

Annual EEO Public File Report

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

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KHOT-FM/KQMR/KKMR/KOMR/KHOV-FM, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2010 to and including May 31, 2011 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2010 to May 31, 2011

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

Section 1: Vacancy Information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Marketing Coordinator	Internal Posting
2	On Air Talent	Univision.com
3	Producer/On Air Talent	Employee Referral

Total Number of Interviewees from All Sources: **23**

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2010 to May 31, 2011

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

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)		Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Arizona Hispanic Chamber of Commerce Contact: Receptionist 255 E. Osborn Rd., Suite #201 Phoenix, AZ 85012 Tel. (602) 279-1800	0	1,2,3
B	Area Agency on Aging Attn: Mai Gabil 1366 E. Thomas Road., #201 Phoenix, AZ 85014	0	1,2,3
C	Arizona State University Career Center – ASU P.O. Box 871312 Tempe, AZ 85287-1312	0	1,2,3
D	Arizona Commission of Indian Affairs Attn: Ron S. Lee, Exec. Dir. 1400 W. Washington, Ste. 300 Phoenix, AZ 85007	0	1,2,3
E	Chicanos Por La Causa Attn: Philip Quintana 2916 N. 35 th Ave, Suite 5 Phoenix, AZ 85017	0	1,2,3

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
F	Friendly House Contact: Edwin Leon 802 S. 1st Ave. Phoenix, AZ 85030	0	1,2,3
G	Greater Phoenix Urban League Attn: Employment specialist 3851 W. Weir Avenue Phoenix, AZ 85041	0	1,2,3
H	Phoenix College Attn: Job Placement Services 1202 W. Thomas Road Phoenix, AZ 85013	0	1,2,3
I	ASU (WEST) Contact: Allison Wallace HR 4701 W. Thunderbird Rd. Phoenix, AZ 85069	0	1,2,3
J	AZ Women's Ed & Employment Contact: Pam Paulsen 914 W. Hatcher RD Phoenix, AZ 85021	0	1,2,3
K	Centro De Amistad Contact: Julie 8202 Avenida de Yaqui Guadalupe, AZ 85283	0	1,2,3
L	Chicanos Por La Causa Attn: Employment Services 1112 E. Buckeye Road Phoenix, AZ 85034	0	1,2,3
M	Governor's Office of Equal Employment Contact: Shannon 1700 W Washington St. # 158 Phoenix, AZ 85007	0	1,2,3

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
N	Keys Community Ctr-SW Leadership Contact: Deborah Chapman 2454 E. Broadway Rd. Phoenix, AZ 85040	0	1,2,3
O	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Ste. 600 Phoenix, AZ 85012	0	1,2,3
P	South Mountain Job Service (AZ Workforce Conn.) Contact: DES Job Service 4635 S. Central Ave Phoenix, AZ 85030	0	1,2,3
Q	KHOV Attn: Christopher Barna 801 W. Wickenburg Way Wickenburg, AZ 85390	0	1,2,3
R	City of Phoenix Contact: Employment 200 W. Washington, 19th Floor Phoenix, AZ 85003	0	1,2,3
S	East Valley Institute of Tech. Attn: Alan Sudder 1601 W. Main Street Mesa, AZ 85201	0	1,2,3
T	Grand Canyon University Contact: Job Placement 3300 W. Camelback Rd. Phoenix, AZ 85017	0	1,2,3
U	High Tech Institute Contact: Job Placement 1515 E. Indian School Rd.	0	1,2,3

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
	Phoenix, AZ 85014 (602) 279-9700		
V	ITT Technical Institute Contact: Job Placement 1455 West River Rd Tucson, AZ 85704	0	1,2,3
W	KKMR – Casa Grande, AZ Contact: Office Manager sreyes@univisionradio.com	0	2,3
X	KUAT Communications Attn: Job Placement Services University of Arizona Tucson, AZ 85721	0	1,2,3
Y	KTNN – Radio Attn: Job Placement Services P.O. Box 2569 Window Rock, AZ 86515	0	1,2,3
Z	KTVW-Bolsa de Trabajo Attn: Dulce Rosadilla 6006 S. 30 th Street Phoenix, AZ 85042 drosadilla@univision.net	0	2,3
AA	LULAC Contact: Frank Carrillo 1604 E. Campus Drive Tempe, AZ 85282	0	1,2,3
BB	Maricopa Skill Center Contact: Job Placement 1245 E. Buckeye Rd Phoenix, AZ 85034	0	1,2,3
CC	Arizona Western College Attn: Program Director	0	1,2,3

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
	P.O. Box 929 Yuma, AZ 85366-0929		
DD	MCCD-Employment Contact: Rio Salado College 2323 W. 14 th Street Tempe, AZ 85281	0	1,2,3
EE	NAACP Contact: Job Placement 1818 S. 16 th Street Phoenix, AZ 8034	0	1,2,3
FF	National Education Center of AZ Contact: Job Placement 6829 N. 46th Ave Glendale, AZ 85301	0	1,2,3
GG	Dine's College Attn: Job Coordinator I Circle Drive Tsaile, AZ 86556	0	1,2,3
HH	Phoenix Job Corps. Contact: Job Placement 518 S. 3rd Street Phoenix, AZ 85004	0	1,2,3
II	Phoenix OIC Contact: Joe Allen 39 E. Jackson Street Phoenix, AZ 85004	0	1,2,3
JJ	Pima Community College Contact: Job Placement 4905 East Broadway Blvd. Tucson, AZ 85709	0	1,2,3
KK	Tucson Black Chamber of Commerce	0	1,2,3

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
	Attn: Job Placement Services P.O. Box 2385 Tucson, AZ 85702-2385		
LL	Tucson Hispanic Chamber of Commerce Contact: Ruben Romero 823 E. Speedway Tucson, AZ 85719	0	1,2,3
MM	South Mountain College Contact: Career Services Attn: Career Services 7050 S. 24 th Street Phoenix, AZ 85042 (602) 243-8123	0	1,2,3
NN	Tucson Hispanic Chamber of Commerce Contact: Ruben Romero 823 E. Speedway Tucson, AZ 85719 (520) 620-0005	0	1,2,3
OO	Valle Del Sol Contact: Job Developer 4117 N. 17 th Street Phoenix, AZ 85032	0	1,2,3
PP	YWCA of Maricopa County Contact: Job Placement 755 E. Willeta Phoenix, AZ 85006	0	1,2,3
QQ	Town of Guadalupe Attn: Tom Morales 9241 S. Avenida Del Yaqui Guadalupe, AZ 85281	0	1,2,3
RR	Westside Training Center Attn: Eloise Enriquez, Director	0	1,2,3

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
	2916 N. 35 th Avenue, #5 Phoenix, AZ 85040		
SS	AZ Women's Education & Employment (AWEE) Attn: Pam Paulsen 914 W. Hatcher Road Phoenix, AZ 85021	0	1,2,3
TT	Arizona Broadcasters Assoc. www.azbroadcasters.org	0	1,2,3
UU	Corestaff Services Attn: Danielle Grimley Senior Recruiter 8941 Harlen Street Westminster, CO 80031 303 425-6646 Danielle.Grimley@corestaff.com	2	1
VV	Keys Community Center-SW Leadership Attn: Deborah J. Chapman 2454 E. Broadway Road Phoenix, AZ 85040	0	1,2,3
WW	National Association of Hispanic Journalists 1000 National Press Bldg. Washington, DC 20045	0	1,2,3
XX	DES Job Service South Mountain Job Service 4635 S. Central Avenue Phoenix, AZ 85040	0	1,2,3
YY	Employee Referral	5	1,2,3
ZZ	Univision – SIP Attn: Juan Jose Ayala jayala@univisionradio.com	0	2,3

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
AAA	Native American Connections Attn: Job Placement Services 4520 N. Central Ave., Ste #600 Phoenix, AZ 85012	0	1,2,3
BBB	Mexican Consulate Attn: Cristina Salcedo 1990 W. Camelback, Ste. 110 Phoenix, AZ 85015	0	1,2,3
CCC	Collegiate Broadcasters Attn: Will Robedes cbjob@mailman.rice.edu	0	1,2,3
DDD	DeVry Institute of Technology Attn: Gerri Dames gdames@devry.edu	0	1,2,3
EEE	Collins College Attn: Amy Roberts Aroberts@collinscollege.edu	0	1,2,3
FFF	Internal Posting	4	1,2,3
GGG	Careerbuilder.com	8	1,2,3
HHH	Walk-In/Phone-In	1	2
III	Univision.com Career Opportunities	3	1,2,3

*Indicates sources that have requested notification of job vacancies at the SEU.

Appendix 3 to

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Covering the Period from June 1, 2010 to May 31, 2011

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

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

Participation in Job Fairs:

November 10, 2010 - Univision Radio participated at the Arizona Broadcasters Career Fair held from 10 a.m. through 2:00 p.m. at the Pima Community College in Tucson, Arizona. H.R. Manager, Laura Wright and Programming Director, Nelson Oseida participated and distributed job listings of positions available with Univision Radio, answered job seeker's and student's questions regarding job opportunities, internships, and careers in broadcasting.

March 22, 2011 – Univision Radio participated at the annual Department of Economic Security-Career Expo in Phoenix, AZ. Promotions Director, Aide Gonzalez and HR Manager, Laura Wright answered job seeker's questions regarding job opportunities, internships, and careers in broadcasting.

April 7, 2011 - Univision Radio participated at the Arizona Broadcasters Career Fair from 10:00 a.m. – 2:00 p.m. at Scottsdale Community College, in Scottsdale, Arizona. Laura Wright, H.R. Manager and Jackie Trevizo distributed job listings of positions available with Univision Radio, answered job seeker's and student's questions regarding job opportunities, internships, and careers in broadcasting.

Internship :

A Glendale Community College student participated in our internship program and received training in the areas of Promotions and Programming during the Fall semester of 2010 (8/21/2010 – 12/17/2010). The student completed the number of hours required to receive internship credit.

Participation in educational Career Days to promote opportunities in broadcasting:

On March 27, 2011 – General Manager, Mary McEvelly was invited by Westview High School, in Peoria AZ as a mentor for their Spanish Classes during Career Day. Mary discussed careers in broadcasting for bilingual professionals.

On May 6, 2011, Program Director, Nelson Oseida was invited to participate at Rosalinda Middle School as a Speaker for a Day. Nelson spoke to middle school students about the importance of staying in school. He also allowed students to act as an “On-Air” DJ using a portable audio system. Nelson answered questions regarding his personal career in Radio and other opportunities available in the broadcast industry.

On May 10, 2011, Program Producer, Pablo Palomino participated at the Cordova Primary School - Career Day. Pablo spoke with five groups of children regarding his personal job experiences as a Radio “Show Producer” and discussed other careers in the broadcast industry.

On May 16, 2011, “On-Air” Personality, Edna Chapa (Angel Baby) was invited by South Mountain High School – Radio Broadcast Class in Phoenix, AZ as a guest speaker. Edna shared her experiences as a DJ and answered questions regarding reporting, remotes and general inquiries about the broadcast industry.

On May 19, 2011, National Sales Manager Eric Bench participated in a Career Day at Las Sendas Elementary School in Mesa, AZ. Erick spoke to 28 students and shared his personal career experience in broadcast radio and what the various careers at a radio station would be like.

Participation in Job Banks:

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