 Mary Joe Vizcarrondo		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
H	University of Puerto Rico - Recinto Arecibo		News Production Assistant News Anchor

	Arecibo, PR 00614 Tel. 815-0000, X 3550 Juan Luciano		Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
I	Consortio Bayamón/Comerío Apartado 1588 Bayamón, PR 00960 Michael Barreto (787) 995-1700		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
J	Alianza Municipal de Servicios Integrados Caguas/Guayama/ Cayey/Aibonito Apartado 8518 Caguas, PR 00725 María M. Torres (787) 744-5329		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
K	Consortio Guaynabo/Toa Baja Call Box 11864 Caparra Heights, Guaynabo 00922 Yolanda Rivera (787) 720-4040 X6169		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
L	Consortio Municipio de San Juan		News Production Assistant News Anchor

	San Juan, PR 00906 Olga Torres (787) 289-0460		Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
M	Consortio Municipio de Carolina Carolina, PR 00986 Iris Rosado (787) 752-4090		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
N	Consortio Municipio de Ponce PO Box 33-1709 Ponce, PR 00732 Sylvia Rivera (787) 840-2900		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
O	Consortio La Montaña RR 01 Box 2004 Cidra, PR 00739-9601 Jenniffer Ortiz (787) 739-1370		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
P	Consortio Mayagüez/Las Marías C. Martínez Nadal # 63		News Production Assistant News Anchor

	Mayagüez, 00680 Carmen López (787) 265-3735		Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
Q	Consortio Norte Central Arecibo Arecibo, PR 00614 Wanda Soler Tel. (787) 879-4530		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
R	Consortio Noreste Elsa Cruz (787) 888-3030		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
S	Consortio Noroeste Zaira Javariz (787) 882-2500		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
T	Consortio Sur Central Joan Rodriguez Ayala		News Production Assistant News Anchor

	Tel. (787) 803-0119		<p>Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician</p>
U	<p>Consortio Sureste Luis E. González (787) 937-0000</p>		<p>News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician</p>
V	<p>Consortio Suroeste Apartado 246 San Germán, PR 00683 Vilma Pedroza (787) 892-1000</p>		<p>News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician</p>
W	Internal Posting	(11)	<p>News Production Assistant (3) News Anchor (1) Make Up Artist News Assistant Director Non-linear Editor (3) Photojournalist/Editor Assignment Editor (1) General Producer (3) Exterior Technician</p>
X	Employee Referral	(6)	<p>News Production Assistant News Anchor Make Up Artist (3)</p>

			News Assistant Director (1) Non-linear Editor Photojournalist/Editor (1) Assignment Editor (1) General Producer Exterior Technician
Y	American University Sr. Jaime González (787) 620-2040		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
Z	Alianza Municipal de Servicios Integrados Rosa Maria Ruiz (787) 864-4916		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
aa	Universidad del Turabo Sra. Lyza Montalvo (787) 743-7979		News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor Photojournalist/Editor Assignment Editor General Producer Exterior Technician
bb	Referral from another source	(2)	News Production Assistant News Anchor Make Up Artist News Assistant Director Non-linear Editor (1) Photojournalist/Editor Assignment Editor (1) General Producer Exterior Technician
cc	UPAGRA	(14)	News Production Assistant News Anchor (4) Make Up Artist

			News Assistant Director Non-lineal Editor Photojournalist/Editor (4) Assignment Editor General Producer Exterior Technician (6)
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* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2012 to September 30, 2013

Station(s) Comprising Station Employment Unit: **WLII/WSUR-TV/WSTE**
Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

WLII/WSUR-TV/WSTE

Internship Program:

For this report's period, thirty (30) students participated of our Internship Program, eight (8) the first semester and twenty two (22) the second semester.

On the semester of August thru December 2012 we had eight students among News, Communications and Community Affairs, Programming and Production Departments. Five of them were assigned to the News department, the three students left were assigned one in each department remain.

Interns assigned to News Department were distributed as follows: two for the 5pm edition as production assistants, one for the weekend's edition, one to the technical area (editing) and one to our Morning Show. Four of them had the opportunity to learn the functions of our production assistants and the 5th one learned to edit using our Velocity software. Among other, students had the opportunity to search, compose and edit local and international news, coordinate interviews, assist the Assignment Desk to receive and route calls according to its relevance, select videos to complement news packages from our archive and contribute to different segments within the newscast.

In the Communications/Community Affairs Department we had one student where he had the experience to participate in the execution of our 4th "Maratón de Gente Buena", our main community service initiative. He also assisted in the coordination of the press conference to launch new programming in Univision Puerto Rico and Teleisla and during the interviews sessions with Press regarding Maripily's participation in "Mira Quien Baila". Also, performed research in several media outlets for monitoring purposes and public opinion analysis as well as spots production, media tours and phoners. He helped in the elaboration of "Carteleras" a weekly document sent to Press regarding our programming of the week. He was in charge of the donation inventory regarding company effort "Warm Hearts", in benefit of Hurricane Sandy's victim.

The student in the Programming Department learned how to produce a TV Show. He was assigned to our local production "Noche Ilegal", having the opportunity to be part of the

coordination, pre production and production of the program. Also, helped to coordinate and confirm guests for the program.

In the Production Department we had one intern that had the opportunity to learn about all the technical components needed to air a newscast. Areas included audio console control, teleprompter and lights, VTR, VizRT, cameras and floor coordination.

It should be noted that three of the interns who participated this semester in our internship program were contacted from the list of resumes collected in our previous “Encuentro con Univision” activity at Universidad del Turabo. Two students (Sharlene Delgado & Eric Vargas) were hired to work as temporary employees (to cover vacation leaves) once they finished their internships.

On the semester of January to May 2013, twenty two new students participated in our Program. Four students were assigned to the Promotions department learning, step by step, about how to produce a promo for new segments, TV specials or shows such as “Chavo Day”, “El Menu del Chef Piñeiro”, “Cardi Day” and to promote a one day event such as the casting to become a model for Sábado Gigante show. They also helped to create promotions for novelas and other entertainment shows. Two of the interns had the experience to develop marketing strategies for social networks purposes and learn how to manage budget for publicity media. They also helped to plan the methodology to launch “Verano de Película” campaign and the closing of summer with “Las Trullas de Verano de Univision” campaign.

This semester we had two students in the Communication/Community Affairs Department. The first intern helped updating the non for profit education contact list for “Es El Momento” website. He assisted in the coordination and execution of one on ones interviews with Puerto Rican model Karol Rosa and local Press regarding Sábado Gigante casting in PR. Also, helped to design a flyer inviting employees to our 5th “Piensa Verde, Actua Verde” environmental fair. He was involved in the PSA’s evaluation process and the pictures distribution to Press. The second student created a master binder including all communications pieces that the department have developed and distributed for both Univision and Teleisla since the department started the Communications and Public Affairs division in February 2011. She also updated the station community awards and recognitions inventory; and registered all “Becas Juventud” local contestants verifying documents and making sure they met all the requirements. The student took part of the phoner sessions with press and actor Cristian De La Fuente to promote Amor Bravío soap opera. She was part of the team that coordinated the fifth “Maratón de Gente Buena” mission.

This semester, we had 4 students in the Programming Department. Three of them were assigned to the local shows “Ruben & Co. and Noche Ilegal”. They had the opportunity to watch the whole process in producing those shows (control room, floor coordination, coordination of interviews, recording logistic, research of news and actual topics, coordination of exterior segments). As part of this process, they watched and learned the editing process to assemble a package and how to create graphics for both shows. The

forth intern was assigned to the technical area of that department as film inventory clerk. He had the chance to learn how to measure daily programming of both channels WSTE and WLII, filing process of the programming packages in Masstore System, distribution of the programming packages to the editors and take the programming grids from the library to the TOC.

Three students had the opportunity to learn about the Production Department. Three of them were exposed to all technical areas that are necessary to air a newscast or show including audio control, teleprompter and lights, VTR, TOC, VizRT, cameras and floor coordination.

In the News Department we had nine students. One student had the opportunity to work closely with our weather reporters writing the script for the weather segment as well as police news. Five students took part helping production assistants to compose and/or edit scripts and news (local and international), and preparing graphics. They also learned to select international news and assist in the assignment desk. They learned how to use news and editing programs and equipment such as INews, Velocity, Beta Player and VzRt. Two students had the experience to learn how the assignment editors attend phone calls and select the relevant information to create the news our viewers see on the screen. One of them also was exposed to manage the rundown scripts of entertainment, health and international news. The last student, out of nine, preferred to learn about the graphic area. He watched and learned about graphic design for news using different computer programs: After Effects, Photoshop, Viz Objects and INews.

Before we assign all our students to a specific department or area, managers are required to interview them and place them according to their majors and areas of interest.

Four students of this semester (Stephanie Ortiz, Ivetelisse Nieves, Evelisse De Jesus & Jean Zeno) were hired to work as temporary employees (to cover vacation leaves) once they finished their internships.

Participation in Job Fairs:

On April 11, 2013, we hosted an informative and educational session named “Encuentro con Univision” at Atlantic College. Managers of our Radio and TV staff delivered a lecture to students (half hour, 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. Vice President and Station Manager (TV), Production & Operations Director (TV), Local Sales Manager (TV), News Director (Radio) and Production Supervisor (Radio) answered questions from students immediately after their individual participations.

Every head department lecture was followed with a video where employees explained to the students their functions and responsibilities in their departments. In the video we had employees from all departments, performing a variety of positions. Our HR Team had the opportunity to promote our Internship Program.

The event was advertised in our daily TV newscasts (four (4) editions Monday thru Friday and two (2) weekends' editions) from 4/9/2013 to 4/11/2013; and in both radio stations (WKAQ-580 and KQ-105) from 4/4/2013 to 4/11/2013.

On September 20, 2013 we hosted our second event of "Encuentro con Univision" at Pontificia Universidad Católica de Ponce. Managers of our Radio and TV staff delivered a lecture to students (half hour, 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. We were the first TV/Radio Station who present this kind of event for students of this university. This semester we had the participation of different staff members: Roberto Vizcón (News Director-TV), Manuel Santiago (Production and Operations Director-TV), Elsie Grana (Senior Sales Executive-TV), Aracelis Cruz (Promotions Manager-Radio), Ezequiel Cabán (Production Supervisor-Radio) and José Hernández (Executive Producer-TV). The logistic of the event in terms of content was basically the same as the previous semester.

The event was advertised in our daily TV newscasts (four (4) editions and in both radio stations (WKAQ-580 and KQ-105) during three (3) consecutive days before the event from Tuesday thru Thursday.

The event had a positive reception from the community and the sessions were filled to capacity. For both events we received total cooperation from both universities.