

Annual EEO Public File Report Form

Stations WKAQ, WKAQ-FM, WUKQ, WKUQ-FM AND WYEL-AM

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): WKAQ, WKAQ-FM, WUKQ, WUKQ-FM, WYEL-AM 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 October 1, 2010 to and including September 30, 2011.

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 October 1, 2010 to September 30, 2011

Station(s) Comprising Station Employment Unit: **WKAQ, WKAQ-FM, WUKQ
WKUQ-FM and WYEL-AM**

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Programming Coordinator	El Nuevo Día Newspaper
2	Programming Assistant	Internal Posting

Total Number of Persons Interviewed During Applicable Period: 19

Appendix 2 to

Annual EEO Public File Report Form
Covering the Period from October 1, 2010 to September 30, 2011

Station(s) Comprising Station Employment Unit: **WKAQ, WKAQ-FM, WUKQ, WKUQ-FM, and WYEL-AM**

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	El Nuevo Día Newspaper Pque. Industrial Amelia Guaynabo, PR 00906 Olga Rodríguez (787) 641-8000	14	Programming Coordinator (6) Programming Assistant (8)	
B	El Vocero Newspaper PO Box 9067515 San Juan, PR 00906-7515 Ana Cruz / Araceli Acevedo (787) 724-1485		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
C	University of Puerto Rico - Recinto Río Piedras Ave. Ponce de León Río Piedras, PR 00926 Dr. Eliseo Colón Zayas (787) 764-0000		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
D	University of Puerto Rico - Recinto Ponce PO Box 7186 Ponce, PR 00732 Tel. 844-8181 Rosaira Miranda		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
E	Sagrado Corazón University Depto. Colocaciones Tel. 728-1515 Zenaida Hance		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
F	Sagrado Corazón University Communications Dept. PO Box 12383 San Juan, PR 00914-0383 Tel. 728-1515 Carmen Sara García		Programming Coordinator (0) Programming Assistant (0)	Programming Programming

G	Interamericana University - Bayamón 500 Carr. Dr. John Will Harris Bayamón, PR 00957 Tel. 279-1912 Mary Joe Vizcarrondo		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
H	University of Puerto Rico - Recinto Arecibo Arecibo, PR 00614 Tel. 815-0000, X 3550 Juan Luciano		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
I	Consortio Bayamón/Comerio Apartado 1588 Bayamón, PR 00960 Michael Barreto (787) 995-1700		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
J	Alianza Municipal de Servicios Integrados Caguas/Guayama/ Cayey/Aibonito Apartado 8518 Caguas, PR 00725 María M. Torres (787) 744-5329		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
K	Consortio Guaynabo/Toa Baja Call Box 11864 Caparra Heights, Guaynabo 00922 Yolanda Rivera (787) 720-4040 X6169		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
L	Consortio Municipio de San Juan San Juan, PR 00906 Olga Torres (787) 289-0460		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
M	Agencia Munic. De Oportunidades de Empleo Apartado 899 Pueblo Station Carolina , PR 00986 Iris Rosado (787) 752-4090		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
N	Municipio Autónomo Ponce PO Box 33-1709 Ponce, PR 00732 Sylvia Rivera (787) 840-2900		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
O	Consortio La Montaña RR 01 Box 2004 Cidra, PR 00739-9601 Jenniffer Ortiz (787) 739-1370		Programming Coordinator (0) Programming Assistant (0)	Programming Programming

P	Consortio Mayagüez/Las Marias C. Martínez Nadal # 63 Mayagüez, 00680 Carmen López (787) 265-3735		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
Q	Consortio Norte Central Arecibo Arecibo, PR 00614 José Acevedo Tel. (787) 879-4530		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
R	Consortio Noreste Elsa Cruz (787) 888-3030		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
S	Consortio Noroeste Aurelio González (787) 882-2500		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
T	Consortio Sur Central José Hiram Soto Tel. (787) 803-0119		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
U	Consortio Sureste Luis E. González (787) 937-0000		Programming Coordinator (0) Programming Assistant (0)	Programming Programming
V	Consortio Suroeste Apartado 246 San Germán, PR 00683 Vilma Pedroza (787) 892-1000		Programming Coordinator (0) Programming Assistant (0)	
W	Internal Posting	2	Programming Coordinator (1) Programming Assistant (1)	
X	Employee Referral	3	Programming Coordinator (1) Programming Assistant (2)	
Y	American University Sr. Jaime González (787) 620-2040			

* Indicates sources that have requested notification of job openings.

Appendix 3 to

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Covering the Period from October 1, 2010 to September 30, 2011

Station(s) Comprising Station Employment Unit: **WKAQ, WKAQ-FM, WUKQ, WUKQ-FM, and WYEL-AM**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **WKAQ, WKAQ-FM, WUKQ, WUKQ-FM and WYEL-AM**

Internship Program:

We continue our Internship Program. Four new students participated last semester (January to May) in our Program. Three of them were assigned to the News Department, learning how to operate the audio console and how to prepare, compose and edit notes for breaking news and weather and sports segments. The fourth student was assigned to the Marketing Department. This student learned how produce a campaign in TV for both radio stations, how to gather information for internal surveys, how to monitor listeners response to our shows through our internet sites and how to coordinate special projects for the station such as sponsoring a movie launch.

They also had the opportunity to watch everything that takes place in the cabin during a live show.

Participation in Job Fairs:

On April 27, 2011, we sponsored an informative and educational session named "Encuentro con Univision" at Sagrado Corazón University. Managers of our Radio and TV staff delivered a lecture to students (half hour, each one) where they talked about employment opportunities in Radio and TV and brought their personal work experiences through the years to students with the purpose of giving them a wide vision about what we do, how we do it and how they need to prepare to look for those opportunities. News Director (TV & Radio), Community Relations Manager, Production Manager, Engineering VP, News Operations Manager, News Assignment Editor (Radio) and Sales Director (Radio) answered questions from students immediately after their individual participations. We also had the opportunity to promote our Internship Program.

On September 14, 2011 we conducted the same activity at the Interamerican University of Puerto Rico, Bayamon campus. In this occasion, the participants were the News Assignment Editor (Radio), Programming Director (TV), Promotions Manager (TV), Community Relations Manager, Production Supervisor (Radio), News Director (TV & Radio) and the Local Sales Manager (TV). The managers delivered a lecture focused on the students of the Communications Department (half hour, each one) and answered questions from students immediately after their participations. We promote the Internship

Program to students and collected resumes of students and general public who are interested in careers in the Company.

This event was broadcast live through the college radio station and via live stream channel (U-Stream). All the broadcast was operated by the students of Communications Department who also include interviews and highlights of the managers' sessions. The live stream channel had 397 viewers during the transmission of the event. These viewers are in addition to the people who attended the event in person. The University played an important role in promoting the activity through the social networks (Facebook, Tweeter) and their website. The event had a positive reception from the community (university and general public) and the sessions were filled to capacity.

Both events were advertised in our daily TV newscasts (four (4) editions of Monday thru Friday and two (2) weekends' editions) and in both radio stations (WKAQ-580 and KQ-105) during three (3) consecutive days before the event.