

Annual EEO Public File Report
(March 23, 2010 - March 23, 2011)

Univision Radio-Houston Stations
KLAT (AM), KLTN (FM), KOVE (FM), KAMA (FM),
KQBU (FM), KPTY (FM)

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): KLAT (AM), KLTN (FM), KOVE (FM), KAMA (FM), KQBU (FM) KPTY (FM) are 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 March 23, 2010 to and including March 23, 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 and/or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from March 23, 2010 to March 23, 2011

Station(s) Comprising Station Employment Unit: Univision Radio-Houston Stations: KLAT (AM), KLTN (FM), KOVE (FM), KAMA (FM), KPTY (FM) and QOBU (FM).

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Account Coordinator	University of Houston
2	Account Executive (5 hires)	Career Builder Job Fair Professional Referral (2) Walk In (2)
3	Assistant Promotions Director QOBU/KLAT	Internet Listing
4	Creative Writer	Univision Employee
5	Marketing Coordinator	Corestaff
6	Programming Assistant/Corporate Compliance	Univision Employee
7	Promotion Coordinator (2 hires)	TAB Univision Employee
8	Promotions Technician (3 hires)	Univision Radio Broadcasting Remote Univision Employee Walk In
9	Site Manager/Local Presence	Work in Texas Website

Total Number of Persons Interviewed During Applicable Period: 95

Appendix 2 to

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Covering the Period from March 23, 2010 to March 23, 2011.

Station(s) Comprising Station Employment Unit: **Univision Radio-Houston Stations** KLAT (AM), KLTN (FM), KOVE (FM), KAMA (FM), KPTY (FM) and KQBU (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 [INSERT JOB NUMBER FROM APPENDIX 1]
A	The Workforce Solutions Attn. Juliette Chacon 8231 Broadway. Houston, TX 77061 juliette.chacon@wrksolutions.com (713) 847-6118	0	1-9
B	University Career Services University of Houston 106 Student Service Center1 Houston, TX 77204-3040 www.career.uh.edu (713) 221-8980	5	1-3, 5, 6- 9
C	University of St. Thomas Career Planning & Placement Center Attn: Diana R. Garcia 3800 Montrose Blvd. Houston, TX 77006 garciad@stthom.edu (713) 525-3160	0	1-9
D	Ohio/Illinois Center for Broadcasting Attn: Gary James National Placement Director 9000 Sweet Valley Dr. Valley View, Ohio 44125 gary@beonair.com		1-9

E	Lamar State College Job Placement – Attn. Karon Jackson P. O. Box 310 Port Arthur, TX 77641 Karon.jackson@lamarpa.edu (409) 984-6418	0	1-9
F	AWRT Job Bank American Women in Radio and Television - Deborah Chambers 1945 Allen Parkway Houston, TX 77002 www.mediaalliancehouston.org	0	1-9
G	Galveston Chamber Of Commerce Job Placement Office – Attn.: Cindy Shultz 519 – 25th St. Galveston, TX 77550 (409) 763-5326	0	1-9
H	Columbia College Chicago portfoliocenter@colum.edu	0	1-9
I	Kim Watson Lee College Student Career & Employment Office P. O. Box 818 Baytown, Texas 77522 kwatson@lee.edu	0	1-9
J	Dora Saucedo Minority Student Organizations 3110 Mustang Rd. Alvin, TX 77511	0	1-2, 3, 5-9
K	Latino Learning Center Attn.: Rey Paolomarez 3522 Polk , Houston, Texas 77002 llc_org@hotmail.com (713) 223-1391	0	1-9
L	UST Career Center Attn: Job Placement 3800 Montrose Blvd. Houston, Texas 77006	0	1-9

M	LULAC Career Planning & Placement Office Attn.: Rose Ann Blanco 2220 Broadway, Houston, TX 77012 blancorose@yahoo.com (713) 641-2463	0	1-9
N	HCC Central Campus 1300 Holman Houston, Texas 77004	0	1-9
O	Houston Hispanic Chamber Of Commerce Attn.: Job Placement 1801 Main Street Suite 1075 Houston, TX 77002	0	1-9
P	Houston Baptist University Planning & Placement Center – Attn.: Pat Evans 7502 Fondren Rd, Houston, TX 77074 (281) 649-3000 Ext. 3227	0	1-9
Q	The Houston Assoc. Of Hispanic Media Professionals P.O. Box 273394 Houston, TX 77277 info@hahmponline.org	0	1-9
R	Houston Community College SE Attn.: James Corona 3100 Main Houston, TX 77002 (713) 718-6826 James.corona@hccs.edu	0	1-9
S	University of Phoenix Attn. Kimberly Guillory 11451 Katy Freeway Houston, TX 77079 Kimberly.Guillory@phoenix.edu (713) 465-9966	0	1-9
T	Camara de Empresarios Latinos de Houston Attn: Rodolfo Gonzalez 4500 Bissonnet Suite 365 Houston, Texas 77401 713 774-5002 info@empresarioslatinos.org	0	1-9
U	Texas Association of Broadcasters Job Placement – Attn. Craig Bean 502 E. 11th Street, Suite 200 Austin, Texas 78701 E-mail: craig@tab.org (512) 322-9944 (512) 322-0522 (fax)	10	1-9

V	Ser For Progress 7211 Regency Square #150 Houston, Texas 77036 Yolanda.cano@serhouston.org	0	1-9
W	Houston-Tillotson College Office of Career & Graduate Development 900 Chicon Street Austin, Texas 78702 ptleverington@htu.edu	0	1-3, 5-9
X	Professional Referral	26	9
Y	Ms. Margaret Ferguson Job Placement Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 mferguson@alvincollege.com	0	1-3, 5-9
Z	Sylvia Lopez Harris County Employment 1310 Prairie #200 Houston, Texas 77004	0	1-3,5-9
1	Rae Zamarripa Houston Works 600 Jefferson Suite 900 Houston, Texas 77002 T	0	1, 2, 5-9
2	Careerbuilder.com c/o HR Director 5100 Southwest Freeway Houston, Texas 77056	18	1-3, 5-9
3	Walk-in/Call-in	22	2, 6, 8, 9
4	Community Career Services University of TX Austin 1 University Street Austin, TX 78712		1-3, 5-9
5	Victor Palma Equal Rights Organization, Inc. 6060 Brookglen Suite B Houston, Texas 77017		1-9
6	Hace Career Fair (Hispanic Alliance for Career Enhancement)	1	2
7	Texas A & M University Human Resources Department College Station, Texas 77843		1-3, 5- 9
8	Texas Workforce Commission	3	1-3,5-9

	www.workintexas.com belindacook@twc.state.tx.us		
9	Internal Posting/Radio Web-site	1	1-9
10	Corestaff Services	6	1, 5
11	UVN Broadcasting Remote	1	8
12	National Association of Broadcasters NAB.org	2	6

* Indicates sources that have requested notification of job openings.

Appendix 3 to

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Covering the Period from March 23, 2010 to March 23, 2011

Station(s) Comprising Station Employment Unit: **Univision Radio-Houston Stations**
KLAT (AM), KLTN (FM), KOVE (FM), KAMA (FM), KPTY (FM) and KQBU (FM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KLAT (AM), KLTN (FM), KOVE (FM), KQBU (FM), KPTY (FM) and KAMA (FM)

The employment unit listed openings with the Texas Association of Broadcasters, a job bank of a media trade group with broad-based membership (including women and minorities).

On April 7, 2010, the stations participated in the Southeast Student Appreciation Day Job Fair at the Houston Community College Career Center in the Southeast Campus. In attendance was Patricia Hernandez, Executive Assistant to the GM and EEO Officer which has hiring authority for Univision Radio – Houston.

On May 16, 2010, Univision Radio – Houston, hosted its annual Cinco de Mayo Celebration. This event facilitated our ability to disseminate information concerning job vacancies and provided a source for recruitment. Several hiring managers were on hand including Mark Masepohl, Senior Regional Manager and David Burdette, Station Manager.

On June 10, 2010, the stations participated in the HACE (Hispanic Alliance for Career Placement) Career Conference, at the Westin Galleria from 10:00 am until 3:00 pm. In attendance was Patricia Hernandez, Executive Assistant to the GM and EEO Officer which has hiring authority for Univision Radio – Houston.

On June 29, 2010, the stations participated in a Houston Career Fair where Careerbuilder teamed up with University of Phoenix from 10:00 am – 3:00 pm in the Westin Galleria-Houston Hotel. The candidates came from a wide range of industries and experience levels. In attendance was Patricia Hernandez, Executive Assistant to the GM and EEO Officer, who has hiring authority for Univision Radio – Houston.

On October 13, 2010, the stations participated in a Career Job Fair at the Houston Community College Southeast. In attendance was Patricia Hernandez, Executive Assistant to the GM and EEO Officer which has hiring authority for Univision Radio – Houston.

On November 4, 2010, the stations participated in a TAB's Career Expo at the Houston Community College West Loop Campus. In attendance was Patricia Hernandez, Executive Assistant to the GM and EEO Officer which has hiring authority for Univision Radio – Houston.

On February 19, 2011, the stations participated in the Houston Hispanic Forum –Career and Education Day 2010, at the George R. Brown Convention Center from 8:00 am until 3: 00 pm. In attendance were Jason Vasquez, KLAT/KQBU Assistant Promotions Director, Victor Herrera and Perla Jauregui, Promotions Technician and Nestor Enriquez, Client Services Director, who has hiring authority for Univision Radio – Houston.

KLAT-AM/KLTN-FM/KOVE-FM/KQBU-FM/KPTY-FM and KAMA-FM have established an Internship Program which we provide the opportunity for students enrolled in an accredited institution of higher learning and who are interested in pursuing a career in the broadcast and media industry to practice or acquire the skills needed for employment in the broadcasting industry. The Internship Program is a year-round supervised opportunity for the student to work alongside professionals in the broadcast industry. We also offer internships in the Promotions, Programming, Sales/Research and Production Departments. The program is an on-hands experience for the intern outside the classroom setting. During the reporting period, 8 interns from the following schools participated in the program:

University of Houston
Sam Houston State University
University of Zulia (Maracaibo, Venezuela)
Texas A &M