

## EEO Public File Report Form

### Onda Capital, Inc

Community of License: Washington, DC

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by WZDC-CD which is owned and operated by Onda Capital, Inc.

The information contained in this Annual EEO Report covers the time period from **June 1, 2015 to May 31, 2016** (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report Contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station about any new job openings, which are separately identified;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station during the Applicable Period.

The following sections provide the required information, and summarize the station EEO efforts during the Applicable Period.

This Annual Report was placed in the station's online public inspection file on **May 25, 2016** in accordance with the FCC's EEO Rules.

**SECTION 1: Full-Time Job Openings Filled During This Period**

Time Period Covered: **June 1, 2015 – May 31, 2016**

Stations in Employment Unit: **WZDC-CD**

<b>Full-time Positions Filled by Job Title and Date Filled</b>		<b>Recruitment Source that Referred the Person Hired</b>	<b>Number of Persons Interviewed</b>
1.	News Director (06/15/2015)	Indeed	4
2.	Master Control Operator (06/25/2015)	Employee Referral	1
3.	News Producer (07/06/2015)	Indeed	5
4.	Photojournalist (07/22/2015)	Indeed	5
5.	Director of Business Development & Special Events (01/01/2016)	Internal Promotion	1
6.	Account Executive (03/01/2016)	Internal Promotion	3
7.	Marketing Coordinator (03/01/2016)	Internal Promotion	1
8.	Marketing Manager (05/23/2016)	Indeed	3

Total Number of Persons Interviewed for All Job Positions: 23

**SECTION 2: Recruitment Sources**

Time Period Covered: **June 1, 2015 – May 31, 2016**

Stations in Employment Unit: **WZDC-CD**

Recruitment Source (Name, Address, Telephone Number, Contact Person)		Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1.	Indeed <a href="http://www.indeed.com/hire">http://www.indeed.com/hire</a>	17	News Director News Producer Photojournalist Marketing Manager
2.	Employee Referral Rene Avelar Master Control Supervisor Telemundo Washington DC 2775 S. Quincy Street, Suite 100 Arlington, VA 22206 (703) 820-8333	1	Master Control Operator
4.	Internal Promotion Senior Regional Business Development Executive Telemundo Washington DC 2775 S. Quincy Street, Suite 100 Arlington, VA 22206 (703) 820-8333	1	Director of Business Development & Special Events
5.	Internal Promotion Marketing Manager Telemundo Washington DC 2775 S. Quincy Street, Suite 100 Arlington, VA 22206 (703) 820-8333	3	Account Executive
6.	Internal Promotion Social Media & Communications Specialist Telemundo Washington DC 2775 S. Quincy Street, Suite 100 Arlington, VA 22206 (703) 820-8333	1	Marketing Coordinator

### **SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken**

Time Period Covered: **June 1, 2015 – May 31, 2016**

Station in Employment Unit: **WZDC-CD**

1. **On-Going Internship Program** – An on-going semester internship program that has been in place at the station for at least fifteen years. The station welcomes students from area universities and colleges who are motivated about expanding their knowledge and hands-on experience in a broadcasting environment. They must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Upon completion of the semester-long program, students are rewarded with course credit hours. The internship periods include the fall, spring, and summer semesters of each year. During the period covered by this report, Telemundo Washington DC has had four interns participate in our program, all in the News Department.
  
2. **Career opportunities** –
  - Nicole Quiroga, WZDC's Station Manager serves on the Latino Student Fund's board of directors. Part of her involvement includes mentoring high school students to demystify the college application process. She guides and supports students as they pursue their options for higher education.
  
  - On October 6, 2015 WZDC's Sports Anchor Moises Linares attended Career Day at San Miguel School in Washington D.C. San Miguel School uniquely serves low-income youth in the DC area with a preference for those living in poverty, and who would not otherwise have access to a high quality education. Moises Linares had the opportunity to share how he personally pursued his education and career, plus conducted a Q&A with a group of boys in grades six to eight.
  
  - On November 20, 2015 two ZDC employees attended Arlington Public Schools' 23<sup>rd</sup> Annual Latino Youth Leadership Conference at the Arlington Campus of George Mason University. The conference offers attendees the chance to participate in a motivational career and an identity leadership development workshop. On behalf of the WZDC station, News Anchor Sulema Salazar and Photojournalist Roberto Gonzalez-Homs conducted a workshop to share with participants grades 8-12 how they personally pursued their education and careers.
  
  - On April 16, 2016 members of the Telemundo Washington DC news team attended the 11<sup>th</sup> Annual Encuentro de Chicas Latinas de las Girl Scouts: A Convening of Latina Youth Leaders at Marymount University in Fairfax, VA. The conference is an innovative leadership conference designed to empower Latina youth, bringing together over 1,400 young Latinas from across the Washington DC metro area to learn the skills necessary to become community leaders. News Anchor, Sulema Salazar, Weather Anchor, Valeria Barriga, and Video Journalists, Valeria Aponte, Claudia Curiel, and Karla Flores conducted a workshop that addressed topics such as self-esteem/self-confidence, body image/perceptions of beauty, healthy living, career exploration/discovering your passion, taking action/making an impact and skill-building.

### 3. Job Fairs –

- **Georgetown University's Master's in Journalism Program Job Fair**, March 19, 2016 Washington, DC – Telemundo Washington DC participated with the National Association of Hispanic Journalists, Asian American Journalists Association, the National Lesbian and Gay Journalists Association, the Society of Professional Journalists and the Washington Association of Black Journalists. News Director, Maria Rozman, News Producer, Daniela Llargues, Sports Anchor, Moises Linares and Video Journalist, Karla Flores attended to highlight opportunities at the WZDC station.
- **7th Annual Business Expo**, March 15, 2016, Washington DC – Telemundo Washington DC sponsored the Greater Washington Hispanic Business Expo. This year's expo drew over 1,800 participants, including exhibitors and attendees. Exhibitors included small companies, corporations, embassies, prime contractors as well as federal and local government agencies in the Washington, DC metro area. Station representatives were on hand to speak to participants about the station, sales opportunities, community events and job opportunities. Station Manager, Nicole Quiroga, was a moderator for a panel on how to build successful businesses.