

## **Annual EEO Public File Report**

### **Stations KHOT-FM/KQMR/KKMR/KOMR/KHOV-FM, Phoenix, AZ**

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): KHOT-FM/KQMR/KKMR/KOMR/KHOV-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 June 1, 2012 to and including May 31, 2013 (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. 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 or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2012 to May 31, 2013

Station(s) Comprising Station Employment Unit: Stations KHOT-FM/KQMR/KKMR/KOMR/KHOV-FM,

Section 1: Vacancy Information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Account Executive	Univision Web
2	Content Director	Employee Referral
3	Promotions Coordinator	Walk-In
4	Content Manager	Careerbuilder.com
5	Board Operator/On-Air Personality/Production	Internal Posting
6	Local Sales Manager	Careerbuilder.com

Total Number of Interviewees from All Sources: 49

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2012 to May 31, 2013

Station(s) Comprising Station Employment Unit: Stations KHOT-FM/KQMR/KKMR/KOMR/KHOV-FM,

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	Arizona Hispanic Chamber of Commerce Contact: Claudia 255 E. Osborn Rd., Suite #201 Phoenix, AZ 85012 Tel. (602) 279-1800	0	1-6
B	Area Agency on Aging Attn: Mai Gabil 1366 E. Thomas Road., #201 Phoenix, AZ 85014	0	1-6
C	Arizona State University Career Center – ASU P.O. Box 871312 Tempe, AZ 85287-1312	0	1-6
D	Centro De Amistad Contact: Julie 8202 Avenida de Yaqui Guadalupe, AZ 85283	0	1
E	Valle Del Sol Contact: Job Developer 4117 N. 17 <sup>th</sup> Street Phoenix, AZ 85032	0	1-6

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
F	Friendly House Contact: Edwin Leon 802 S. 1st Ave. Phoenix, AZ 85030	0	1-6
G	Greater Phoenix Urban League Attn: Employment specialist 3851 W. Weir Avenue Phoenix, AZ 85041	0	1-6
H	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix, AZ 85013	0	1-6
I	Arizona Western College Attn: Program Director P.O. Box 929 Yuma, AZ 85366-0929	0	1-6
J	AZ Women's Ed & Employment Contact: Pam Paulsen 914 W. Hatcher RD Phoenix, AZ 85021	0	1-6
K	ITT Technical Institute Contact: Job Placement 1455 West River Rd Tucson, AZ 85704	0	1-6
L	Chicanos Por La Causa Attn: Employment Services 1112 E. Buckeye Road Phoenix, AZ 85034	0	1-6
M	Governor's Office of Equal Employment Contact: Shannon 1700 W Washington St. # 158 Phoenix, AZ 85007	0	1-6

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
N	Keys Community Ctr-SW Leadership Contact: Deborah Chapman 2454 E. Broadway Rd. Phoenix, AZ 85040	0	1-6
O	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Ste. 600 Phoenix, AZ 85012	0	1-6
P	South Mountain Job Service (AZ Workforce Conn.) Contact: DES Job Service 4635 S. Central Ave Phoenix, AZ 85030	0	1-6
Q	Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe, AZ 85281	0	1-6
R	City of Phoenix Contact: Employment 200 W. Washington, 19th Floor Phoenix, AZ 85003	0	1-6
S	East Valley Institute of Tech. Attn: Alan Sudder 1601 W. Main Street Mesa, AZ 85201	0	1-6
T	Grand Canyon University Contact: Job Placement 3300 W. Camelback Rd. Phoenix, AZ 85017	0	1-6
U	High Tech Institute Contact: Job Placement 1515 E. Indian School Rd.	0	1-6

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
	Phoenix, AZ 85014 (602) 279-9700		
V	Tucson Black Chamber of Commerce Attn: Job Placement Services P.O. Box 2385 Tucson, AZ 85702-2385	0	1
W	Tucson Hispanic Chamber of Commerce Contact: Ruben Romero 823 E. Speedway Tucson, AZ 85719	0	1-6
X	KUAT Communications Attn: Job Placement Services University of Arizona Tucson, AZ 85721	0	1-6
Y	KTNB – Radio Attn: Job Placement Services P.O. Box 2569 Window Rock, AZ 86515	0	1-6
Z	Internal Posting	6	1-6
AA	LULAC Contact: Frank Carrillo 1604 E. Campus Drive Tempe, AZ 85282	0	1-6
BB	Maricopa Skill Center Contact: Job Placement 1245 E. Buckeye Rd Phoenix, AZ 85034	0	1-6
CC	Dine's College Attn: Job Coordinator I Circle Drive Tsaile, AZ 86556	0	1-6

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
DD	MCCD-Employment Contact: Rio Salado College 2323 W. 14 <sup>th</sup> Street Tempe, AZ 85281	0	1-6
EE	NAACP Contact: Job Placement 1818 S. 16 <sup>th</sup> Street Phoenix, AZ 8034	0	1-6
FF	National Edu. Center of AZ Contact: Job Placement 6829 N. 46th Ave Glendale, AZ 85301	0	1-6
GG	YWCA of Maricopa County Contact: Job Placement 755 E. Willetta Phoenix, AZ 85006	0	1-6
HH	Phoenix Job Corps. Contact: Job Placement 518 S. 3rd Street Phoenix, AZ 85004	0	1-6
II	Phoenix OIC Contact: Joe Allen 39 E. Jackson Street Phoenix, AZ 85004	0	1-6
JJ	Pima Community College Contact: Job Placement 4905 East Broadway Blvd. Tucson, AZ 85709	0	1-6
KK	Walk-In	3	1,3,6

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
LL	Call-In	1	1
MM	National Association of Hispanic Journalists 1000 National Press Bldg. Washington, DC 20045	0	1-2
NN	South Mountain College Contact: Career Services Attn: Career Services 7050 S. 24 <sup>th</sup> Street Phoenix, AZ 85042 (602) 243-8123	0	1-6
OO	Cochise County Workforce Development Attn: Ana Luna 1706 10 <sup>th</sup> Street Douglas, AZ 85607	0	2-6
PP	Cochise College Career Services Attn: Diana Davila 4190 W. State Hwy 80 Douglas, A 85607	0	2-6
QQ	Juan M. Gomez Arizona Department of Economic Security 1140 F Avenue Douglas, AZ 85607	0	2-6
RR	Academy of Radio & TV Attn: Doreen Reyes 16052 Beach Blvd. Huntington Beach, CA 92647	0	2-6
SS	AARP WorkSearch Att: Dan Sarro	0	2-6



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
	5119 N 19 <sup>th</sup> Avenue, Suite A Phoenix, AZ 85015		
TT	Arizona Department of Economic Security Attn; Susan Sedillo 397 Malpais Lane #9 Flagstaff, AZ 86001	0	2-6
UU	Coconino County Career Center Attn: Cindy Wilson 2625 N. King Street Flagstaff, AZ 86004	0	2-6
VV	NATAS Rocky Mountain Sowthwest Att: Patricia Emmert 621 N. La Loma Ave. Litchfield Park, AZ 85340	0	2-6
WW	Phoenix First Workforce Attn: Daniel Gonzalez 13613 N. Cave Creek Rd Phoenix, AZ 85022	0	2-6
XX	Careerbuilder.com	21	1-6
YY	DeVry Institute of Technology Attn: Gerri Dames <a href="mailto:gdames@devry.edu">gdames@devry.edu</a>	0	1-6
ZZ	Arizona Broadcasters Assoc. <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>	0	1-6
AAA	Collins College Attn: Amy Roberts <a href="mailto:Aroberts@collinscollege.edu">Aroberts@collinscollege.edu</a>	0	1-6
BBB	KKMR – Casa Grande, AZ Contact: Office Manager	0	1-6

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 href="mailto:sreyes@univisionradio.com">sreyes@univisionradio.com</a>		
CCC	KUVE-Tucson <a href="mailto:gmargan@univision.net">gmargan@univision.net</a>	0	1-6
DDD	KFPH-TV Flagstaff <a href="mailto:avague@univision.net">avague@univision.net</a>	0	1-6
EEE	KFTU-TV Douglas <a href="mailto:socano@univision.net">socano@univision.net</a>	0	1-6
FFF	Job Fair – SMCC 10/24/12	1	4-6
GGG	Univision Website	3	1,2,5
HHH	Univision.com	4	1-6
III	Univision – KTVW TV Bolsa de Trabajo <a href="mailto:drosadilla@univision.net">drosadilla@univision.net</a>	0	1-6
JJJ	Monster.com	1	6
KKK	Employee Referral	6	1-6
LLL	Univision Radio – Albuquerque	1	5
MMM	ABA – Career Fair –Tucson September 9, 2012	1	3,4
NNN	Industry Referral	1	3
OOO			

\*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 (602) 308-7913 or (602) 232-3503.

Appendix 3 to

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Covering the Period from June 1, 2012 to May 31, 2013

Station(s) Comprising Station Employment Unit: Stations KHOT-FM/KQMR/KKMR/KOMR/KHOV-FM,

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit.

**Participation in Job Fairs:**

September 9, 2012 – Univision Radio participated at the Arizona Broadcasters Career Fair from 10:00am – 1:00pm at Pima Community College, in Tucson Arizona. Laura Wright, HR Manager and Juan Jose Ayala, Content Director answered job seeker's and student's questions regarding employment opportunities, internships, and careers in broadcasting.

October 24, 2012 – Univision Radio participated at the Phoenix Work Force Connection Career Fair from 9am – 2pm at South Mountain Community College, in Phoenix AZ. Laura Wright, HR Manager, Juan Jose Ayala, Content Director, and Briseida Manzo, Promotions Coordinator answered job seeker's and student's questions regarding job opportunities, internships, and careers in broadcasting.

April 4, 2013 - Univision Radio participated at the Arizona Broadcasters Career Fair from 10:00 a.m. – 2:00 p.m. at East Valley Institute of Technology (EVIT) in Mesa, Arizona Laura Wright, H.R. Manager, Colette Nolan, Local Sales Manager and Jackie Trevizo, Administrative Services Coordinator answered job seeker's and student's questions regarding job opportunities, internships, and careers in broadcasting.

**Hosted/Sponsored Job Fairs:**

On March 27, 2013, Univision Radio Stations (KHOT/KOME/KQMR) hosted a Career/Job/Education Expo at South Mountain Community College, in Phoenix, Arizona from 9:00am - 4pm. Hiring Managers Juan Jose Ayala, Content Director, Colette Nolan, Local Sales Manager, Jackie Trevizo, Administrative Services Coordinator, and Daniel Hernandez, Promotions Coordinator answered job seeker's questions on employment opportunities and internships. Local businesses participated at this job fair seeking full-time, part-time, and seasonal hires. The stations publicized the job fair named through on-air Radio, social media pages, and by distributing promotional flyers.

**Participation in Job Banks:**

Arizona Broadcaster Association of media trade groups with broad-based membership (including women and minorities) were utilized for all the job positions filled during the reporting period.

**Participation in educational Career Days to promote opportunities in broadcasting:**

In February 26, 2013, Kevin Norgaard, Research Director was invited by the Phoenix Art Institute as a guest speaker. Kevin shared his personal experience in the field of Research and took the opportunity to discuss with the students career opportunities in the broadcast industry.

On March 21, 2013, Univision Radio hosted eleven students from local High Schools for the ***Be a Leader Foundation Job Shadow Day***. Students from North, Mesa, Fairfax, Skyline, Alhambra and Central High Schools were greeted by Chris Morris, VP & General Manager. He gave the students an overview of the functions in Radio Broadcasting. Student toured the station and had short seminars with department heads who discussed the broadcast business and job/internship opportunities.

On May 9, 2013 – Univision Radio hosted 5<sup>th</sup> and 6<sup>th</sup> grade students from Cesar Chavez and Academia del Pueblo Elementary Schools. Students were given the opportunity to see behind the scene Radio technology. The general Manager and Department Heads shared their personal career experiences and discussed the broadcast business and job opportunities.