

KMEX-DT, KFTR-DT, KLVE(FM), KSCA(FM), KRCD(FM), KRCV(FM),  
KTNQ(AM)

Employment Unit

2021 FCC Audit Response  
**EXHIBIT C**

**1.**

**Supplemental Outreach Initiatives**  
**(August 1, 2019 - July 31, 2020)**

C-1: **Internship Program**

The employment unit has established an internship program designed to assist college students in the community who are seeking skills needed for a career in broadcast. The program provides students with “hands-on” experience in the promotions, production, finance, marketing, community empowerment, and news department. Following completion of the program, students receive educational credits as well as an evaluation from the department manager. During the 2019-2020 period, 21 students participated in the program.

UNIVISION COMMUNICATIONS INC.

Internship Agreement

Name of Student Intern Adrian Zepeda

Mailing Address [REDACTED]

Email Address [REDACTED] San Bernardino  
College / University Name California State University, Long Beach  
Academic Advisor

Mailing Address \_\_\_\_\_

Email Address \_\_\_\_\_

Internship Start and End Dates June 3, 2019- August 9, 2019

Univision Department Local Media – Special Projects & Operations Location Los Angeles, CA Division UTG

Manager's Name Beatriz Gomez Title Director of Operations

The following are the terms of your internship at Univision ("**Company**"). This is a paid internship. Your participation in the internship program does not lead to or guarantee you employment with Univision upon the completion of your internship or after you obtain your degree.

If your school provides college credit for this internship, it is your responsibility to coordinate with your school, academic advisor, and/or the appropriate school department to obtain credit. If you need acknowledgement of your participation, it is your responsibility to make this request to Human Resources both at the beginning and end of the internship. If requested, Human Resources will assist you with obtaining an acknowledgement or your participation from your sponsoring department, including a brief description of your experience.

You will be assigned a manager who will instruct and supervise you during your internship. You are **expected to comply with the manager's instructions, as well as Univision's** applicable rules, regulations, and policies, **including the Company's Employee Handbook**. The length of the internship may extend past the end date referenced above if mutually desired. However, the overall length of the internship may not exceed three (3) months. This is not a contract for employment for a specified term. The Company may terminate this internship in its sole discretion at any time, with or without notice, prior to the specified end date. You understand that, as an intern, you are not eligible for any employer-sponsored benefits, except as mandated by law.

During your internship, you may have access to **Univision's** trade secrets and confidential information, which are very valuable and owned by the Company (the "Information"). During the internship, you may use the Information only to accomplish Univision business. After the internship, you must refrain from using the Information for any purpose. At all times, you must maintain the Information confidential and refrain from revealing or providing it to others. Any failure to do so would constitute a breach of this agreement and a violation of the law.

Your work for the Company is deemed "work made for hire" and the Company is the sole and exclusive owner of the rights thereto. If any work is not deemed made for hire, you are deemed hereby to have exclusively sold, assigned, and transferred to Company all copyrights in and to the work, and will execute anything necessary.

As a broadcaster, Univision is subject to certain government regulations, such as the Federal Communications Act. Because of these regulations, Univision requires that during your internship you not accept any favors, loans, entertainment, or compensation from anyone seeking to air any broadcast material. You may also be required to complete certain certifications required by the government.

Your signature signifies that you have read and understood these terms and agree to follow them.

Adrian Zepeda  
Student's Signature

5/15/19  
Date



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Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 8, 2019

Alvaro Del Campo  
[REDACTED]

Dear Alvaro,

Congratulations! Univision Television Group ("Company") is pleased to offer you an Internship position in the Local Media Sales team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Karl Myer, Vice President, Director of Sales. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via e-mail at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

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*Alvaro Del Campo*

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Date

Signature: Alvaro del Campo

Univision Communications Inc.

Corporate Human Resources  
3999 Center Drive  
Los Angeles, CA 90045  
Main Tel. (310) 410-5672



May 6, 2019

Mr. Cuauhtemoc Chavero  
[REDACTED]

Dear Cuauhtemoc,

Congratulations! Univision Television Group ("Company") is pleased to offer you an Internship position in the Local Media Creative Services team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Salvador Garcia, Director, Creative Services. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of \$ [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Semi-Monthly (Twice A Month). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

You will need to complete the required internship forms (attached) and submit them to me at your earliest convenience. Should you have any questions regarding your new hire paperwork prior to your start date, please feel free to contact me at (310) 410-5672 or at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to having you join our team!

Sincerely,

A handwritten signature in blue ink, appearing to read 'Teadra Zarate'.

Teadra Zarate  
Program Manager

AGREED TO AND ACCEPTED BY:

A handwritten signature in black ink, appearing to read 'Cuauhtemoc Chavero'.

Cuauhtemoc Chavero

5/10/19  
Date



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Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 10, 2019

Mr. Daniel Lopez  
[REDACTED]

Dear Daniel,

Congratulations! Univision Interactive Media ("Company") is pleased to offer you an Internship position in the Univision Creator Network team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Isaac Rosales - Sr. Manager, Partnerships & Campaigns. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

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*Daniel Lopez*

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Date

Date:5/10/2019 8:16:39 PM



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Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 8, 2019

Ms. Fannya Cordova  
[REDACTED]

Dear Fannya,

Congratulations! Univision Television Company ("Company") is pleased to offer you an Internship position in the Creative Services - Marketing & Promotions team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Lucy Anguiano - Manger, Creative Services. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

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*Fannya Cordova*

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Date

Signature: Fannya Cordova



Date:5/9/2019 4:40:26 PM



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Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045  
May 6, 2019

Ms. Gianna Gallardo  
[REDACTED]

Dear Gianna,

Congratulations! Univision Television Group ("Company") is pleased to offer you an Internship position in the Community Empowerment team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Mayola Delgado - Director, Community Empowerment. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

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Gianna Gallardo

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Date

UNIVISION COMMUNICATIONS INC.

Internship Agreement

Name of Student Intern Grecia Sanchez

Mailing Address \_\_\_\_\_

Email Address \_\_\_\_\_

College / University Name California State University, Fullerton

Academic Advisor \_\_\_\_\_

Mailing Address \_\_\_\_\_

Email Address \_\_\_\_\_

Internship Start and End Dates October 1, 2019 – December 6, 2019

Univision Department Univision Television Group Location Los Angeles, CA Division UTG – Los Angeles

**Manager's Name** Sandra Salazar Giraldo Title Assistant News Director

The following are the terms of your internship at Univision ("**Company**"). This is a paid internship. Your participation in the internship program does not lead to or guarantee you employment with Univision upon the completion of your internship or after you obtain your degree.

If your school provides college credit for this internship, it is your responsibility to coordinate with your school, academic advisor, and/or the appropriate school department to obtain credit. If you need acknowledgement of your participation, it is your responsibility to make this request to Human Resources both at the beginning and end of the internship. If requested, Human Resources will assist you with obtaining an acknowledgement or your participation from your sponsoring department, including a brief description of your experience.

You will be assigned a manager who will instruct and supervise you during your internship. You are **expected to comply with the manager's instructions, as well as Univision's** applicable rules, regulations, and policies, **including the Company's Employee Handbook**. The length of the internship may extend past the end date referenced above if mutually desired. However, the overall length of the internship may not exceed three (3) months. This is not a contract for employment for a specified term. The Company may terminate this internship in its sole discretion at any time, with or without notice, prior to the specified end date. You understand that, as an intern, you are not eligible for any employer-sponsored benefits, except as mandated by law.

During your internship, you may have access to **Univision's** trade secrets and confidential information, which are very valuable and owned by the Company (the "Information"). During the internship, you may use the Information only to accomplish Univision business. After the internship, you must refrain from using the Information for any purpose. At all times, you must maintain the Information confidential and refrain from revealing or providing it to others. Any failure to do so would constitute a breach of this agreement and a violation of the law.

Your work for the Company is deemed "work made for hire" and the Company is the sole and exclusive owner of the rights thereto. If any work is not deemed made for hire, you are deemed hereby to have exclusively sold, assigned, and transferred to Company all copyrights in and to the work, and will execute anything necessary.

As a broadcaster, Univision is subject to certain government regulations, such as the Federal Communications Act. Because of these regulations, Univision requires that during your internship you not accept any favors, loans, entertainment, or compensation from anyone seeking to air any broadcast material. You may also be required to complete certain certifications required by the government.

Your signature signifies that you have read and understood these terms and agree to follow them.

\_\_\_\_\_  
Student's Signature

\_\_\_\_\_  
Date



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Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 10, 2019

Ms. Isaira Hernandez  
[REDACTED]

Dear Isaira,

Congratulations! Univision Management Company ("Company") is pleased to offer you an Internship position in the Multimedia Operations team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Manyoi Ng - Senior Manager of Production Services. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

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*Isaira Hernandez*

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Date



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Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 10, 2019

Ms. Itayetzi Angeles  
[REDACTED]

Dear Itayetzi,

Congratulations! Univision Radio Inc. ("Company") is pleased to offer you an Internship position in the Programming team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Isabel Gonzalez - Senior Content Director. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

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*Itayetzi Angeles*

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Date

Signature: Itayetzi Angeles

Date:5/10/2019 3:29:42 PM



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Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 7, 2019

Ms. Jacqueline Hernandez  
[REDACTED]

Dear Jacqueline,

Congratulations! Univision Management Company ("Company") is pleased to offer you an Internship position in the Content Distribution team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Andrea Pullen - Account Manager. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

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*Jacqueline Hernandez*

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Date



# Employee Information Sheet

Employee Legal Name: Jaime Guerrero

Preferred Name, if applicable: \_\_\_\_\_

S [REDACTED] Date of Birth: [REDACTED]

E-mail Address: [REDACTED]

Home Address: [REDACTED]

City: [REDACTED] State: [REDACTED] Zip: [REDACTED]

Home Phone: \_\_\_\_\_ Cellular Phone: [REDACTED]

Marital Status:  Married  Single Full Name of Spouse: \_\_\_\_\_

Name of Emergency Contact: [REDACTED] Relationship: [REDACTED]

Emergency Contact Phone Number: [REDACTED]

Job Title: Internship Supervisor: Jacqueline Ramirez

Department: Local Media News team Location: Los Angeles

[Signature]  
Employee Signature

05/07/19  
Date

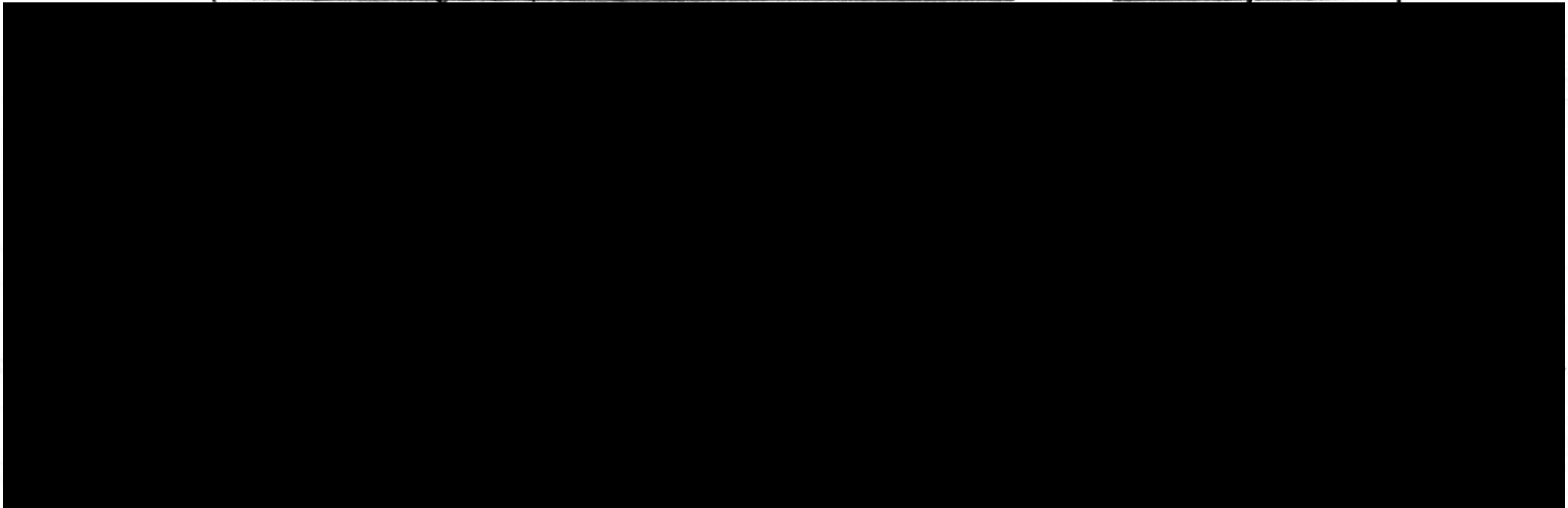


## Voluntary Race/Gender Self-Identification Form

Univision Communications Inc is subject to Executive Order 11246, which requires government contractors to ensure nondiscrimination and take affirmative action in employment to employ and advance qualified individuals without regard to sex, gender identity, sexual orientation, race, color, religious creed, and national origin. As a government contractor, we are required to report certain data regarding our applicants and employees to the government.

In order to comply with these requirements, we are required to ask you if you want to provide information regarding your gender, race, and ethnicity. In answering the questions regarding your race/ethnicity, please use the race/ethnicity definitions established by the federal government listed below. Submission of this information is voluntary, and failure to provide it will not subject you to any adverse treatment. The information provided will be maintained confidentially and used only in ways that are consistent with applicable law. Your cooperation is appreciated.

Name: Jaime Guerrero Date: 05/07/19



Ethnicity and Race Categories	Descriptions
Hispanic or Latino	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
White (Not Hispanic or Latino)	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
Black or African-American (Not Hispanic or Latino)	A person having origins in any of the black racial groups of Africa.
Asian (Not Hispanic or Latino)	A person with origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
American Indian or Alaskan Native (Not Hispanic or Latino)	A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
Two or More Races (Not Hispanic or Latino)	All persons who identify with more than one of the above five races.

Univision Communications Inc. is an equal opportunity corporation and does not discriminate on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. Individuals who may have inquiries regarding the Company's policy and procedures should contact Michael Pustizzi.

## Voluntary Self-Identification of Disability

Form CC-305

OMB Control Number 1250-0005

Expires 1/31/2020

Page 3 of 4

### Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.<sup>1</sup> To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

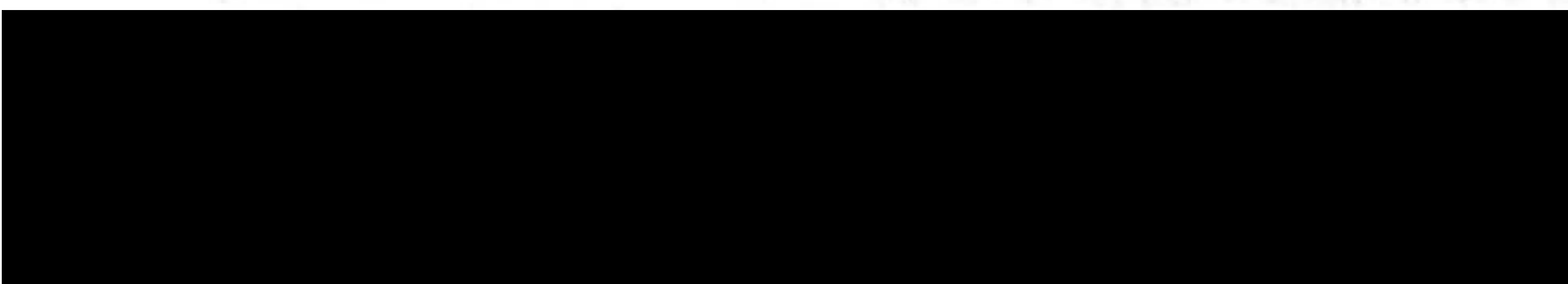
### How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Blindness
- Deafness
- Cancer
- Diabetes
- Epilepsy
- Autism
- Cerebral palsy
- HIV/AIDS
- Schizophrenia
- Muscular dystrophy
- Bipolar disorder
- Major depression
- Multiple sclerosis (MS)
- Missing limbs or partially missing limbs
- Post-traumatic stress disorder (PTSD)
- Obsessive compulsive disorder
- Impairments requiring the use of a wheelchair
- Intellectual disability (previously called mental retardation)

Please check one of the boxes below:



Jaime Guerrero  
Your Name

05/07/19  
Today's Date

### Reasonable Accommodation Notice

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at [www.dol.gov/ofccp](http://www.dol.gov/ofccp).

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

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**Voluntary Veteran Self-Identification Form: Pre- and Post-Offer Solicitation**

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Name: Jaime Guerrero Date: 05/07/19

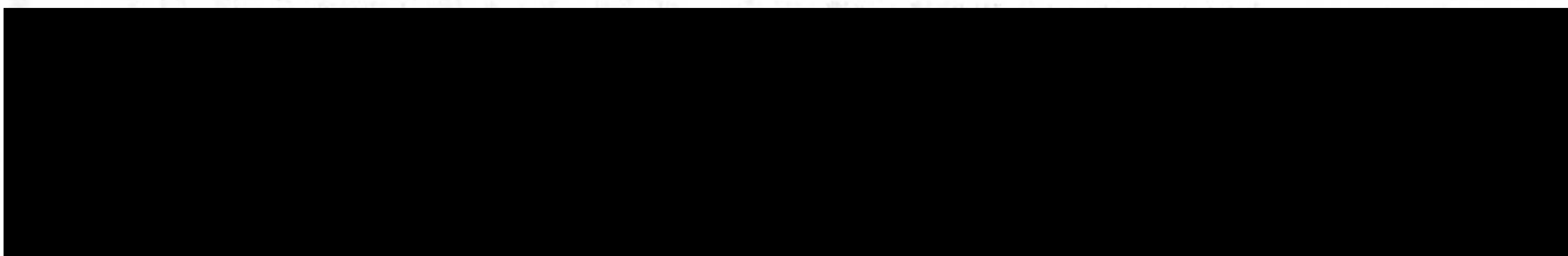
This employer is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) which requires government contractors to take affirmative action to employ and advance in employment:

- (1) Disabled Veterans;
- (2) Recently separated Veterans;
- (3) Active duty wartime or campaign badge Veterans; and
- (4) Armed Forces service medal Veterans

These classifications are defined as follows:

- A "disabled Veteran" is one of the following:
  - A Veteran of the U.S. military, ground, naval, or air service who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
  - A person who was discharged or released from active duty because of a service-connected disability
- A "recently separated Veteran" means any Veteran during the three-year period beginning on the date of such Veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service
- An "active duty wartime or campaign badge Veteran" means a Veteran who served on active duty in the U.S. military, ground, naval, or air service during a period of war outlined in 38 U.S.C. Section 101, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense
- An "Armed Forces service medal Veteran" means a Veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985

If you believe you belong to any of the categories of protected Veterans listed above, please indicate by checking the appropriate box below. Your Form DD-214 may help you make this determination. As a government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be maintained confidentially and used only in ways that are consistent with VEVRAA.

  
If you are a disabled Veteran, please let us know if there are any reasonable accommodations we could make that would enable you to be considered for a job opening or perform the essential functions of the position you hold. We consider requests for accommodation on a case-by-case basis.



---

Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 7, 2019

Mr. Jamari Ducre  
[REDACTED]

Dear Jamari,

Congratulations! Univision Stations Group, Inc. ("Company") is pleased to offer you an Internship position in the Radio Engineering team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Elaine Hernandez, Production Hub Technology. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate time-sheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

---

*Jamari Ducre*

---

Date

Signature:Jamari Patrick Ducre

Date:5/8/2019 6:57:41 PM

Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045  
Main Tel. (310) 410-5672



May 30, 2019

Ms. Jasmine Escareno  
[REDACTED]

Dear Jasmine,

Congratulations! Univision Television Group ("Company") is pleased to offer you an Internship position in the Local Media Creative Services team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Salvador Garcia, Director, Creative Services. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Semi-Monthly (Twice A Month). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

You will need to complete the required internship forms (attached) and submit them to me at your earliest convenience. Should you have any questions regarding your new hire paperwork prior to your start date, please feel free to contact me at (310) 410-5672 or at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to having you join our team!

Sincerely,

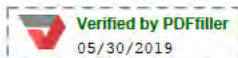
A handwritten signature in black ink that reads 'Teadra Zarate'.

Teadra Zarate  
Program Manager

AGREED TO AND ACCEPTED BY:

*Jasmine Escareno*

Jasmine Escareno



05/30/2019

Date



saucedo



- Job Details**
- Organizations
- Job History
- Manager History
- Worker History
- Support Roles

### Job Details

Employee ID	301684
Supervisory Organization	<a href="#">Univision Communications Inc. (Vince Sadusky (300316)) &gt;&gt; Strategy &amp; Insights Marketing II (Diana Rasbot (022861))</a>
Position	<a href="#">P003000 Intern, Strategy &amp; Insights</a>
Business Title	Intern, Strategy & Insights
Job Profile	<a href="#">Non-Regular-Hourly Non-Exempt</a>
Job Family	(empty)
Employee Type	Intern (Fixed Term) (Trainee)
Time Type	Full time
FTE	100.00%
Location	<a href="#">Los Angeles - 5999 Center Drive</a>
Hire Date	06/03/2019
Original Hire Date	06/03/2019
Continuous Service Date	06/03/2019
End Employment Date	09/10/2019
Length of Service	0 year(s), 3 month(s), 6 day(s)
Time in Position	0 year(s), 3 month(s), 6 day(s)
Termination Date	09/09/2019

### Contact Information - Public

Email [✉ jsaucedo@univision.net](mailto:jsaucedo@univision.net)

## Jazmin Saucedo (Terminated) (301684)

Intern, Strategy & Insights

Actions

Email

Summary

Job

Contact

Personal

Compensation

Pay

Career

Performance

Feedback



Univision Communications Inc.

---

Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045  
Main Tel. (310) 410-5672



May 20, 2019

Mr. Jorge L. Gonzalez Canizal  
[REDACTED]

Dear Jorge,

Congratulations! Univision Network Ltd Partnership ("Company") is pleased to offer you an Internship position in the Political Advocacy team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to the Rene Ostrom, Vice President, Political, Advocacy & Government Group. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Semi-Monthly (Twice A Month). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

You will need to complete the required internship forms (attached) and submit them to me at your earliest convenience. Should you have any questions regarding your new hire paperwork prior to your start date, please feel free to contact me at (310) 410-5672 or at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to having you join our team this summer!

Sincerely,

A handwritten signature in blue ink that reads "Teadra Zarate".

Teadra Zarate  
Program Manager

AGREED TO AND ACCEPTED BY:

\_\_\_\_\_  
Jorge L. Gonzalez Canizal

\_\_\_\_\_  
Date





---

Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 10, 2019

Mr. Jorge Sibala  
[REDACTED]

Dear Jorge,

Congratulations! Univision Television Group ("Company") is pleased to offer you an Internship position in the Office of the President & General Manager's team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Luis Patiño - President & General Manager, Univision Los Angeles. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team this summer!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

---

Jorge Sibaja

---

Date

Signature:Jorge Eduardo Sibaja

Date:5/10/2019 11:31:57 PM



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Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045 May 9, 2019

May 9, 2019

Ms. Maria Ramos Perdomo  
[REDACTED]

Dear Maria,

Congratulations! Univision Management Company ("Company") is pleased to offer you an Internship position in the Strategy & Insights - Automotive team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Lorena Lopez - Senior Director, Auto Strategy & Insights. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact at (310) 410-5672 or via e-mail at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

---

*Maria Ramos Perdomo*

---

Date

# UNIVISION COMMUNICATIONS INC.

## Internship Agreement

Name of Student Intern Marina Hernandez-Gomez

Mailing Address \_\_\_\_\_

Email Address \_\_\_\_\_

College / University Name Clayton State University

Academic Advisor \_\_\_\_\_

Mailing Address \_\_\_\_\_

Email Address \_\_\_\_\_

Internship Start and End Dates June 3, 2019- August 9, 2019

Univision Department Local Media – Special Projects & Operations Location Los Angeles, CA Division UTG

Manager's Name Beatriz Gomez Title Director of Operations

The following are the terms of your internship at Univision ("Company"). This is a paid internship. Your participation in the internship program does not lead to or guarantee you employment with Univision upon the completion of your internship or after you obtain your degree.

If your school provides college credit for this internship, it is your responsibility to coordinate with your school, academic advisor, and/or the appropriate school department to obtain credit. If you need acknowledgement of your participation, it is your responsibility to make this request to Human Resources both at the beginning and end of the internship. If requested, Human Resources will assist you with obtaining an acknowledgement or your participation from your sponsoring department, including a brief description of your experience.

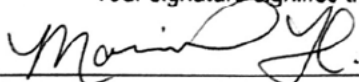
You will be assigned a manager who will instruct and supervise you during your internship. You are expected to comply with the manager's instructions, as well as Univision's applicable rules, regulations, and policies, including the Company's Employee Handbook. The length of the internship may extend past the end date referenced above if mutually desired. However, the overall length of the internship may not exceed three (3) months. This is not a contract for employment for a specified term. The Company may terminate this internship in its sole discretion at any time, with or without notice, prior to the specified end date. You understand that, as an intern, you are not eligible for any employer-sponsored benefits, except as mandated by law.

During your internship, you may have access to Univision's trade secrets and confidential information, which are very valuable and owned by the Company (the "Information"). During the internship, you may use the Information only to accomplish Univision business. After the internship, you must refrain from using the Information for any purpose. At all times, you must maintain the Information confidential and refrain from revealing or providing it to others. Any failure to do so would constitute a breach of this agreement and a violation of the law.

Your work for the Company is deemed "work made for hire" and the Company is the sole and exclusive owner of the rights thereto. If any work is not deemed made for hire, you are deemed hereby to have exclusively sold, assigned, and transferred to Company all copyrights in and to the work, and will execute anything necessary.

As a broadcaster, Univision is subject to certain government regulations, such as the Federal Communications Act. Because of these regulations, Univision requires that during your internship you not accept any favors, loans, entertainment, or compensation from anyone seeking to air any broadcast material. You may also be required to complete certain certifications required by the government.

Your signature signifies that you have read and understood these terms and agree to follow them.

  
\_\_\_\_\_  
Student's Signature

5/7/19  
Date

Signature: Maria Jose Ramos Perdomo

Date: 5/9/2019 11:32:08 PM

Univision Communications Inc.

---

Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045  
Main Tel. (310) 410-5672



May 10, 2019

Ms. Sylvia Moreno  
[REDACTED]

Dear Sylvia,

Congratulations! Univision Management Company ("Company") is pleased to offer you an Internship position in the Corporate Human Resources team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to the Marisol Torres, Human Resources Manager. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

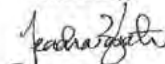
Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Semi-Monthly (Twice A Month). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

You will need to complete the required internship forms (attached) and submit them to me at your earliest convenience. Should you have any questions regarding your new hire paperwork prior to your start date, please feel free to contact me at (310) 410-5672 or at [tzarate@univision.net](mailto:tzarate@univision.net).

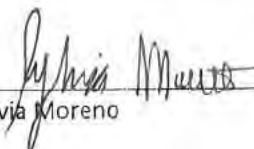
This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to having you join our team this summer!

Sincerely,

  
Teadra Zarate  
Program Manager

AGREED TO AND ACCEPTED BY:

  
Sylvia Moreno

05-10-2019  
Date



---

Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 8, 2019

Ms. Katia Lehnhoff  
[REDACTED]

Dear Katia,

Congratulations! Univision Television Group ("Company") is pleased to offer you an Internship position in the Digital Marketing & Social Media Strategy team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Fernanda Martinez - Digital Marketing & Social Media Strategy Director. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly. Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms attached and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

Handwritten signature of Katia Lehnhoff in black ink.

Katia Lehnhoff

05/10/2019

Date



---

Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 10, 2019

Mr. Victor Gallegos  
[REDACTED]

Dear Victor,

Congratulations! Univision Television Group ("Company") is pleased to offer you an Internship position in the Local Media News team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Sandra Salazar Giraldo - Assistant News Director. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

---

*Victor Gallegos*

---

Date

Signature: Victor Gallegos





---

Corporate Human Resources  
5999 Center Drive  
Los Angeles, CA 90045

May 6, 2019

Ms. Viviana Velazquez  
[REDACTED]

Dear Viviana,

Congratulations! Univision Television Group ("Company") is pleased to offer you an Internship position in the Community Empowerment team, subject to the terms and conditions explained below and subject to the Company's policies and procedures. You will be based in our Los Angeles, CA office and report to Mayola Delgado - Director, Community Empowerment. This offer and your employment as an intern are contingent upon your successful completion of a background check and the establishment of your identity and confirmation of your work authorization in the United States.

Your internship is scheduled to commence on Monday, June 3, 2019. You will be paid on an hourly basis at the rate of [REDACTED] per hour, payable in accordance with the Company's customary payroll practices, currently Bi-Weekly (Every Two Weeks). Your position is classified as temporary full-time and non-exempt, and you will be required to complete and submit accurate timesheets on a weekly basis. You are eligible to be paid overtime in accordance with applicable laws. However, pursuant to the Company policy, you are not permitted to work overtime unless approved in advance by your manager.

Please complete the required new hire forms as soon as this letter is accepted and return them to me, Teadra Zarate. If you have any questions regarding your new hire paperwork, please feel free to contact me at (310) 410-5672 or via email at [tzarate@univision.net](mailto:tzarate@univision.net).

This letter is not intended to be an employment contract. If you accept our offer, your employment will be "at will," which means that you are not employed for a specified period of time and both you and the Company can end your employment relationship with the Company at any time, for any reason, with or without cause.

Please indicate your acceptance by signing below and returning this letter within 3 days of receipt. We look forward to have you join our team!

Sincerely,  
Teadra Zarate  
Program Manager

**Agreed to and accepted by:**

  
\_\_\_\_\_  
Viviana Velazquez

\_\_\_\_\_  
Date

Date:5/12/2019 2:42:26 PM

C-2: **Job and Career Fairs**

October 19, 2019 - The employment unit participated in the Your Future LA: Beyond the Diploma career fair hosted by East Los Angeles Community College and sponsored by Univision and Cash for College. This free college and resource fair event featured college preparation seminars, career panels and interactive demonstrations. Students and parents received application assistance and scholarships information.

Participating staff included: Luis Patino, VP and General Manager; Marisol Torres, Human Resources Manager; Cecilia Bogran, News Reporter; and Oswaldo Borraez, News Reporter.

October 10, 2019 - The employment unit participated in the HIRE UCLA Job and Career Fair 2019 hosted by University of California, Los Angeles, Los Angeles, CA. This program was designed to enhance recruitment experience at UCLA. The goal was to facilitate meaningful connections and build a powerful network of students and employers.



Participating staff included: Teadra Zarate, Human Resources and Manager Kevin Westfahl, Senior Analyst and LEAP Alumni.

September 14, 2019 - The employment unit participated in the ALPFA Los Angeles Student Summit hosted by University of Southern California, Los Angeles, CA. This event offered students workshops and panel discussions on strategies for academic and professional success.

Participating staff included: Teadra Zarate, Human Resources Manager

# YOUR FUTURE LA

BEYOND THE DIPLOMA®

powered by  
 UNIVISION  CASH FOR COLLEGE

\$10,000 in scholarships available!



SAVE THE DATE!  
**OCT. 19, 2019**

EAST LOS ANGELES COMMUNITY COLLEGE



L.A. Cash for College and Univision invite you to join us at **Your Future LA: Beyond the Diploma**. The free, two-day event will feature college preparation seminars, career panels and interactive demonstrations, financial aid presentations and application assistance, scholarship information and an exhibit area with representatives from colleges, universities and community-based organizations.

**SATURDAY, OCT. 19, 2019 | 9 a.m. - 2 p.m.**

• EAST LOS ANGELES COMMUNITY COLLEGE •  
 1301 AVENIDA CESAR CHAVEZ, MONTEREY PARK, CA 91754

This event is FREE and open to the public | Free parking is available

   /LACASH4COLLEGE #YourFutureLA  
 /UNIVISION #TuFuturoLA

## THANK YOU TO OUR SPONSORS AND CONTRIBUTORS

### PARTNERS



### TITLE



THE KRESGE FOUNDATION



### VALEDICTORIAN



### SALUTATORIAN

Ralphs

### DEAN

L.A. Care Health Plan

### PARTNERS

America's Job Center • Bixel Exchange • California Student Aid Commission • City of Los Angeles • Los Angeles Community College District • Los Angeles Economic & Workforce Development Department • Los Angeles Housing + Community Investment Department • Los Angeles Unified School District • YouthSource

For more information on attending, volunteering or supporting the event, please contact Kristina Romero at [kromero@lachamber.com](mailto:kromero@lachamber.com) or visit [yourfuturela.com](http://yourfuturela.com).

Univision34

Univision34LA

@Univision34

#TUFUTUROLA



FUTURO  
LA

BEYOND THE DIPLOMA

UNIVISION

powered by

CASH FOR COLLEGE

College and  
Resource Fair

Colegios y  
Recursos a la  
Comunidad



STUDENT SERVICES





UNIVISION 34

UNIMAS LOS ANGELES

1020

EUTRO  
BEYOND PLOMA  
UNIVISION

34 UNIVISION  
34 ANGELES

LOS ANGELES AREA  
UNIVISION 34

EVENT STAFF

UNIVERSITY OF CALIFORNIA

UNIVISION 34

THANK YOU TO OUR SPONSORS  
GRACIAS A NUESTROS PATROCINADORES



California Student Aid Commission

THE KRE...  
FOUN...

...ORIAN

Bank of A...

19 de octubre del 2019

**¡Felicidades!**

FUTURO LA

A la orden de: **STEPHANIE CUBA**

Cantidad: Dos mil quinientos dólares \$2,500.00

34 univision LOS ANGELES

19 de octubre del 2019

**¡Felicidades!**

FUTURO LA

A la orden de: **NORMA ARCINIEGA**

Cantidad: Dos mil quinientos dólares \$2,500.00

34 univision LOS ANGELES

19 de octubre del 2019

**¡Felicidades!**

FUTURO LA

A la orden de: **ANABEL DIANA ESPANILLA**

Cantidad: Dos mil quinientos dólares \$2,500.00

34 univision LOS ANGELES

19 de octubre del 2019

**¡Felicidades!**

FUTURO LA

A la orden de: **JOSHUA MATA**

Cantidad: Dos mil quinientos dólares \$2,500.00

34 univision LOS ANGELES

CASH FOR COLLEGE

CASH FOR COLLEGE

## Fall 2019 – Career Fairs

<b>School Name</b>	<b>UCLA</b>
<b>Date</b>	October 10 <sup>th</sup>
<b>Time</b>	Thursday, 10:00 am - 2:30 pm
<b>Location</b>	Ackerman Student Union 308 Westwood Plaza Los Angeles, CA 90095
<b>Representatives</b>	Kevin Westfahl (LEAP Alumni) Teadra Zarata (Univision HR)
<b>Comments</b>	

Recruitment #2 : 10/10/2019

### EVENT

- HIRE UCLA: Job & Internship Fair – Fall 2019
- Thursday | October 10, 2019
- Building: John Wooden Center
- Room: Collins Court
- 221 Westwood Plaza, Los Angeles, CA 90095 (link to Google Maps)
- You will be provided a 6ft x 2ft table.
- Tall banners are allowed however will need to be placed BEHIND your table

### START/END TIME

- 10:00AM-3:00PM

### ARRIVAL TIME

• We ask that you arrive between 8:45AM and 9:30AM to allow enough time to park, check-in, and set up your table. Coffee and Tea will be provided for employers from until 10AM. Lunch will be provided at Noon (until 2:30PM).

### PARKING

- We recommend going directly to PARKING STRUCTURE 4 located at 221 Westwood Plaza, LA, CA 90095 (click for online map).
- Please follow any temporary signs for “HIRE UCLA” or permanent signs directing you to the “John Wooden” building.
- The cost of parking is \$13.00. There are “pay-by-space” parking options with a kiosk which accepts debit/credit cards

### WHO’S ATTENDING

- We expect over 1500 UCLA Students (mostly undergraduate, and some graduate, and doctoral students) to attend.
- A small number of UCLA/UC alumni and UCLA Extension students will also participate
- Students and alumni have been asked to wear business casual attire







ALPFA Los Angeles Student Summit:

Lead Sponsor

**CBRE**

# Today's Students, Tomorrow's Leaders

*Bring your resume to the career fair  
starting promptly at 3 PM!*

**Date:** Saturday, September 14, 2019  
**Time:** 8:30 am - 5:00 pm  
**Attire:** Business Professional  
**Cost:** \$12 (continental breakfast and lunch included)

**University of Southern California**  
Fertitta Hall (JFF)  
*(Corner of Figueroa and Exposition)*  
3551 Trousdale Pkwy  
Los Angeles, CA 90089

**Join us for:**

- Workshops and panel discussions on strategies for academic and professional success
- Career Fair
- Networking



Registration Link: <https://alpfa-la-student-summit-2019.eventbrite.com>



C-3: **Participated in Job Banks:**

The employment unit participated in the National Association of Hispanic Journalist job bank, a media trade group with broad-based membership (including women and minorities), and utilized the job bank to list job openings during this reporting period.

# INVOICE 2339



UNIVISION  
Christine Portela  
8551 NW 30th Ter  
Doral, FL 33122-1908 US  
Doral, Florida 33122-1908

Invoice # 2339  
Invoice Date 06/01/2019  
Invoice Due 06/29/2019

<b>Amount Due</b>	<b>\$ 0.00</b>
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## Transactions

Description	Amount
Membership Renewal - Regular (through June 30, 2020)	\$ 35.00

## Payments

Description	Amount
Credit Card Payment - Visa 3196 on 06/17/2019	-\$ 35.00

<b>Total Amount</b>	<b>\$ 35.00</b>
<b>Amount Paid</b>	<b>-\$ 35.00</b>
<b>Amount Due</b>	<b>\$ 0.00</b>

C-4: **Participated in Career Days, Mentoring and Other Educational Programs**

May 4, 2020 - Yara Lasanta, Chief Meteorologist participated in a Virtual Professional Interview – Live IG Interview

Yara spoke during a 30-min Instagram interview on how she is personally coping as a professional and personally during covid quarantine.

May 15, 2020 - Yarel Ramos, Anchor/Reports participated in the Virtual Career Day hosted by Buford Elementary School in Lennox. Yarel spoke to a virtual class on her career, how she got there and motivated kids to choose a career they are passionate about.

July 23, 2020 - Gabriela Teissier, News Anchor served as keynote speaker in the OCRA Virtual Workshop. This public forum kicked off the 8-week series of trainings. The theme of the webinar series was “Information is Power.” The event focused on educating the monolingual Spanish-speaking community. Each webinar provided practical tips about how to secure services through the county, school district, regional centers and other state agencies that serve individuals with developmental disabilities

September 20, 2019 - Several of the unit’s employees participated in the Unidos Por Los Nuestrros - Univision Volunteer Day, where they spoke to students from Wilmington Middle School about the different careers in media and their path to it.

Participating staff included: Mayola Delgado, Senior Director of Community Empowerment, Marco Flores, Vice President News and Salvador C. Garcia, Senior Director of Creative Services

October 9, 2019 - Diego Soto, Digital Content Creator visited the Para Los Niños Charter Middle School, where he spoke to students about his career at Univision as part of the class syllabus.

Talent Request - Yara Lasanta - Social Interview - Meeting

File Meeting **Scheduling Assistant** Tracking Insert Format Text Review Help Tell me what you want to do

Cancel Meeting Copy to My Calendar → Forward

Calendar Teams Meeting Meeting Notes

Contact Attendees Address Book Check Names Response Options

Show As: Busy Recurrence

Reminder: None

Private High Importance Low Importance

Dictate Voice

Attendee responses: 3 accepted, 0 tentatively accepted, 0 declined.

Send Update

Title **Talent Request - Yara Lasanta - Social Interview**

Required Marco A Flores Sandra Salazar Giraldo Yara Lasanta Santiago

Optional

Start time: Mon 5/4/2020 3:00 PM  All day  Time zones

End time: Mon 5/4/2020 3:30 PM  Make Recurring

Location: Archiving Room Finder

**Putting on calendar to archive.**

**From:** Yizette Cifredo <[yizette.cifredo@gmail.com](mailto:yizette.cifredo@gmail.com)>  
**Sent:** Monday, May 4, 2020 5:45 PM  
**To:** [maflores@univision.net](mailto:maflores@univision.net)  
**Cc:** Yara Lasanta Santiago  
**Subject:** #JuntasEnCuarentena - Yizette Cifredo & Yara Lasanta

¡Saludos, Marco Flores!

Confío al recibir este mensaje se encuentre bien y en salud.

Mi nombre es Yizette Cifredo. Aunque para los fines de la intención de esta comunicación no aplicaría, le comparto que colaboro como Presentadora y Productora Ejecutiva del programa (revista televisiva diaria) "¡Ahora Es!" que se transmite por Univision Puerto Rico.

Ahora bien, soy comunicadora y motivadora de profesión y vocación. Me acerco con la intención de contar con Yara Lasanta en un "proyecto personal" semanal que trabajo en mi cuenta de Instagram @YizetteCifredo.

Se trata de #JuntasEnCuarentena. Es una iniciativa donde conecto "en vivo" con amigas y colegas del medio con el propósito de conversar sobre cómo estamos manejando a nivel personal el impacto de la pandemia. Es una dinámica muy coloquial y amena que, de algún modo, refuerza el "acompañarnos" en un momento retante que nos toca. La propiedad no compromete la imagen de la entrevistada con ninguna marca ni producto.

Espero que se nos de la oportunidad. En total confianza, déjeme saber cualquier duda o comentario. Quedo atenta y a su mayor disposición.

[www.yizettecifredo.com](http://www.yizettecifredo.com)

Talent Request - Yarel Ramos - Career Day Buford ES - Meeting

File Meeting Scheduling Assistant Tracking Insert Format Text Review Help Tell me what you want to do

Cancel Meeting Copy to My Calendar Forward Teams Meeting Meeting Notes Contact Attendees Address Book Check Names Response Options Reminder: None Recurrence Show As: Busy Private High Importance Low Importance Categorize Tags Dictate Voice

Attendee responses: 2 accepted, 0 tentatively accepted, 0 declined.



Title: Talent Request - Yarel Ramos - Career Day Buford ES

Required: Marco A Flores, Jacqueline Ramirez, Lorena Taboas, Yarel Ramos

Optional:

Start time: Fri 5/15/2020 2:00 PM All day Time zones  
 End time: Fri 5/15/2020 3:00 PM Make Recurring

Location: Zoom Career Day

Room Finder

From: Susana Martin <Susana\_Martin@lennoxk12.org>  
 Sent: Tuesday, May 5, 2020 9:50 AM  
 To: Yarel Ramos <yramos@UNIVISION.NET>  
 Cc: Gloria Casillas <gloria\_casillas@lennoxk12.org>  
 Subject: Career Day Presenter - Buford Elementary School, Lennox

Dear Ms. Ramos,

During this time of Distance Learning, my teaching partner Gloria Casillas and I are holding "Career Day" for our students on Fridays. Our goal is to expose our students to as many careers as possible and more importantly to strong positive role models that look like them.

We invite you to join us and our students for an online Zoom meeting as a special guest speaker. You are a great role model for our students considering a career in journalism and our students would love to hear your story as to how you persevered to reach your goals.

Our session is pretty quick. You share your story for about 5-7 minutes and then allow time 5- 7 for the students to ask questions. We meet on Fridays from 11:30 AM - 12:30 PM, so anytime during that hour would be great. Right now we still have May 15th, May 22nd, June 5th and June 12th still available.

Will you please join us? If so, do these Fridays work for you? We understand you have a very busy schedule, so if another date and time works better for you, please let us know and we can make special arrangements if needed.

Sincerely,  
 Susana Martin & Gloria Casillas  
 4th Grade Dual Language Teachers  
 Buford Elementary School  
 (310) 613-2505 (Text/Call)



# Temas de seminarios web

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## Información es Poder y Foro Público

**Oradora principal:** Gabriela Teissier - Univision  
Presentadora de Noticias / Conductora, A Primera Hora

**Fecha:** 23 de julio del 2020

**Hora:** 10:00 AM - 12:00 PM

### Descripción:

Únase a OCRA para comenzar esta emocionante serie de seminarios web. Escuchará a Carmen Almora, una madre con un hijo adulto con una discapacidad del desarrollo atendida por el Centro Regional del Norte del Condado de Los Ángeles. Ella compartirá su experiencia trabajando con OCRA para acceder mejor a los servicios de su hijo. También escuchará a nuestra oradora principal Gabriela Teissier, una reportera de Univision que discutirá cómo se las arregla para ser madre de un niño con autismo y una figura pública. También tendrá la oportunidad de hacer preguntas y aprender de otras familias de habla hispana durante este foro público.

### Presentadores:

Carmen Almora - Madre de Cliente del Centro Regional

#### **Oradora principal:**

Gabriela Teissier - Univision Presentadora de Noticias / Conductora, A Primera Hora

#### **Liderazgo / personal de DRC:**

Eva Casas-Sarmiento - Abogada Gerente, OCRA

Katie Hornberger - OCRA Directora

Elizabeth Barrios - Mesa Directiva, DRC

Andrew J. Imparato - Director Ejecutivo, DRC

Nora Iglesias

**From:** Mayola Delgado  
**Sent:** Friday, September 6, 2019 1:24 PM  
**To:** Los Angeles - 5999 Center Dr  
**Cc:** Mayra Hernandez  
**Subject:** Volunteers Needed - Unidos Por Los Nuestros Day of Service - September 20  
**Attachments:** UnidosPorLosNuestros\_Day of Caring.jpg

REGISTER NOW | REGÍSTRATE AHORA



**UNIDOS**  
POR LOS  
**NUESTROS**  
UNIVISION SERVES OUR COMMUNITY

**FRIDAY, SEPTEMBER 20<sup>TH</sup>**

**TIME: 9:00AM – 3:00PM**

**Univision Los Angeles  
National Day of Service**

Wilmington Middle School  
STEAM Magnet  
1700 Gulf Avenue  
Wilmington 90744

Join us in our **Unidos Por Los Nuestros** day of service! We are partnering with Sharefest to host a media career day and looking for volunteers to share their stories with students to help encourage a career in media.

Wilmington MS is a STEAM Magnet school in the heart of the Port of Los Angeles with a student population that is 93% Hispanic.

The Rundown - Company News You Need to Know



Corporate Communications

To

Corporate Communications

Retention Policy

Univision - Entire Mailbox (Never) (Never)

Expires Never

[Reply](#) [Reply All](#) [Forward](#) [...](#)

Mon 9/9/2019 2:30 PM







34  
LOS ANGELES

UNIDOS  
POR LOS  
NUESTROS

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POR LOS  
NUESTROS

MEETING YOU

VISIONARIES  
HOPE  
BREAK  
ACTION

LAO

UNIDOS  
POR LOS  
NUESTROS

**Para Los Niños  
Charter Middle School  
SYLLABUS  
Journalism 1**

**Topics:**

- What is Journalism?
- Interviews
- Elements of News
- Bias Reporting
- Fake News?
- Evaluating Current Events
- Reader Response
- Write News!
- Experiential Media Skills  
(see below)

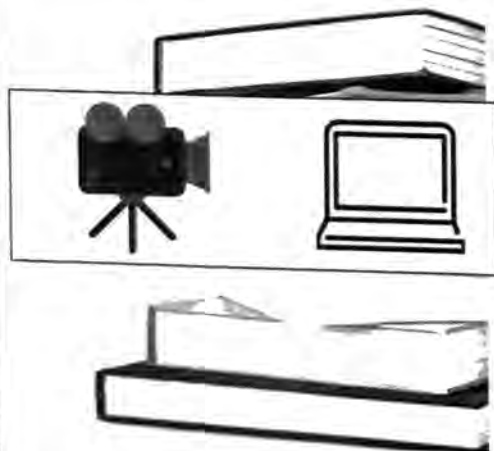
**Course Objectives**

It is expected that every student will:

1. complete the daily reading.
2. complete all vocabulary and grammar exercises.
3. keep a writing portfolio that they will periodically review.
4. Participate in media skills development opportunities (editing, camera work, etc.)\*

*This will be done with smaller groups of students.*

**Can we put a picture of cameras/computers below in addition the graphic of the books**



# Journalism

## Course Description

This journalism course is offered as an elective to serve the needs of the student who will benefit from special attention to development of fundamental reading, writing, speaking, and listening skills not currently part of the English Language Arts college-preparatory program. We are grateful to be able to use the resources donated by Univision to research and produce our own journalism. The course provides the student with an introduction to the world of journalism through the study of non-fiction, informational, editorials, short stories, and media texts. The emphasis is on news media study, introduction to technical production and writing skills. Each unit will have a secondary focus on spelling, vocabulary development, usage, mechanics, and sentence structure.

Students will practice the following Common Core skills:

**Production and Distribution of Writing**

\*Produce clear and coherent writing in which the development, organization, and style are appropriate to task, purpose, and audience.

\*Develop and strengthen writing as needed by planning, revising, editing, rewriting, or trying a new approach, focusing on addressing what is most significant for a specific purpose and audience.

\*Use technology, including the Internet, to produce, publish, and update individual or shared writing products, taking advantage of technology's capacity to link to other information and to display information flexibly and dynamically.

**Research to Build and Present Knowledge**

\*Conduct short as well as more sustained research projects to answer a question (including a self-generated question) or solve a problem; narrow or broaden the inquiry when appropriate; synthesize multiple sources on the subject, demonstrating understanding of the subject under investigation.

\*Gather relevant information from multiple authoritative print and digital sources, using advanced searches effectively; assess the usefulness of each source in answering the research question; integrate information into the text selectively to maintain the flow of ideas, avoiding plagiarism and following a standard format for citation.

\*Draw evidence from literary or informational texts to support analysis, reflection, and research.

1. The student will apply knowledge of word origins both to determine the meaning of new words encountered in reading materials and to use those words accurately. The student will read and understand grade-level-appropriate materials, analyze the organizational patterns, arguments, and positions advanced.

2. The student will write coherent and focused texts that convey a well-defined perspective and tightly reasoned arguments. Student writing will demonstrate awareness of audience and purpose and use of the stages of the writing process.

3. The student will write and speak with a command of Standard English conventions.

4. The student will formulate thoughtful judgments about oral communication and deliver focused and coherent presentations that convey clear and distinct perspectives and solid reasoning. The student will incorporate gestures, tone, and vocabulary tailored to audience and purpose.

## **Media/Journalism Skills Extension**

*As a way to enhance and support the learning from the above writing, research and oral skills development, students will learn hands-on media/journalism skills, as described below.*

### **7<sup>th</sup> Grade Journalism Elective Project List**

#### **August:**

- Introduction to Class Tools
- Video Camera operation
- Audio Recording
- Assign Positions for PLN News Team

#### **September:**

- Introduction to Editing Process
- Transfer of Footage to computer
- Using Adobe Editing software
- PLN News after school projects

#### **October:**

- Student Interview project
- Student Teams: Interviewer, Camera Person, Editor
- Select Interviewee candidate, develop questions, location, schedule

#### **November:**

- Editing Interviews
- Create storyboards
- Complete edit of interviews following Protocol
- Class presentation of final edit

#### **December:**

- PLN News coverage of sports teams
- PLN News coverage of Holiday events
- Edit and post to school website

#### **January:**

- Editorial Project
- Black History Month
- American President
- Immigration
- Educational Equality

#### **February:**

- Team editing and intro of after effects to Editorial projects
- Class Presentations

#### **March:**

- Narrative and Drama projects
- Team selection of Topics/Influences
- Script writing/scene planning

#### **April:**

- Editing of Narrative/Drama projects
- Class Presentation

**May:**

- PLN News coverage of 8<sup>th</sup> Grade class message
- Develop and edit "Reel" of work completed over the year
- PLN News coverage of End of Year events
- Re-edit Projects selected for Presentation at Open House and prospective student meetings



C-5: **Establishment of In-House EEO Training**

June 9, 2020 - Marisol Torres, Human Resources Manager, distributed the Annual EEO Policy Statement memo via e-mail to all Employment Unit employees.



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Corporate Human Resources  
West Coast – Los Angeles Office  
5999 Center Drive  
Los Angeles, CA 90045

**DATE:** June 9, 2020  
**TO:** All Employees  
**FROM:** Marisol Torres, Human Resources Manager  
**REFERENCE:** EEO Policy Statement

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This notice is being provided to you on an annual basis to remind you of our Station's policy on equal employment opportunity.

KMEX, KFTR, KLVE, KSCA, KRCD, KTNQ are committed to an equal employment opportunity environment. KMEX, KFTR, KLVE, KSCA, KRCD, KTNQ does not discriminate against its employees or applicants on the basis of race, color, gender, sexual orientation, age, pregnancy, religion, national origin, disability or medical condition, or marital status. KMEX, KFTR, KLVE, KSCA, KRCD, KTNQ will provide reasonable accommodation where required by state or federal law.

Equal employment opportunity will be extended to all persons in all aspects of the employment relationships, including hiring, training, promotions, pay, transfer, discipline, lay off and termination.

We are committed to achieving diversity in our workplace and to employ and advance minorities and women on the basis of individual merit, performance, and other job related criteria. This fundamental equal employment policy is emphasized throughout KMEX, KFTR, KLVE, KSCA, KRCD, KTNQ. Any questions regarding the Company's commitment to equal employment opportunity should be brought to the attention of your supervisor, or Corporate Human Resources, or the Law Department.