

December 14, 2023

via UPLOAD TO PUBLIC INSPECTION FILE

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

RE: Station WLEY-FM, Aurora, IL (Facility ID No. 71282)

Dear Ms. Goldin:

WLEY Licensing, Inc. (“WLI”), hereby responds to the Enforcement Bureau’s letter dated October 30, 2023 (the “*EEO Audit Letter*”) requesting information and materials in connection with the audit of the EEO program of WLEY-FM, Aurora, IL (Facility ID No. 71282) (“*WLEY-FM*” or the “*Station*”). WLEY-FM is the only station in the employment unit (the “*Employment Unit*”). WLI is a wholly owned subsidiary of Spanish Broadcasting System, Inc. (“*SBS*”).

In compiling the requested information and materials, and preparing its response, WLI has relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment related issues at the Employment Unit.

The responses below correspond to question numbers as they are set forth in the EEO Audit Letter.

AUDIT DATA REQUESTED

Paragraph 2(b)(i): EEO Public File Reports

The Employment Unit’s two most recent EEO Public File Reports, which include the reports from the 2021-2022 and 2022-2023 reporting periods (8/1/2021 – 7/31/2022 and 8/1/2022 – 7/31/2023) are attached at Exhibit A.

Paragraph 2(b)(ii): Website

WLEY-FM’s most recent EEO Public File Report is linked to the WLEY-FM website pursuant to Section 73.2080(c)(6). The Station’s website is as follows:

Call Sign	Website URL
WLEY-FM	https://www.lamusica.com/en/stations/wley

Paragraph 2(b)(iii): Positions Filled

The dates of hire for the full-time positions listed on the two most recent EEO Public File Reports are as follows:

2021-2022 EEO Report Hire Dates		
#	Vacancy	Hire Date
1	General Sales Manager	3/30/2022
2	Receptionist	6/18/2022
2022-2023 EEO Report Hire Dates		
#	Vacancy	Hire Date
1	Account Executive	1/9/2023
2	Promotions Manager	10/3/2022
3	Program Director	10/3/2022

It is the Employment Unit’s policy to send out a notice to its list of recruitment sources each time a new vacancy is created. A list of sources is included with the EEO Public File Reports attached at Exhibit A. Copies of job vacancy announcements are included at Exhibit B. It is the Employment Unit’s practice to retain copies of all notices sent to all sources used.

Question 2(b)(iv): Interviewees

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Employment Unit vacancies filled during the period covered by the above-noted EEO Public File Reports are as follows:

2021-2022 EEO Report			
#	Vacancy	Total No. of Interviewees	Referral Source for Each Interviewee
1	General Sales Manager	6	(2) Indeed (4) WLEY website
2	Receptionist	1	WLEY Website
2022-2023 EEO Report			
#	Vacancy	Total No. of Interviewees	Referral Source for Each Interviewee
1	Account Executive	4	(4) Website
2	Promotions Manager	4	(4) Employee Referral
3	Program Director	2	(2) Employee Referral

Question 2(b)(v): Recruitment Initiatives

Documentation demonstrating performance of the completed initiatives pursuant to Section 73.2080(c)(2) including specified Employment Unit personnel involved in the recruitment initiatives is included at Exhibit C.

The Employment Unit has 16 full-time and 4 part-time employees. The Employment Unit is located in a metropolitan area, as defined by the Office of Management and Budget, with more than 250,000 persons. The Employment Unit is required to perform four recruitment initiatives within each two-year period.

Question 2(b)(vi): Discrimination Complaints

Licensee is not aware of any pending complaints. To Licensee's knowledge, no such complaints have been filed.

Question 2(b)(vii): Description of Responsibilities

The management of the Employment Unit actively works to ensure effective implementation and enforcement of its equal opportunity and nondiscrimination practices and policies.

The Employment Unit's General Manager holds ultimate responsibility for ensuring that SBS's and the Employment Unit's EEO policies are followed. The General Manager works to see that the EEO policies are implemented effectively, that notices are sent to recruitment sources on the Employment Unit's distribution lists, and, in conjunction with the department heads, that the necessary paperwork is completed for each full-time job vacancy. Employees are notified of all job vacancies and are encouraged to refer candidates.

The General Manager and the department heads are responsible for seeing that the Employment Unit complies with its EEO policies in its day-to-day operations. Department heads are reminded of the Employment Unit's EEO policies at regularly scheduled department head meetings, and they are responsible for contacting the General Manager for assistance disseminating notice of full-time job vacancies. Employment Unit management is also available to address employee concerns regarding the Employment Unit's EEO policies. In June 2022, SBS outside FCC counsel conducted an EEO webinar to review SBS's EEO policies and the FCC's requirements.

Pursuant to 47 C.F.R. §73.2080(b), the Employment Unit uses a variety of methods to inform both current employees and job applicants of its EEO policies. The Employment Unit's current employees are informed of SBS's and the Employment Unit's EEO policies in the SBS employee handbook, which each employee receives at the time of hire. In the section dedicated to Equal Employment Opportunity, the SBS employee handbook explains:

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Spanish Broadcasting has a long standing record of nondiscrimination in employment and opportunity because of race, color, religion, creed, national origin, ancestry, disability, sex, or age. This company operates on an equal opportunity basis with respect to female and minority owned businesses and encourages its employees to refer such businesses to SBS. All employees are entitled under the law to equal employment opportunity.

If you believe you have been discriminated against in employment on the basis of race, color, religion, national origin, sex or age, you are entitled

to notify the Equal Opportunity Commission, 2401 E Street, NW, Washington, DC 20506.

The Employment Unit informs job applicants of its EEO policies by including a description of its EEO and nondiscrimination policies within the application module on the SBS “Careers” website. The Employment Unit’s printed advertisements, online postings, and on-air announcements regarding job vacancies also explain that the Employment Unit is an equal opportunity employer.

Question 2(b)(viii): Outreach Efforts

The Employment Unit conducts ongoing evaluations of its EEO recruitment program, pursuant to 47 C.F.R. § 73.2080(c)(3), in an effort to ensure its efforts achieve broad outreach to potential applicants. The Employment Unit conducts these evaluations annually at the time its EEO Public File Report is placed in the public file.

The President and all station General Managers supervise these evaluations as part of an ongoing review of recruitment data and the recruitment source lists to assess the effectiveness of the Employment Unit’s recruitment sources.

SBS is the largest publicly-traded, Hispanic-controlled media and entertainment company in the United States. SBS has a strong commitment to workplace and programming diversity, and equal employment opportunities. Of the Employment Unit’s 16 full-time and 4 part-time employees, the majority are of Hispanic origin. Hiring key candidates to maintain and enhance workplace diversity has been and continues to be successful. The Station serves its community with a Spanish-language entertainment and public affairs format.

Questions 2(b)(ix): Internal Policies

The Employment Unit regularly analyzes the effectiveness of its EEO practices and policies (including examination of pay, benefits, seniority practices, promotions, and selection techniques and tests), in an effort to ensure they provide equal opportunity and do not have a discriminatory effect, as required by 47 C.F.R. § 73.2080(c)(4).

The Employment Unit’s General Manager works with management at the licensee’s corporate parent SBS, to examine employee pay rates, fringe benefits, seniority practices and promotions to determine whether all employees were treated equally in connection with the Employment Unit’s annual budget process. The Employment Unit’s employees are offered identical benefits, including insurance and paid leave, with the exception of the General Manager and certain contract employees who receive benefits in accordance with their individually-negotiated contracts.

The Employment Unit makes all promotion decisions based on the skills, ability, and experience of the applicant – race, color, religion, national origin, and gender are not considered. Furthermore, it is the Employment Unit’s policy that the General Manager and the SBS President approve all promotion decisions and that the General Manager and the SBS General Counsel approve all termination decisions.

There are no union agreement(s) applicable to employees of the Employment Unit.

Question 2(b)(x): Religious Broadcaster

Not Applicable. SBS is not a religious broadcaster.

Questions 3 & 4: Time Brokerage Agreements

Not applicable. The Station is not subject to a time brokerage agreement.

If questions arise regarding this information, please contact the undersigned's counsel, Nancy A. Ory at 202-416-6791 or nory@lrmansenter.com.

Respectfully submitted,

/S/

Richard D. Lara, Secretary
Senior Executive Vice President
WLEY Licensing, Inc.

Attachments

Exhibit A – EEO Public File Reports

2021-2022 EEO Public File Report

2022-2023 EEO Public File Report

**EEO PUBLIC FILE REPORT
FOR STATION WLEY-FM (FCC Facility ID No.71282)
CHICAGO, ILLINOIS**

This EEO Public File Report is filed in Station WLEY-FM's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning on August 1, 2021 and ending on July 31, 2022, the station filled the following full-time vacancies:

Full-time Positions Filled by Job Title		Recruitment Source of Hire
1	General Sales Manager	WLEY Website
2	Receptionist	WLEY Website

The station interviewed a total of 7 people for all full-time vacancies during the period covered in this report.

The following recruitment sources were used for every full-time vacancy:

Recruitment Source (Company Address, Telephone, Contact Person)	Total Number of Interviews	Fulltime Positions for which Source was utilized
La Ley website https://www.lamusica.com/stations/wley	5	All positions
Commercials on La Ley	0	All positions
Indeed.com	2	All positions

The cumulative number of interviewees referred by recruitment sources for the full-time positions listed above is as follows:

La Ley Website	5
Indeed	2

If your organization would like to be contacted regarding future vacancies, please contact Maribel Salamanca at:

Radio Station WLEY-FM
150 North Michigan Avenue
Suite 1040
Chicago, Illinois 60601
Telephone: (312) 920-9500
Fax: (312) 920-9514
Email: mbarrera@sbschicago.com

Supplemental Recruitment Activities

The Employment Unit participated in the following Supplemental Recruitment Initiatives during the period covered by this report.

(1) Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

SBS, the owner of WLEY, has a formal training program to enable Station personnel to acquire skills that could qualify them for higher level positions. On January 24, 2022, this training program included a webinar on the FCC's political broadcasting rules. Station personnel in the employment unit participated in this webinar.

(2) Initiative: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

SBS, the owner of WLEY, has a formal training program which includes training of management-level personnel on EEO. On June 23, 2022, this training program included a legal compliance training webinar which included a focus on the FCC's EEO rules. Station personnel in the employment unit participated in this webinar.

**EEO PUBLIC FILE REPORT
FOR STATION WLEY-FM (FCC Facility ID No.71282)
CHICAGO, ILLINOIS**

This EEO Public File Report is filed in Station WLEY-FM's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning on August 1, 2022 and ending on July 31, 2023, the station filled the following full-time vacancies:

	Full-time Positions Filled by Job Title	Recruitment Source of Hire
1	Account Executive	WLEY Website
2	Promotions Manager	Employee referral
3	Program Director	Employee Referral

The station interviewed a total of 10 people for all full-time vacancies during the period covered in this report.

The following recruitment sources were used for every full-time vacancy:

Recruitment Source (Company Address, Telephone, Contact Person)	Total Number of Interviews	Fulltime Positions for which Source was utilized
La Ley website https://www.lamusica.com/stations/wley	4	All positions
Commercials on La Ley	0	All positions
Indeed.com	0	All positions
LinkedIn.com	0	All positions
Employee Referral	6	All positions
Illinois Broadcasters Association Debra Gray Carterville/Springfield 618-985-5555 dgray@ilba.org	0	All positions

The cumulative number of interviewees referred by recruitment sources for the full-time positions listed above is as follows:

La Ley Website	4
Employee Referral	6

If your organization would like to be contacted regarding future vacancies, please contact Maribel Salamanca at:

Radio Station WLEY-FM
150 North Michigan Avenue
Suite 1040
Chicago, Illinois 60601
Telephone: (312) 920-9500
Email: mbarrera@sbschicago.com

Supplemental Recruitment Activities

The Employment Unit participated in the following Supplemental Recruitment Initiatives during the period covered by this report.

(1) Initiative: Harassment Prevention & Bystander Intervention Training for management and personnel.

- (a) On June 30, 2023 all station personnel participated in the completion of Harassment Prevention & Bystander Intervention training. Once completed they are provided a certificate of completion.
- (b) Thursday, September 29th from 2-3pm ET on FCC Compliance Training, Contests and Promotions
- (c) Monday, 11/14 at 3:00pm ET Employee vs. Freelancer Training - New Vendor Approvals Process

(2) Initiative: Participation in Education Institution and Community Events

- (a) On May 1, 2023 WLEY gave studio tours to students with interests in radio broadcasting. They were able to see first hand how the on air talent prepares and goes live for its radio listeners.
- (b) On September 1-2, 2022 WLEY participated in Hispano Fest which sponsors scholarships for under resourced students in the community.

(c) On April 29, 2023 WLEY participated in Chicago Dia De Los Ninos parade organized by the Chicago Public Schools. This parade was in benefit of the most important citizens, the children of Chicago.

(3) Initiative: Contribution to Job banks

(a) During the reporting period, WLEY-FM coordinated with the Illinois Media School to seek applicants for its internship program and for potential hire (contact Don Clark dclark@beonair.com).

(b) During the reporting period, WLEY-FM reached out Columbia College to seek applicants for its internship program and for potential hire (contact Tom Joyce tjoyce@colum.edu)

Exhibit B – Job Postings

Note: Attached ADP job postings post to Indeed, Glassdoor and Ziprecruiter

2021-2022 EEO Public File Report

General Sales Manager
Receptionist

2022-2023 EEO Public File Report

Account Executive
Promotions Manager
Program Director

What's New Things to Do Calendar Learn Budget Support Marketplace Chat

Requisition Closed
 1088 - General Sales Manager
 Internal: General Sales Manager | External: General Sales Manager
 Hiring Manager: Carlos San Jose
 Recruiter: Arisha Vazquez

Department: 250041 WLEY G * A MANAGERS
 Locations: Chicago

Not Accepting Applications
 1 of 1 Positions Filled (Target: 07/29/2022)
 Open Applications: No New
 Posted to None

Cost to Date
 Add cost

Receptionist

From [Spanish Broadcasting System](#) to [Spanish Broadcasting System](#)

[Add New](#) [Edit](#) [Delete](#) [Duplicate](#) [Move](#) [Lock](#) [Unlock](#) [Trash](#) [Publish](#) [Drafts](#) [Published](#) [Private](#) [Trashed](#)

Revision Summary

The receptionist receives incoming calls, determines the nature of each call and directs the caller to the appropriate person or department. Answers basic inquiries and takes messages.

Essential Duties and Responsibilities

- Meet and greet customers in a professional manner
- Operate switchboard telephone system
- Communicate with callers in a professional, friendly and efficient manner, striving to minimize the amount of time spent on hold
- Take thorough messages, indicating the callers first and last name, company name if applicable, the time and the message the caller wishes to leave
- Provide basic information to callers who have general inquiries
- Assist with filing duties and other administrative tasks as needed
- Prepare sales and service gas tickets for the Accounting Department
- Serve as a backup to the Sales Department Cashier
- Assist the General Manager with various clerical duties as needed
- Attend meetings and trainings as scheduled
- Perform other duties as assigned
- Be friendly, professional, courteous and efficient when working with all customers and employees

Essential duties and responsibilities are those most important or most frequently performed duties. Employee will be required to perform other job-related duties as required.

Supervisory Responsibilities

- None

Minimum Requirements

- Have 2- years of recent administrative support experience
- High School diploma or equivalent
- Possess excellent written and verbal communication skills

My Sites Spanish Broadcasting System 6 New View Post Notifications User Registration Updates

All Posts Add New Categories 1551

Secure Proxy Media Pages Comments Bulk WP Contact

User Login History User Registration Web Office Import Export (Basic) Appearance Roles Users Future Tools

Settings Custom Fields Mess App

Host SEO MCAMP AAM Custom CSS

Account Executive

Spanish Broadcasting System seeks a motivated and dynamic individual with exceptional receptive skills to develop multi-platform solution sales presentation decks for our top performing music station La Ley 107.9 in Chicago.

Position Summary

Spanish Broadcasting System seeks a motivated and dynamic individual with exceptional receptive skills to develop multi-platform solution sales presentation decks for our top performing music station La Ley 107.9 in Chicago.

Essential Duties and Responsibilities

- Maintains relationships and favorable contact on a regular basis with current and potential advertising accounts.
- Prospects potential advertising and develops sales strategies to acquire new business.
- Services and maintains existing accounts.
- Familiar with standard sales concepts, practices, and procedures within the radio field.
- Relies on experience and judgment to plan their sales strategy to accomplish assigned budgets.
- Performs a variety of tasks such as filing, copying and printing, scanning, using the fax using computer terminal, typewriter and other word processors; MS PowerPoint, MS Outlook, Integrated Radio System, iManager, Adition, MailMerge, and email.
- Responsible for completing and submitting fully executed sales contracts on a timely basis to the Local Sales Manager with all authorized signatures and corresponding approved insertion orders from advertisers.
- Assures date within insertion order agrees to that of the sales contract.
- Provides a new and revised sales contract for revisions, changes, or cancellations.
- Reviews contract conditions and assures that the account has been created input correctly as contracted, and that changes in identification or advertising schedule changes have been updated in the WideOrbit system.
- Maintains contract confirmation to clients and keeps a copy as support for their records.
- Provides copies of production orders on a timely basis to Copywriting, Production and Community.
- Assures that when necessary, any spots that need to be made good are followed up on accordingly and approved by the clients.
- Reviews the Contract Verification Report, listing all bumped spots and assures each advertiser is being followed up with, so that revenues are not lost.
- Monitors the market stations to keep informed on what advertisers are active in the marketplace and target their accounts as potential advertisers.
- Works under the general supervision of the Local Sales Manager.

Essential duties and responsibilities are those most important or most frequently performed duties. Employees will be required to perform other job-related duties as required.

Supervisory Responsibilities

- None

Minimum Requirements

Publish

Save Draft

Save

Cancel

Format

- Plain Text
- Rich Text
- HTML
- Markdown

Categories

- News
- Sports
- Entertainment
- Business
- Technology
- Health
- Education
- Travel
- Food
- Lifestyle
- Other













Requisition Closed
1077 - Promotions Manager
Internal; Promotions Manager | External: Promotions Manager
Hiring Manager
 Carlos Sanchez

Recruiter
 Alpha Watson

Department
 290001 WILEY - A MANAGERS

Locations
 Chicago


Not Accepting Applications
 1 of 1 Positions Filled (Target: 09/30/2022) | 4 Open Applications
 Posted to: **None** | 4 New

Cost to Date
 \$11,000











Edit Post [Add New](#)

TinyPNG - PNG to JPG & WebP image compression. [Remove background from images](#) [Remove background from images](#)

Programming Director

[Permalink](#) [https://www.sbs.com/programming-director/](#)

[Add Media](#) [Add Registration Form](#) [Add Smart Tags](#) [Add Document](#)

Paragraph | **B** | **I** | **U** | **Link** | **Image** | **Table** | **Code** | **More**

Position Summary

Plans, manages or organizes the day-to-day operations of the Programming Department. Duties and responsibilities include assisting in the implementation of policies, managing daily operations, and planning the use of materials and personnel. Could be assigned to a functional area of management or administration such as human resources or customer service. Develops strategies and initiatives for a functional area. Recommends policies, methods or processes; serves as expert advisor to internal/external clients. Implements strategies with direct impact on market / departmental / functional results. Assists Human Resources with decisions regarding hiring, promotions, terminations, and compensation. Handles the responsibilities of the Director in his/her absence. Erroneous decisions, recommendations or failure to achieve results would normally result in major delays in assigned work resulting in considerable expenditure of additional time, human resources, and/or funds.

Essential Duties and Responsibilities

- Managerial responsibility for day-to-day operations of the Programming department
- Manages the daily operations of a group of associates doing the same tasks or different tasks
- Reporting to EVP of Programming and VP of West Coast
- Oversee day-to-day Programming for the station
- Brand manage the station
- Execute SBS programming plan, style, and creative standards
- Responsible for the creation/review of music logs for the station
- Create/review voice tracks for on-air presentation / Live show
- Supervise station promotions, announcers, special programming, music programming, and booking of artists on the station
- Prepare for and host one live daily on-air show, and one voice tracked on-air show, more if needed
- Responsible for station imaging, development, and execution
- Interact with Music Industry and Artist Community effectively and aggressively
- Develop and maintain contingency programming
- Review and approve final log for program timing
- Meet with promotional planning
- Interface with Marketing and Sales
- Review listener feedback and response
- Reconcile any programming schedule changes with Program Scheduler
- Analyze Nielsen PPM reports with strict attention to Clock Strain

Publish

[Save Draft](#) [Status: Draft \(Edit\)](#) [Visibility: Public \(Edit\)](#) [Publish on: Sep 15, 2022 at 12:41 PM](#) [Publish](#)

SEO Not available

Essential: OK

More to Test

Format

Standard

Audio

Image

Video

Quote

Link

Categories

All Categories **Most Used**

Miami

Los Angeles

San Francisco

Puerto Rico

Orlando

Tampa

New York

Chicago

Account Executive
Remainder: 20700/20700
Add Media Add Registration Form Add Smart Tags Add Document

Paragraph 8 I

Position Summary:
Spanish Broadcasting System seeks a motivated and dynamic individual with exceptional creative skills to develop multi-platform solutions sales presentation decks for our top performing music station La Luz 107.9 in Chicago.

Essential Duties and Responsibilities

- Maintains relationships and favorable contacts on a regular basis with current and potential advertising accounts.
- Prospects potential advertisers and develops sales strategies to acquire new business.
- Services and maintains existing accounts.
- Familiar with standard sales concepts, practices, and procedures within the sales field.
- Relies on experience and judgment to plan their sales strategy to accomplish assigned budgets.
- Performs a variety of tasks, such as filing, copying and printing, scanning, using the fax, using computer terminal, typewriter, and other word processors, MS PowerPoint, MS Outlook, Integrated Radio System, Taggish, Arbitron, Mailchimp, and e-mail.
- Responsible for completing and submitting fully executed Sales contracts on a timely basis to the Local Sales Manager, with all authorized signatures and corresponding approved insertion orders from advertisers.
- Assures data within insertion order agrees to that of the sales contract.
- Provides a new and revised sales contract for revisions, changes, or cancellations.
- Reviews contract confirmations and assures that the account has been created input correctly as contracted, and that changes in client data or advertising schedule changes have been updated in the Wide Orbit system.
- Mails contract confirmation to clients and keeps a copy as support for their records.
- Provides copies of production orders on a timely basis to Copywriting/ Production and Continuity.
- Assures that when necessary, any spots that need to be "made good" are followed up on accordingly and approved by the clients.
- Reviews the "Contract Verification Report" listing all bumped spots and assures each advertiser is being followed up with, so that revenues are not lost.
- Monitors the market stations to keep informed on what advertisers are active in the marketplace and targets those accounts as potential advertisers.
- Works under the general supervision of the Local Sales Manager.

Supervisor Responsibilities

- None

Minimum Requirements

Essential duties and responsibilities are those most important or most frequently performed duties. Employees will be required to perform other job-related duties as required.

Publish Save Draft Status: Draft

Visibility: Public Edit Revisions: 3 Discard

Published on May 2, 2022 at 14:14 Edit Not available

Explainability Needs improvement

Format Standard Bold Italic Underline

Image Video Quote Link

Categories All Categories Most Used

None Los Angeles San Francisco Puerto Rico New York Orlando Tampa Chicago

Add New Category

My Sites Add New Categories Tags

Secure Privacy Media Pages

Comments Bulk WP Contact

User Login History User Registration

Webhooks Import Export (beta) Appearance

Roles Users Future Tools

Settings Custom fields

More Apps Yoast SEO

Mailchimp AAM

Custom Ios Hide Notices

Login Security

Contact Form DB

Exhibit C – Supplemental Recruitment Initiatives

2021-2022 EEO Public File Report

Training for Higher Level Positions

1/24/2022 – FCC Political Broadcasting Rules

Training for Management and Personnel on EEO

6/23/2022 – FCC EEO Rules

2022-2023 EEO Public File Report

Training for Management and Personnel

6/30/2023 – Harassment Prevention

9/29/2022 – FCC Compliance Training (delayed to 10/6/2022 due to hurricane)

11/14/2022 – Employee vs. Freelancer Training

Educational/Community Events

5/1/2023 – Studio Tours for students

9/1-2/2022 – Hispano Fest

4/29/2023 – Chicago Public Schools Dia De Los Niños

Job Banks

Illinois Media School internship recruiting

Columbia College internship recruiting

**DECIPHERING
POLITICAL
BROADCASTING
REQUIREMENTS**

**WHAT YOU NEED
TO KNOW**

PRESENTED TO
SPANISH BROADCASTING SYSTEM, INC.

JANUARY 24, 2022

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LermanSenter

40
YEARS

**FCC COMPLIANCE
TRAINING**

**PRESENTED TO
SPANISH BROADCASTING
SYSTEM, INC.
JUNE 23, 2022**

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LermanSenter

40
YEARS

Maribel Salamanca (Chicago)

From: KnowBe4 <do-not-reply@training.knowbe4.com>
Sent: Thursday, June 8, 2023 2:30 PM
To: Maribel Salamanca (Chicago)
Subject: Please start your mandatory training

Dear Maribel Salamanca,
You are now enrolled in Sexual Harassment Prevention for Chicago Employees. You must complete the following assignments by June 30, 2023:

- [Chicago Sexual Harassment Prevention for Employees](#)

Please use this link to start your training:
<https://training.knowbe4.com/ui/login/bWJehcnJlcmYFAc2JzY2yhpY2Fnnjby5jdb20=>

Thank you for your compliance.

**SBS CONTEST
POLICIES AND
PROCEDURES**

**NANCY A. ORY
NORY@LERMANSENTER.COM**

**SALLY A. BUCKMAN
SBUCKMAN@LERMANSENTER.COM**

OCTOBER 2022

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Lerman Senter

40
YEARS

Maribel Salamanca (Chicago)

Subject: Employee vs. Freelancer Training - New Vendor Approvals Process
Location: <https://us02web.zoom.us/j/85872550719?pwd=cFhTem5ucTBTTXk1bFpFZWl2YVVSQT09>

Start: Mon 11/28/2022 1:00 PM
End: Mon 11/28/2022 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Alexandra Del Rey (Corporate)
Required Attendees: Alexandra Del Rey (Corporate); Irmayrs R. Sanabria (Corporate); Richard D. Lara (Corporate); Nancy Piloto (Corporate); Jennifer Marin (Corporate); Frank Soricelli (Corporate); Roberto Castro (Corporate); Elvia Azan (Corporate); Jeanette R. Menendez (Corporate); Maidelys Ruiz (Corporate); Alex Aleman (Corporate); Robert Acosta (Corporate); Nelson Santos (Corporate); Pierre Jaspar (Corporate); Dennis Vaque (LaMusica); Bianca Alarcon (LaMusica); Gavy Insignares (Aire); Christopher Martinez (Corporate); Martin Gonzalez (MegaTV); Jose Perez (Mega Tv); Maire Mason (New York); Jose Cartag (New York); Donny Hudson (Miami); Arisha Vazquez (Corporate); Sheyla Cruz (Corporate); Fernando Bauermeister (Orlando); Rachel Elster (Los Angeles); Sandy Sosa (Los Angeles); Christian De la Cruz (San Francisco); Maribel Salamanca (Chicago); dennisv@gmail.com; Carmen Iris Ramos (New York); Ingrid Siqueiros (San Francisco); Carmen Ramos

Optional Attendees:

zmMeetingNum: 85872550719

Richard Lara, General Counsel is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/85872550719?pwd=cFhTem5ucTBTTXk1bFpFZWl2YVVSQT09>

Meeting ID: 858 7255 0719

Passcode: 958004

One tap mobile

+13092053325,,85872550719#,,,,*958004# US

+13126266799,,85872550719#,,,,*958004# US (Chicago)

Dial by your location

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 931 3860 US

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US
+1 669 900 6833 US (San Jose)
+1 689 278 1000 US
+1 719 359 4580 US
+1 253 215 8782 US (Tacoma)
+1 787 945 1488 Puerto Rico
+1 787 966 7727 Puerto Rico
+1 939 945 0244 Puerto Rico
+39 020 066 7245 Italy
+39 021 241 28 823 Italy
+39 069 480 6488 Italy

Meeting ID: 858 7255 0719

Passcode: 958004

Find your local number: <https://us02web.zoom.us/j/kdc9qMvopw>

Maribel Salamanca (Chicago)

From: Araceli Acosta (Chicago)
Sent: Wednesday, December 6, 2023 4:23 PM
To: Maribel Salamanca (Chicago)
Subject: FW: :EXTERNAL: Visit

Hola Maribel, per your request please see below.

Chely Acosta

Promotions Manager | WLEY-FM
150 N. Michigan Avenue, Suite 1040, Chicago, IL 60601
Phone: (312) 920-9500 Promociones: (773) 280-8783



From: Bermudez, Liliana <lbermudez2@cps.edu>
Sent: Tuesday, May 2, 2023 10:16 AM
To: Araceli Acosta (Chicago) <aacosta@sbschicago.com>
Subject: :EXTERNAL: Visit

Hi there! Thank you so much for having us in your studio. Our students had fun and enjoyed the tour. We are looking forward to next year's visit.

--

Ms. Bermudez
Clerk
Sarah E. Goode STEM HS
7651 S. Homan Ave
Chicago, IL 60652
773-535-7875

What we have done for ourselves alone dies with us
What we have done for others and the world remains and is immortal.
>Albert Pike

To report a positive COVID-19 case

Para reportar un caso positivo de COVID-19

cps.edu

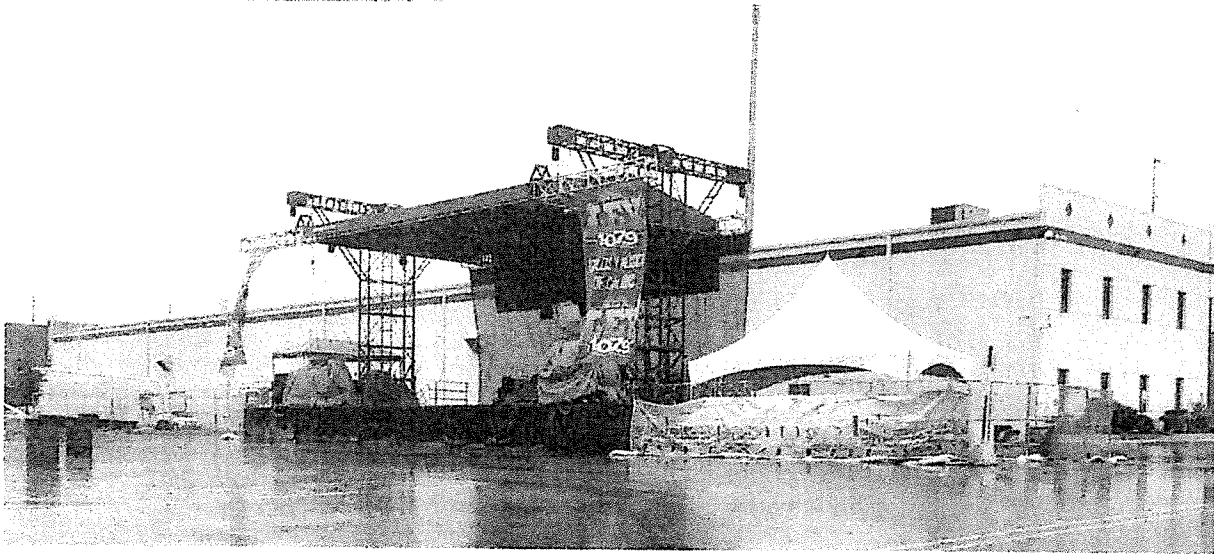
Resources to free testing throughout the city

Recursos para pruebas gratuitas en toda la ciudad

do312.com

Maribel Salamanca (Chicago)

To: Maribel Barrera (Chicago)
Subject: Hispano Fest September 1-2 2022



Maribel Salamanca

Business Manager/HR Liasion | Continuity WLEY-FM
150 N. Michigan Avenue, Suite 1040, Chicago, IL 60601
Phone: (312) 920-9500

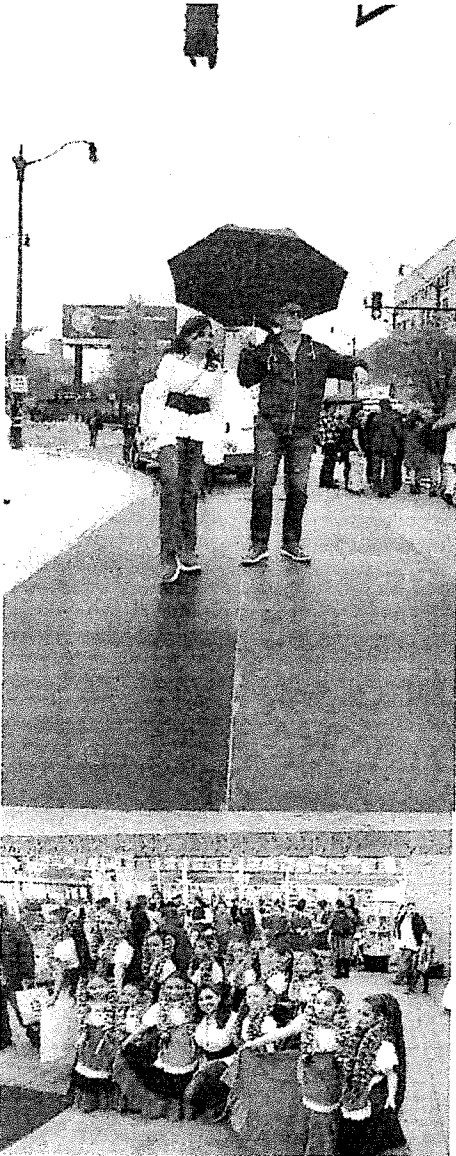


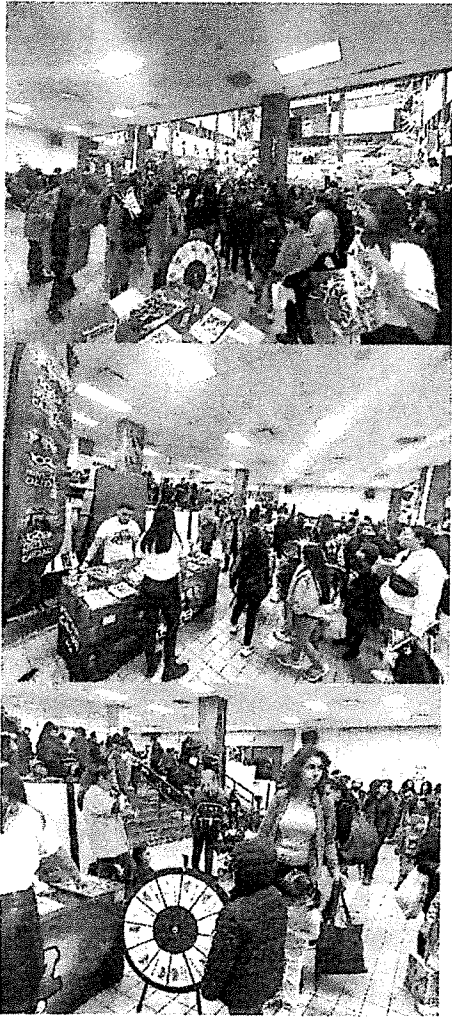
Maribel Salamanca (Chicago)

From: Christian Ortiz (Chicago)
Sent: Tuesday, December 5, 2023 4:09 PM
To: Maribel Salamanca (Chicago)
Subject: RE: :EXTERNAL: Re: LaLey/CDDLN

Hi Maribel,

Please see recap pictures below for our participation in the Chicago Dia de los Niños parade on 04/29/23 in Pilsen:





Thanks,
Chris

From: Sol Solis <solsolis321@gmail.com>

Sent: Thursday, April 27, 2023 3:54 PM

To: Karina Merseburg (New York) <kmerseburg@sbsnewyork.com>; Christian Ortiz (Chicago) <cortiz@sbschicago.com>

Cc: Luz Maria Solis <lmsolis0510@gmail.com>

Subject: Re: :EXTERNAL: Re: LaLey/CDDLN

Hello Karina,

Per our phone conversation, below are the items we discussed:

If you will provide an on air talent pre parade kick-off to warm up the crowd with our MC, Enrique Rodriguez, this would take place at our small stage on Blue Island Ave and 18th St (just SW of the McDonalds). This would begin at 11:30am.

The parade kick-off is 12pm. It's a short 3 block route to Benito Juarez campus, (from 18th St. to 21st).

Vendors setting up a table at Benito Juarez should set up between 10am and 11:30am. If the weather cooperates, the entire program and vendors will take place on the soccer field outside. (No electricity option).

Illinois Media School

Maribel Salamanca (Chicago)

From: Maribel Salamanca (Chicago)
Sent: Thursday, July 20, 2023 3:02 PM
To: Don Clark
Subject: Intern

Hi Don!

Hope all is well. Reaching out to see if you have any students interested in internships at La Ley. Hope to hear from you soon.

Thank you,

Maribel Salamanca

Business Manager/HR Liasion | Continuity WLEY-FM
150 N. Michigan Avenue, Suite 1040, Chicago, IL 60601
Phone: (312) 920-9500



Columbia College

Maribel Salamanca (Chicago)

From: Joyce, Thomas <tjoyce@colum.edu>
Sent: Monday, November 21, 2022 12:46 PM
To: Robbins, Valerie; Maribel Salamanca (Chicago)
Subject: Re: WLEY-FM

Hi Valerie,

I spoke to Maribel today from WLEY-FM. They are currently looking for interns in programming/production, as well as promotions. She would like to post these on Handshake. About five years ago, WLEY-FM was at our Internship & Career Fair, and she would be very interested in having WLEY-FM at future events. Can you assist her with Handshake directions?

Thanks!

Tom Joyce

Internship and Career Advisor

Career Center

Columbia College Chicago

754 S. Wabash, 3rd Floor

Chicago, IL 60605

tjoyce@colum.edu

O: (312) 369-8158

Colum.edu