

**Annual EEO Public File Report Form
(August 1, 2018 – July 31, 2019)**

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.

KSQL (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, KVVZ, KBRG, KSQL, KVVZ, 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, 2018 – July 31, 2019 (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 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 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
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(August 1, 2018 – July 31, 2019)

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Operations Leader	Internal Candidate
2	Account Executive (2)	Employee Referral (2)
3	Multimedia Journalist (4)	Internal Candidate Univision career website (2) Employee Referral
4	Account Coordinator (3)	Employee Referral LinkedIn (2)
5	Digital Content Manager	Internal Candidate
6	Newscast Show Director	Univision career website
7	Digital Content Producer	Internal Candidate
8	News Producer	Internal Candidate
9	Op Tech 2	Employee Referral
10	Creative Services Producer	Employee Referral
11	Newswriter/Assignment Desk (3)	Internal Candidate (2) Univision career website

The total number of interviewees during the reporting period: **88**

Appendix 2 to
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	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	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
2	College of San Mateo 242 Sonora Drive San Mateo, CA. 94402	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
3	Nat'l Asian American Telecommunications Assn. 145 Ninth St, #350 San Francisco, CA. 94103	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
4	*Mission Language Vocational Ctr 2929 19 th Street San Francisco, CA. 94110	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2	0

		Creative Services Producer Newswriter Assign Desk (3)	
5	UC Santa Cruz 305 Bay Tree Building Santa Cruz, CA. 95064	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
6	*Arriba Juntos 1850 Mission Street San Francisco, CA. 94103	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
7	*City & County of San Francisco Human Services Agency PO Box 7988 San Francisco, CA. 94120-7988 Ramy.paningbatan@sfgov.org (effective 04/18/2019)	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
8	Centro de Servicios 525 H Street Union City, CA 94587	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
9	CET Careers 701 Vine St San Jose, CA. 95111	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0

10	Bay Area Black Journalist Assoc. Attn: Employer Svcs Rep. 1212 Broadway, Ste. 100 Oakland, CA. 94612	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
11	University of San Francisco 2130 Fulton St, UC, 5 th floor San Francisco, CA. 94117	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
12	*Chabot College 25555 Hesperian Blvd Hayward, CA. 94545	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
13	City College of San Francisco 50 Phelan Ave, Mail Box A6 San Francisco, CA. 94112	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
14	College of Marin 835 College Avenue Kentfield, CA. 94904	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
15	Oakland PIC – Eastmont 7200 Bancroft, Ste. 140	Operations Leader Account Executive (2)	0

	Oakland, CA. 97605	Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	
16	Hispanic Chamber of Marin PO Box 4423 San Rafael, CA. 94913	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
17	Skyline College Career Services 3300 College Drive San Bruno, CA. 94066	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
19	San Francisco Office of Unemployment SFjobs@edd.ca.gov	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
20	lplatte@calpoly.edu (Cal Poly San Luis Obispo) career center	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
21	Hispanic Chamber of Commerce, Silicon Valley info@hccsv.org	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator	0

		Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	
22	Media Alliance jobfile@media-alliance.org	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
23	Unity Council onestop@unitycouncil.org	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
24	sfjobs@edd.ca.gov	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
25	Internal Candidate	Operations Leader Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Newswriter Assign Desk (3)	13
26	Univision Career website	Operations Leader Multimedia Journalist (4) Account Coordinator Digital Content Manager Newscast Show Director Digital Content Producer News Producer Newswriter Assign Desk (3)	35

27	SAG-AFTRA 350 Sansome Street, #900 San Francisco, CA. 94104	Multimedia Journalist (4)	0
28	NABET, Local 51 240 2 nd Street, 220 San Francisco, CA. 94105	Newscast Show Director News Producer Op Tech 2 Creative Services Producer Newswriter Assign Desk (3)	0
29	LinkedIn	Account Executive (2) Multimedia Journalist (4) Account Coordinator News Producer Creative Services Producer Newswriter Assign Desk (3)	12
30	Job Board - Indeed.com (Through UCI Co. Career Site)	Account Coordinator Digital Content Producer Creative Services Producer Newswriter Assign Desk (3)	5

	Other Source(s) Not Notified by Employment Unit		
31	Employee Referral	Operations Leader Account Executive (2) Multimedia Journalist (4) Account Coordinator Newscast Show Director Op Tech 2 Creative Services Producer	17
32	Media Industry/Client Referral	Account Executive (2) Account Coordinator	4
33	Google	Account Coordinator Op Tech 2	2

*Indicates sources that have requested notification of job openings.

Appendix 3 to
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The following sets forth the supplemental outreach conducted by the employment unit during the applicable period:

1. STATON TOURS, EDUCATIONAL TRAINING SESSIONS, OTHER:

- August 24, 2018, 15th Annual Back to School Night – Up Valley Family Centers, Calistoga, CA.: Univision participated in the community Back to School night. The event is done in an effort to motivate parents and students of the upcoming school year. Information about free resources and career opportunities were given to participants. Leticia Mendoza, Director, Community Empowerment participated in the event on behalf of the station.
- September 11, 2018, Silicon Valley Immersion Program, KDTV UTEC Facility, San Jose, CA. The station participated in a two-week immersion program for 25 students from Mexico. The students are part of a free program that allows them to come to Silicon Valley for 2-weeks to receive participate in the immersion course and to tour tech companies. Program is in collaboration with Manos Accelerator powered by Google. Several of the sessions took place at UTEC and Univision staff members spoke to the participants about careers in media.
- September 20, 2018, Moms of Color, Tech Panel, KDTV-UTEC Facility, San Jose, CA. Panelists included AJ Thomas, VP of People and Culture, Auction.com; Lisha Bell, Director of Product at Feedzai and moderator Karina Cabrera-Bell, CEO at Reach Mama Network. The team announced their return-to-work program, a program designed to guide and support mothers who want to go back to work in the tech industry. Leticia Mendoza, Director, Community Empowerment spoke to the group about careers in the media industry.
- October 12, 2018, 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.
- October 16, 2019, Career Day at Univision, San Jose, CA. KDTV in conjunction with the: Latino Business Student Association of San Jose State University 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.
- December 10, 2018, Silicon Valley Immersion Program, KDTV-UTEC Facility, San Jose, CA. The station hosted 46 entrepreneurs/students from Universidad Iberoamericana at UTEC in collaboration with Manos Accelerator powered by Google, Developers Launchpad. Participants traveled from Mexico City to Silicon Valley for a one-week immersion program to learn about the tech ecosystem. Guest speakers included Victor Chapela, Co-founder and CEO of Suggestic. Google, Salesforce and Stanford University were among the companies and organizations on the roster for the week's events Leticia

Mendoza, Director, Community Empowerment spoke to the group about careers in the media industry.

- February 21, 22, 2019, 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 22 students being selected. The event was in partnership with First Quixilver Robotics team from Leland High School.
- April 17, 2019, KDTV Station Tour. 40 students from Sequoia Middle School, Pleasanton, CA. toured the station and spoke with various station managers regarding career opportunities in the media industry. Leticia Mendoza, Director, Community Empowerment led the group.
- June 17, 2019, KDTV-UTEC Facility, San Jose, CA. IBM Girls Tech Club: STEAM Activities were held at the station targeted towards middle school girls. Instructor from IBM led the student sessions. The students also received a tour of the station and got to speak with different staff members about careers in media.
- June 17, 2019, KDTV-UTEC Facility, San Jose, CA. IBM Girls Tech Club: STEAM Activities were held at the station targeted towards middle school girls. Instructor from IBM led the student sessions. The students also received a tour of the station and got to speak with different staff members about careers in media.

2. **JOB & CAREER FAIRS, OTHER:** The stations were participants at University job fairs where Univision representatives with hiring power supplied information on job openings to attending students.

- Manuel Cervantes, National Sales Manager, and Leticia Mendoza, Community Empowerment, participated in the South San Francisco High School Annual Career Day. March 6, 2019. Manuel and Leticia spoke to students about their own career progression and job skills needed to gain entry into Broadcast industry.
- University of San Francisco, Job Fair, Tuesday, March 19, 2019, San Francisco, CA. San Jose Local Media station was a participant at the job fair. The station supplied information on job openings and corporate internships to participating students. Representing the station was Astrid Juarez, Human Resources and Flor Melara, Executive Producer.
- City College of San Francisco, Job Fair, Thursday, April 18, 2019. San Jose Local Media station was a participant at the job fair. The station supplied information on job openings and corporate internships to participating students. Representing the station was Astrid Juarez, Human Resources and Manuel Cervantes, National Sales Manager.
- Brett Hardt Career Day, Hayward, CA., Wednesday, May 22, 2019. Astrid Juárez, Regional Human Resources Director, and Manuel Cervantes, National Sales Manager, participated in the Middle School's Annual Career Day. Wednesday, May 9, 2018. Astrid

talked about her own career progression and job skills needed to gain entry into Broadcast industry and presented pathways to career to the students.

- Manny Cervantes, National Sales Manager was given the award as Volunteer of the Year under the Bay Area Youth Entrepreneurship Challenge. Manny was given the award for the countless hours he volunteered in coaching and mentoring underserved youth in the San Francisco Bay Area. The event was held at the San Francisco City Club on Tuesday, June 4, 2019.

Internship Program:

- The San Jose location hosted two college interns for the Spring and Summer 2019 Semesters. Journalism Major, San Jose State University, and Academy of Art University, Communications & News Media, both participated in the paid internship program. Both interns worked in the News department where they obtained real, hands-on experience in newsroom functions such as working in the Assignment Desk, News Producer and Digital experience.

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 other efforts, on June 5, 2019 a memo was sent to staff reiterating our Equal Employment Opportunity policy