

Annual EEO Public File Report Form

Radio Stations KLQV (FM) and KLNK (FM), San Diego, CA Univision Radio San Diego

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): KLQV(FM) and KLNK(FM), San Diego, California 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 August 1, 2010 to and including July 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. 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 and/or over the telephone.

**Appendix 1
to
Annual EEO Public File Report Form**

Covering the Period from August 1, 2010 to July 31, 2011

Station(s) Comprising Station Employment Unit: **KLQV and KLVN**

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Account Coordinator	Core Staffing Agency
2	Retail Account Executive	Hispanic Chamber of Commerce
3	Account Executive	Industry referral
4	National Account Coordinator	Industry referral (TV)

Total Number of Persons Interviewed During Applicable Period: 32

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Covering the Period from August 1, 2010 to July 31, 2011

Station(s) Comprising Station Employment Unit: **KLQV and KLVN**

Section 2: Recruitment Source Information

The employment unit has not received such a request for job opening notifications.

	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
A	Hispanic Chamber of Commerce 1250 Sixth Avenue San Diego, CA 92101 Myrna Durazo 619-702-0790	1 1	Retail Account Executive Nat'l Acct. Coordinator Account Executive
B	Careerbuilder.com 600 West Broadway Suite 2150 San Diego, CA 92101 (619) 235-0600 Attn: Helen Strachan	3 5 1	Marketing Coordinator Retail AE Account Executive Natl. Acct. Coordinator
C	California Broadcasters Association 915 "L" Street, Suite 1150 Sacramento, CA 95814 (916) 444-2237		Account Coordinator Retail AE Account Executive Nat'l Acct. Coordinator
D	Palomar College Meg Banta 1140 West Mission Road, San Marcos, CA 92069 Tel: 760-744-1150 E-mail: mbanta@palomar.edu		Retail AE Nat'l Acct. Coordinator
E	AMFMjobs.com		Nat'l Acct. Coordinator
F	Inter-company posting	1	Marketing Coordinator All positions

G	Office Team (Local Division) Christine Aseron 600 West Broadway Suite 2100 San Diego CA 92101 619-234-3078		
H	Alliance for Women in Media 8405 Greensboro Drive Suite 800 McLean, VA 22102 703-506-3290 Via Website Previously American Women in Radio and Television		Account Coordinator Retail AE Account Executive
I	KLQV/KLNV On-Air announcements 600 West Broadway Suite 2150 San Diego, CA 92101 (619) 235-0600		
J	Industry referral	2	Nat'l Acct Coordinator
K	Employee referral	3 4	Retail Acct. Exec. Account Executive
L	Grossmont College Mary Leslie 8800 Grossmont College Dr. El Cajon, CA 92020 619-644-7533	2	Nat'l Acct Coordinator
M	Foundation College Donna Boyd 404 Camino del Rio Suite 100 San Diego, CA 92108 619-683-3273		
N	Employment Development Dept Bernice Jenkins 8810 Rio San Diego Drive, San Diego, CA 92108 Fax: 619-400-0080 Bjenkin1@edd.ca.gov		Nat'l Acct Coordinator
O	Southern California Broadcasters Association Job Alert	1	Nat'l Acct. Coordinator

P	Chicano Federation of San Diego 3180 University Avenue Ste 317, San Diego, CA 92164 Raymond Uzeta Phone:619-285-5600 Fax: 619-285-5616		Retail AE
Q	Broadcast Services Mark Holloway P.O. Box 4116 Oceanside, CA 92052 Tel: 760-754-8177 Fax: 760-754-2115 admin@amfmjobs.com		
R	San Diego City College Larry Maxey 1313 12 th Avenue San Diego, CA 92101 Tel: 619-388-3722 Fax: 619-388-3403 lmaxey@sdccd.net		Nat'l Acct. Coordinator
S	Core Staffing	3	Marketing Coordinator
T			
U	Walk-In	1	Marketing Coordinator
V	Monster.com	2 1	Retail Acct Exec. Account Executive
W	Station website	1	Retail Acct Exec.

Univision Radio, San Diego, continues to make regular on-air announcements inviting interested parties who might wish to receive employment notices to contact, Helen Strachan, Office Administrator. The employment unit has not received any requests for job opening notifications during this period.

Univision Radio, San Diego is a member of Alliance for Women in Media (previously American Women in Radio and Television), the Southern California Broadcasters, California Broadcasters Association, and the National Association of Broadcasters.

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Covering the Period from August 1, 2010 to July 31, 2011

Station(s) Comprising Station Employment Unit: **KLNV and KLQV**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Participation in Events Sponsored by Educational Institutions

June 2011, we implemented Intern Programs in the Community Affairs Department and the Sales Department.

A student of Southwestern College, San Diego, CA. her supervisor during her internship will be Mery Lopez-Gallo, Community Affairs Director.

Student will assist with our Community Calendar which is used on a regular basis by our Recuerdo station for daily information on community activities throughout the county.

Student will assist with creating PSA's and learn to edit PSA's.

Student will also assist Mery Lopez-Gallo to schedule new guests and recruit guest speakers. This will include crating a roster file of all local organizations on both sides of the border.

Student will also assist with returning phone call inquiries from our listeners of "Da Viva Voz" weekly show.

A student with UEI College will assist the Sales Department Account Executives and Coordinators in the day to day working of sales administration. Her supervisor during her term with us will be Sabina Widmann Hernandez, National Account Manager.

Student will go on client calls with sales personnel. Assist with sales PowerPoint proposals and recaps of promotional events involving our clients.

Both interns are supervised by a manager and their participation in our internship program will be used as part of their final grade. The skills they will learn during their time with us can further their career efforts in the broadcast industry.

Participation in Job Fairs

KLQV and KLVN, Univision Radio/San Diego participated in a Job Fair with the National Association of Broadcasters. This Career Fair took place in Las Vegas on April 13, 2011. Georgette Karavas, Business Manager, attended this Career Fair on behalf of the stations. The job fair attracted over 1,200 attendees and many of these attendees visited our booth to request information on employment opportunities with Univision Radio/San Diego.

KLVN/KLQV listed each full time opening in a job bank or newsletter of a media trade group with a broad based membership, including participation of women and minorities, such as the California Broadcasters Association and Women in Radio and Television.

In House Training

During the month of October, Carlos Gutierrez, part-time Promotions Assistant, was given instructional sessions by Jose Serrato, Production Director. Carlos now has the abilities to record commercials, assist with PSA's and any other services offered by the Production Department.

During these sessions, Carlos was trained to record voice for promotional announcements and commercials produce and load promotional announcements and commercials to Audio Vault. Carlos was trained in Audition software and Audio Vault.

Carlos has learned the basics of production. He has the knowledge to operate Audition 3.0, he knows how to use the transport window, insert audio files and audio clips into a multi-track session and in the edit window. Carlos has also learned how to use processing effects that are included in the software.

In Audio Vault Carlos has learned how to load a spot from creating a cart, labeling, editing and trimming of the audio to replacing audio in existing carts. He can also look up a specific cart which the Traffic Department or an Account Executive might ask for.

Carlos was also received training to create air checks requested by our clients. He follows the air check request turned in by the Account Executive, accesses the logger for the audio, makes a copy of the audio and sends via Mp3 to our Account Executive.

Carlos has filled in for the Production Director while he is on vacation and now has learned skills which can further his career in the broadcast industry.

All managers are asked to participate in on-line courses regarding several forms of "Harassment in the Workplace". All managers must complete several in-depth courses with a review and final test to ensure they understand all forms of harassment that must not be found within our workplace and if any harassment is seen it must be reported to the Human Resources Department immediately.