

Annual EEO Public File Report

KBNA-FM, KQBU-AM, KAMA-AM

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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 stations KBNA, KQBU and KAMA 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 April 1, 2015 to and including March 31, 2016 (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

Covering the Period from April 1, 2015 to March 31, 2016

Station(s) Comprising Station Employment Unit: KBNA-FM/KQBU-AM, KAMA-AM

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	VP-GM-DOS	Linked In
2	Account Coordinator	UCI Career Page
3	Account Executive 2015	UCI Career Page
4		
5		
6		

Total Number of Persons Interviewed During Applicable Period: 31

Appendix 2 to

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Covering the Period from April 1, 2015 to March 31, 2016

Station(s) Comprising Station Employment Unit: KBNA-FM/KQBU-AM, KAMA-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	University of Texas at El Paso, Career Center, Employer Relations Ed. Maldonado (presently no longer with UTEP), Emaldonado6@utep.edu Tina Ramón ciramon@utep.edu 915-747-5640 careers@utep.edu		ALL
B	Career Services, El Paso Community College, Silvia Domínguez sdomin28@epcc.edu jobs@epcc.edu , or careerservices@epcc.edu 915-831-2636		ALL
C	New Mexico State University, Career Services Elizabeth Ortega hirenmsu@nmsu.edu 575-646-1361		ALL
D	University of New Mexico, Keith A. Hitz –Employer Outreach Manager- khitz@unm.edu and Denise Montoya (presently no longer with UNM) montoyadi@unm.edu unmjobs@unm.edu 505-277-0953		ALL

E	Univision Radio companywide Career Services Posting - INTRANET	26 ¹	ALL
F	Radio (KBNA/KAMA) ON AIR 2211 E. Missouri El Paso, TX 79903 915- 231-3000		3 (AE)
G	Radio (KBNA/KAMA) PUBLIC COMMON AREAS 2211 E. Missouri El Paso, TX 79903 915-231-3000	1	ALL
H	Walk Ins & Referrals to radio stations		
I	Work Force Solutions BORDERPLEX, Rafael Ramos Rafael.ramos@borderplexjobs.com 915-887-2342		2 (AC) & 3 (AE)
J	Women and Minority Wise Latina- Mujer Obrera Cemelli de Aztlan (915) 799-2890 cdeaztlan@gmail.com Hilda Villegas or Cynthia Reneria info@mujerobrera.com		2 (AC) & 3 (AE)
K	Radio Notas - Trade publication www.radionotas.com		ALL
L	LinkedIn- Professional Web Site.	2	1 (VP-GM-DOS)
M	AD Federation of El Paso Gabriel Acuña- gabe.acuna@culturespanmarketing.com 373-7537		3 (AE)
N	Career Builder.com 200 N. LaSalle St. Ste. 1100 Chicago, IL 60601 (713) 965-2304	2	1 (VP-GM-DOS)

* Indicates sources that have requested notification of job openings.

¹ Twenty-six interviewees posted applications through this recruitment source during the reporting period. In some cases, interviewees may have first observed job vacancy announcements through one or more additional recruitment sources.

Appendix 3 to

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Covering the Period from April 1, 2015 to March 31, 2016

Station(s) Comprising Station Employment Unit: KBNA-FM/KQBU-AM, KAMA-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KBNA-FM/KQBU-AM, KAMA-AM

1. Throughout the reporting period KBNA and KAMA emailed and/or posted new full time opportunities with a wide range of recruitment sources that include those that reach a significant number of minority candidates. Recruitment sources were informed and we requested their assistance in posting these positions at their location, as well as in their web sites.
2. From April 18th to May 8th, 2016 KBNA and KAMA aired over 240 PSAs in which we invited listeners participate in *Young Women's Butterfly Effect Event* for which the proceeds went for **scholarship for young women in our community**. We also aired a 25 minute interview on our community show *Conozca Su Comunidad* on Sunday April 6th and May 3rd 2015 at 7:30
3. On May 1st, 2015; KBNA and KAMA attended the Montwood Middle School (El Paso, TX) **Career Day event**. Held from 8 AM to 11:30 AM. Angela Navarrete, VP/GM/DOS manager presented information on careers in the Radio Industry to the Middle School age Students. She interacted with the students and answered their questions.
4. On August 19th, 2015; KBNA and KAMA attended the Workforce Solutions **BORDERPLEX Job Fair** from 8 am to 12 pm- at the Convention Center on 1 Civic Center Plaza, El Paso TX 79901. Angela Navarrete, VP/GM/DOS with support from our Promotion Team (Leslie Loya & Yanara Vazquez) attended the Job Fair.
5. On November 4th, 2015; KBNA and KAMA attended the International Business College **Job Fair** from 10 am to 1 pm- their East Campus on 1155 N. Zaragosa, Suite 100, El Paso TX 79907. Angela Navarrete, VP/GM/DOS attended the Job Fair.
6. From December 7th, 2015 to January 22nd, 2016; UCI held the **Women's Leadership Academy** (Smith College and UCI collaboration) to develop Women leaders and leadership skills to help women advance in their careers. Norma Thayne-Perez of KBNA and KAMA was selected to participate in these training sessions. She successfully completed all the training.



MODULE I - NY TUESDAY DECEMBER 8, 2015	MODULE II - NY WEDNESDAY DECEMBER 9, 2015	MODULE III - NY THURSDAY DECEMBER 10, 2015	MODULE IV - FL WEDNESDAY JANUARY 20, 2016	MODULE V - FL THURSDAY JANUARY 21, 2016	MODULE VI - FL FRIDAY JANUARY 22, 2016
UNIVISION INSIDER	PERSONAL LEADERSHIP	INNOVATION	7:30am-8:30am BREAKFAST	7:30am-8:30am BREAKFAST	7:30am-8:30am BREAKFAST
9:00am – 9:30am OPENING REMARKS 9:30am – 10:30am UNIVISION STRATEGY 10:30am – 11:30am LEADERSHIP AT UCI 11:30am – 11:45am Conversation Break 11:45 – 12:45pm FINANCIAL OVERVIEW	9:00am – 9:30am REFLECTION <i>Iris Newalu</i> 9:30am – 12:00pm STRENGTHS BASED LEADERSHIP <i>Katherine Hall</i> 10:30am – 10:45am Conversation Break	9:00am – 9:30am REFLECTION <i>Iris Newalu</i> 9:30am – 12:00pm STRATEGIC LEADERSHIP FOR EXTRAORDINARY OUTCOMES <i>Iris Firstenberg</i> 10:30am – 10:45am Conversation Break	8:30am – 9:00am REFLECTION <i>Iris Newalu</i> 9:00am-10:45am UNIVISION SPEAKERS 10:45am-11:00am Conversation Break 11:00am-12:30pm UNIVISION SPEAKERS	8:30am – 9:00am REFLECTION <i>Iris Newalu</i> 9:00am – 12:30pm NEGOTIATION FOR LEADERS <i>Stephen Sauer</i> 10:30am – 10:45am Conversation Break	8:30am – 9:30am SHARING NARRATIVE <i>Iris Newalu</i> 9:30am – 10:45am PRESENTATION PREP <i>Group Work</i> 10:45am – 12:00pm GROUP PRESENTATIONS
12:45pm – 1:45pm Networking Lunch	12:00pm – 1:00pm Networking Lunch	12:00pm – 1:00pm Networking Lunch	12:30pm – 1:15pm Networking Lunch	12:30pm – 1:30pm Networking Lunch	12:00pm – 2:30pm LUNCH & HEAD SHOTS
1:45pm – 2:45pm DISTRIBUTION 2:45pm – 3:30pm LOCAL MEDIA 3:30pm – 3:45pm Conversation Break 3:45 – 4:30pm AD SALES 4:30-5:30 NETWORKS	1:00pm – 5:00pm SELF-LEADERSHIP FOR PERFORMANCE SUCCESS <i>Lynn Seth</i> 3:30pm – 3:45pm Conversation Break	1:00pm – 5:00pm STRATEGIC LEADERSHIP FOR EXTRAORDINARY OUTCOMES <i>Iris Firstenberg</i> 3:00pm – 3:15pm Conversation Break	1:15pm – 5:15pm BE THE LEADER YOU WANT OTHERS TO SEE <i>Karen Friedman</i> 3:00pm – 3:15pm Conversation Break 6:30pm – 9:30pm WELCOME DINNER w/MIAMI CHAPTERS TBA	1:30pm – 5:00pm TAKE OFF FOR TEAMS! A BUSINESS SIMULATION <i>Marshall Bergmann</i> 3:30pm – 3:45pm Conversation Break FREE NIGHT FOR DINNER & GROUP PREP	3:00pm – 4:00pm GRADUATION CEREMONY 4:00pm – 5:00pm GRADUATION CELEBRATION

Schedule subject to change.



Women's Leadership Council



- From March 4th to March 29th, 2016; KBNA and KAMA aired over 370 PSAs in which UCI invited listeners to send a tweet to register for their chance to win one of eight One Thousand dollar **scholarships**.
- From April 1st, 2015 through March 31st, 2016; KBNA and KAMA aired spots to inform the public of Univision Radio's Committed to being an **Equal Employment Opportunity Employer**.
- From April 1st, 2015 to March 31st, 2016; KBNA and KAMA aired spots inviting any and all job posting sites to request that we add them to our list of **recruiters** so that we may send them any job openings that we may have.

10. From March 14th to March 31st, 2016; KAMA hosted job and work related interviews on our live radio show, “Entérate El Paso”, where several job related topic were covered. During each of these shows the host of show, Luis Torres, informed the public that KBNA, KAMA and Univision Radio are an equal employment opportunity company and that if they were interested in a **career in radio broadcasting** to go to our career web page- <http://corporate.univision.com/corporate/careers/>

EEOC Supplemental Activity - **Equal Employment Company Announcement and URL for job postings**
Entérate El Paso Live Radio Show-

Name of Person interviewed	JISELA MARTINEZ
Title	Supervisor of the Eligibility Child Care Services Dept.
Organization	YWCA in conjunction with WORKFORCE SOLUTIONS
Topic Covered	Child care program for low income families- while they work or looking for a job.
Date and Time of EEOC mention	3/14/2016 10:10

Name of Person interviewed	Jill Shesol
Title	Director of Transition Summits - Hiring Our Heroes
Organization	Hiring Our Heroes- US Chamber of Commerce
Topic Covered	Inviting Veteran, Ex-Military, Reserves and spouses to the Job Fair and Event on March 23-24, 2016 at Fort Bliss, El Paso, TX.
Date and Time of EEOC mention	3/22/2016 10:15

Name of Person interviewed	LORENA ANDRADE
Title	President Of La Mujer Obrera
Organization	La Mujer Obrera (The Working Woman)
Topic Covered	How the Trans Pacific Partnership Trade Agreement (TTP) will affect Free Trade (NAFTA) and our community and our jobs on the border.
Date and Time of EEOC mention	3/21/2016 10:30

Name of Person interviewed	TERESA VASQUEZ
Title	Program Manager
Organization	Work Force Solutions BorderPlex
Topic Covered	El Paso Job Fair for Jobs in ALASKA AND STEM FAIR
Date and Time of EEOC mention	03/24/16 10:35AM

11. On March 24th, KBNA and KAMA participated in the **Hiring Our Heroes Job Fair** at Fort Bliss Continental Club from 1 pm to 4 pm. Our General Manager, Angela Navarrete attended the Job Fair. Our promotions team (Jorge Lomas Martinez, Hazael Delgado and Mary Cardenas) supported this event with a retail activation and our “Entérate El Paso” live radio show aired an interview with Jill Shesol the Director of Transitions Summits- US Chamber of Commerce.