

KSOL(FM), KVVV(FM), KBRG(FM), KSQL(FM), KVVZ(FM),  
KDTV-DT, KDTV-CD, KFSF-DT  
Employment Unit

2022 FCC Audit Response

**EXHIBIT A**

**EEO Public File Reports**

August 1, 2019 – July 31, 2020

**Annual EEO Public File Report Form  
(August 1, 2019 – July 31, 2020)**

KSOL (98.9 FM) San Francisco, CA  
KVVZ (105.7 FM) Santa Clara, CA  
KBRG (100.3 FM) San Jose, CA  
KFSF-DT UniMAS 66, Vallejo, CA.

KSOL (99.1 FM) Santa Cruz, CA  
KVVZ (100.7 FM) San Rafael, CA  
KDTV-DT Univision 14, San Francisco, CA.  
KDTV-CD Univision 28, Santa Rosa, CA.

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): KSOL(FM), KVVZ(FM), KBRG(FM), KSOL(FM), KVVZ(FM), KDTV-DT, KDTV-CD, KFSF-DT 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, 2019 – July 31, 2020 (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 hire 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 follows 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 hire 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  
(August 1, 2019 – July 31, 2020)

<b>Full-time Positions Filled by Job Title</b>		<b>Recruitment Source of Hiree</b>
1	<b>Op Tech II</b>	Internal Candidate
2	<b>Op Tech II</b>	Univision Career website
3	<b>News Anchor</b>	LinkedIn
4	<b>Op Tech II</b>	Univision Career website
5	<b>Assignment Desk/Newsreader</b>	Univision Career website
6	<b>Assignment Desk, Newsreader</b>	Indeed
7	<b>Account Executive</b>	Employee Referral

The total number of interviewees during the reporting period: **21**

Appendix 2 to  
Annual EEO Public File Report  
(August 1, 2019 – July 31, 2020)

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Full-time Positions for Which This Source Was Utilized	Total Number of Interviewees This Source Has Provided During This Period (If Any)
1	Catholic Charities, East Bay 433 Jefferson Street Oakland, CA. 94607	Positions 1,2,3,4,5,6,7	0
2	College of San Mateo 242 Sonora Drive San Mateo, CA. 94402	Positions 1,2,3,4,5,6,7	0
3	Nat'l Asian American Telecommunications Assn. 145 Ninth St, #350 San Francisco, CA. 94103	Positions 1,2,3,4,5,6,7	0
4	*Mission Language Vocational Ctr 2929 19 <sup>th</sup> Street San Francisco, CA. 94110	Positions 1,2,3,4,5,6,7	0
5	UC Santa Cruz 305 Bay Tree Building Santa Cruz, CA. 95064	Positions 1,2,3,4,5,6,7	0
6	*Arriba Juntos 1850 Mission Street San Francisco, CA. 94103	Positions 1,2,3,4,5,6,7	0
7	*City & County of San Francisco Human Services Agency PO Box 7988 San Francisco, CA. 94120-7988 <a href="mailto:Ramy.paningbatan@sfgov.org">Ramy.paningbatan@sfgov.org</a>	Positions 1,2,4,5,6,7  Position 3 was posted prior to notification request	0
8	Centro de Servicios 525 H Street Union City, CA 94587	Positions 1,2,3,4,5,6,7	0
9	CET Careers 701 Vine St San Jose, CA. 95111	Positions 1,2,3,4,5,6,7	0
10	Bay Area Black Journalist Assoc. Attn: Employer Svcs Rep. 1212 Broadway, Ste. 100 Oakland, CA. 94612	Positions 1,2,3,4,5,6,7	0
11	University of San Francisco 2130 Fulton St, UC, 5 <sup>th</sup> floor San Francisco, CA. 94117	Positions 1,2,3,4,5,6,7	0
12	*Chabot College	Positions 1,2,3,4,5,6,7	0

	25555 Hesperian Blvd Hayward, CA. 94545		
13	City College of San Francisco 50 Phelan Ave, Mail Box A6 San Francisco, CA. 94112	Positions 1,2,3,4,5,6,7	0
14	College of Marin 835 College Avenue Kentfield, CA. 94904	Positions 1,2,3,4,5,6,7	0
15	Oakland PIC – Eastmont 7200 Bancroft, Ste. 140 Oakland, CA. 97605	Positions 1,2,3,4,5,6,7	0
16	Hispanic Chamber of Marin PO Box 4423 San Rafael, CA. 94913	Positions 1,2,3,4,5,6,7	0
17	Skyline College Career Services 3300 College Drive San Bruno, CA. 94066	Positions 1,2,3,4,5,6,7	0
19	San Francisco Office of Unemployment 801 Turk Street San Francisco, CA 94104 <a href="mailto:SFjobs@edd.ca.gov">SFjobs@edd.ca.gov</a>	Positions 1,2,3,4,5,6,7	0
20	<a href="mailto:lplatte@calpoly.edu">lplatte@calpoly.edu</a> (Cal Poly San Luis Obispo) career center	Positions 1,2,3,7	0
21	Hispanic Chamber of Commerce, Silicon Valley 1887 Monterey Rd # 215 San Jose, CA 95112 <a href="mailto:info@hccsv.org">info@hccsv.org</a>	Positions 1,2,3,4,5,6,7	0
22	Media Alliance 593 Haight St San Francisco, CA 94177 <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>	Positions 1,2,3,4,5,6,7	0
23	Unity Council 1900 Fruitvale Ave #2A Oakland, Ca 94601 <a href="mailto:onestop@unitycouncil.org">onestop@unitycouncil.org</a>	Positions 1,2,3,4,5,6,7	0
24	Job Placement Services Centro de Juventud 3209 Galindo St. Oakland, CA 94601	Positions 4,5,6	0
25	Internal Candidate	Positions 1,2	1
26	Univision Career website	Positions 1,2,3,4,5,6,7	9
27	SAG-AFTRA 350 Sansome Street, #900 San Francisco, CA. 94104	Positions 3,5,6	0
28	NABET, Local 51 240 2 <sup>nd</sup> Street, 220 San Francisco, CA. 94105	Positions 1,2,4,5,6	0
29	LinkedIn	Position 3	1
30	Job Placement Services Chicana Latina Foundation	Positions 4,5,6	0

	1419 Burlingame Ave. Ste. N Burlingame, CA 94010		
31	Job Placement Services Oakland Private Industry Council 268 Grand Ave Oakland, CA 94610	Positions 4,5,6	0
32	Job Placement Services United Negro College Fund 220 Montgomery St. #1120 San Francisco, CA 94105	Positions 4,5,6	0
33	Media Moves Mediamoves.com	Position 3	0
34	National Association of Hispanic Journalists (NAHJ) PO Box 117 Windsor, CA 95492	Position 3	0
35	CalJOBS	Position 3	0

	<b>Other Source(s) Not Notified by Employment Unit</b>	Full-time Positions for Which This Source provided candidates	Total Number of Interviewees This Source Has Provided During This Period (If Any)
36	LinkedIn	Positions 5,7	3
37	Career Builder	Position 5	1
38	Indeed.com	Positions 5,6,7	3
39	Walk-Ins	0	0
40	Employee Referral	Positions 1,6,7	3
41	Other-Industry Referrals	0	0
42	GlassDoor	0	0

\*Indicates sources that have requested notification of job openings.

Appendix 3 to  
Annual EEO Public File Report  
(August 1, 2019 – July 31, 2020)

The following sets forth the supplemental outreach conducted by the employment unit during the applicable period:

**1. STATON TOURS, EDUCATIONAL TRAINING SESSIONS, OTHER:**

- October 12, 2019, Artificial Intelligence Day, Univision Bay Area partnered with Technovation and NVIDIA for another season to mentor and guide kids and parents as they tackled two hands-on projects about artificial intelligence. There were 56 participants who had the opportunity to speak with Univision staff members about careers in the media industry. Leticia Mendoza, Director, Community Empowerment led the group.
- November 13, 2019, Career Day at Univision, San Jose, CA. 35 students from Jefferson High School from Daly City, CA participated in a local career day at the station. Students had the opportunity to speak with Univision staff members about careers in the media industry. Leticia Mendoza, Director, Community Empowerment led the group.
- February 5, 2020, Station tour, San Jose, CA. 10 students from Leadership Public School in Hayward, CA. received a station tour and information about each department. Students had the opportunity to speak with Univision staff members about careers in the media industry. Leticia Mendoza, Director, Community Empowerment led the group.
- February 21-22, 2020, KDTV-UTEC Facility, San Jose, CA. A Robotics workshop was held over a two-day session where students ages 9 – 14 years old worked on building their own computer systems. Over 100 applications were received for the event with only 25 students being selected. The event was in partnership with First Quixilver Robotics team from Leland High School. The students were also given a tour of the facilities, including the Master Control Room which operates the remote cameras in the studios. Demonstrations on the cameras in action were conducted by an Engineer.

**2. INTERNSHIP, OTHER:**

**Internship Program:**

- The San Jose location has one intern through the CZI Justice Fellowship, a six-month (March-September 2020) journalism training and reporting program at Univision for Latino adults who have been impacted by the criminal justice system. Our intern is also a UC Berkeley student who is participating in our journalism trainings, receiving mentorship from industry professionals, and has access to media equipment as they report on issues related to criminal justice with an emphasis on reentry, for the Univision audience.

**Establishment of In-House EEO Training.** The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- Among the unit's efforts, on June 16, 2020 a memo was sent to staff reiterating our Equal Employment Opportunity policy.

### **3. MEDIA TRADE ORGANIZATIONS**

- Listed positions with media trade groups whose membership includes substantial participation of women and minorities, including the National Asian American Telecommunications Association and the Bay Area Black Journalists Association.

August 1, 2020 – July 29, 2021

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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
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Full-time Positions Filled by Job Title		Recruitment Source of Hiree
1	Assistant Director of Technology	Employee Referral
2	Multimedia Journalist	Employee Referral
3	Assignment Desk/Writer	Univision Career website

The total number of interviewees during the reporting period: 9

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1	Catholic Charities, East Bay 433 Jefferson Street Oakland, CA. 94607 510-768-3100	Jobs 1, 2, 3	0
2	College of San Mateo 1700 W. Hillsdale Blvd San Mateo, CA. 94402 650-574-6161	Jobs 1, 2, 3	0
3	Nat'l Asian American Telecommunications Assn. Center for Asian American Media 145 Ninth St, #350 San Francisco, CA. 94103 415-863-0814	Jobs 1, 2, 3	0
4	*Mission Language and Vocational School 2929 19 <sup>th</sup> Street San Francisco, CA. 94110 415-622-5432	Jobs 1, 2, 3	0
5	UC Santa Cruz Career Center - Bay Tree Building, Room 305 1156 High Street Santa Cruz, CA. 95064 931-459-4420	Jobs 1, 2, 3	0
6	*Arriba Juntos 1850 Mission Street San Francisco, CA. 94103 415-487-3240	Jobs 1, 2, 3	0
7	*City & County of San Francisco Human Services Agency PO Box 7988 San Francisco, CA. 94120-7988 877-562-1669 <a href="mailto:Ramy.paningbatan@sfgov.org">Ramy.paningbatan@sfgov.org</a>	Jobs 1, 2, 3	0
8	Centro de Servicios 525 H Street Union City, CA 94587 510-489-4100	Jobs 1, 2, 3	0
9	Center of Employment Training Careers 701 Vine St San Jose, CA. 95111 408-534-5360	Jobs 1, 2, 3	0
10	Bay Area Black Journalist Assoc.	Jobs 1, 2, 3	0

	Oakland, CA 94612 510-986-9390 <a href="mailto:Babja1982@gmail.com">Babja1982@gmail.com</a>		
11	University of San Francisco 2130 Fulton St, UC, 5 <sup>th</sup> floor San Francisco, CA. 94117 415-422-6216	Jobs 1, 2, 3	0
12	*Chabot College 25555 Hesperian Blvd Hayward, CA. 94545 510-723-6600	Jobs 1, 2, 3	0
13	City College of San Francisco 50 Phelan Ave, Mail Box A6 San Francisco, CA. 94112 415-239-3117	Jobs 1, 2, 3	0
14	College of Marin 835 College Avenue Kentfield, CA. 94904 415-457-8811	Jobs 1, 2, 3	0
15	Oakland Private Industry Council – Eastmont 7200 Bancroft, Ste. 140 Oakland, CA. 97605 510-328-4505	Jobs 1, 2, 3	0
16	Hispanic Chamber of Commerce of Marin PO Box 4423 San Rafael, CA. 94913 415-721-9686	Jobs 1, 2, 3	0
17	Skyline College Career Services 3300 College Drive San Bruno, CA. 94066 650-738-4100	Jobs 1, 2, 3	0
18	San Francisco Office of Unemployment 801 Turk Street San Francisco, CA 94104 415-749-7503 <a href="mailto:SFjobs@edd.ca.gov">SFjobs@edd.ca.gov</a>	Jobs 1, 2, 3	0
19	Cal Poly San Luis Obispo Career Center San Luis Obispo, CA 93407 805-756-1111 <a href="mailto:lplatte@calpoly.edu">lplatte@calpoly.edu</a>	Jobs 1, 2, 3	0
20	Hispanic Chamber of Commerce, Silicon Valley 1887 Monterey Rd # 215 San Jose, CA 95112 408-385-9800 <a href="mailto:info@hccsv.org">info@hccsv.org</a>	Jobs 1, 2, 3	0
21	Media Alliance 2830 20th Street, Suite 201 San Francisco, CA 94110 415-746-9475 <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>	Jobs 1, 2, 3	0
22	Unity Council 1900 Fruitvale Ave #2A	Jobs 1, 2, 3	0

	Oakland, CA 94601 510-535-6900 <a href="mailto:onestop@unitycouncil.org">onestop@unitycouncil.org</a>		
23	Centro de Juventud Job Placement Services 3209 Galindo St. Oakland, CA 94601 510-532-5995	Jobs 1, 2, 3	0
24	SAG-AFTRA 350 Sansome Street, #840 San Francisco, CA. 94104 415-391-7510	Jobs 1, 2, 3	0
25	NABET, Local 51 240 2 <sup>nd</sup> Street, #220 San Francisco, CA. 94105 415-398-3160	Jobs 1, 2, 3	0
26	Chicana Latina Foundation Job Placement Services 1419 Burlingame Ave. Ste. N Burlingame, CA 94010 650-548-1040	Jobs 1, 2, 3	0
27	Oakland Private Industry Council Job Placement Services 268 Grand Ave Oakland, CA 94610 510-858-6742	Jobs 1, 2, 3	0
28	United Negro College Fund Job Placement Services 220 Montgomery St. #1120 San Francisco, CA 94105 415-956-1018	Jobs 1, 2, 3	0
29	National Association of Hispanic Journalists (NAHJ) PO Box 117 Windsor, CA 95492 626-792-3846 <a href="mailto:info@NAHJcareers.org">info@NAHJcareers.org</a>	Jobs 1, 2, 3	0
30	Univision Career website <a href="https://corporate.univision.com/careers">https://corporate.univision.com/careers</a>	Jobs 1, 2, 3	3

	<b>Other Source(s) Not Notified by Employment Unit</b>	Full-time Positions for Which This Source provided candidates	Total Number of Interviewees This Source Has Provided During This Period (If Any)
31	Employee Referral	Jobs 1, 2, 3	4
32	Indeed	Job 1	2

\*Indicates sources that have requested notification of job openings.

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**1. STATON TOURS, EDUCATIONAL TRAINING SESSIONS, OTHER:**

- November 14, 2020, Introduction to Coding - Virtual Class, San Jose, CA. An introduction to coding workshop was held online with students ages 9 – 14 years old learning the basics of coding through an interactive program called Scratch. Leticia Mendoza, Community Empowerment Director, helped host the event. The event was in partnership with First Quixilver Robotics team from Leland High School with 20 participants.
- January 22, 2021, Virtual Career Day at Oceana High School, Pacifica, CA. Elizabeth Ibarra, Human Resource Regional Director, shared her career path in Human Resources and answered questions about an HR career and working in media.
- March 4, 2021, Guest Speaker, San Jose, CA. Tayhana Garcia, Multimedia Journalist, was a guest speaker at the Latina Coalition Power Hours with the topic of Latinas in Media. Tayhana shared her career path, experiences, challenges, and rewards of being a Latina in media.

**2. INTERNSHIP, OTHER:**

**Internship Program:**

- The San Jose location has one intern through the CZI Justice Fellowship, a six-month (March-September 2020) journalism training and reporting program at Univision for Latino adults who have been impacted by the criminal justice system. Our intern is also a UC Berkeley student who is participating in our journalism trainings, receiving mentorship from industry professionals, and has access to media equipment as they report on issues related to criminal justice with an emphasis on reentry, for the Univision audience.

**Establishment of In-House EEO Training.** The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- March 2, 2021, FCC EEO Training conducted by Broadcast1Source, TLP Law and the California Broadcaster's Association, attended by Kari Swanson, Office Manager

### **3. MEDIA TRADE ORGANIZATIONS**

- Listed positions with media trade groups whose membership includes substantial participation of women and minorities, including the National Association of Hispanic Journalists, the National Asian American Telecommunications Association, and the Bay Area Black Journalists Association.