

Annual EEO Public File Report Form
Stations KFTV-DT, KTFF-DT, KTFF-LD, KLLF-FM, KOND-FM, KRDA-FM
August 1, 2018 – July 31, 2019

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): **KFTV-DT, KTFF-DT, KTFF-LD, KLLF-FM, KOND-FM, KRDA-FM** 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 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
Annual EEO Public File Report
Stations KFTV-DT, KTFF-DT, KTFF-LD, KLLF-FM, KOND-FM, KRDA-FM
August 1, 2018 – July 31, 2019

Section 1: Vacancy information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Marketing & Promotions Coordinator	LinkedIn
2	On Air Personality	Personal Reference
3	News Producer	Univision Careers
4	Digital Content Producer	Univision Careers
5	Broadcasting Engineer	LinkedIn

The total number of interviewees during the reporting period: 47

Appendix 2 to
Annual EEO Public File Report
Stations KFTV-DT, KTFE-DT, KTFE-LD, KLLF-FM, KOND-FM, KRDA-FM
August 1, 2018 – July 31, 2019

Section 1: 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
1	Human Services System Dept. of Employment Barton Building #315 4499 East Kings Canyon Rd Fresno CA 93702 Gary Hickok 559-453-4937 / 559-453-4745 fx	0	Positions: 1-5
2	Indeed.com (Through UCI Co. Career Site)	3	Positions: 1-5
3	UCI Company Career Web Site	30	Positions: 1-5
4	Internal Job Posting 601 West Univision Plaza Fresno, CA 93704	2	Positions: 1-5
5	CSU Fresno, Career Development & Employment Services 5150 N. Maple Avenue MS JA 61 Fresno, CA 93740-0120 Aleta Wolfe 559-278-2381 / 559-278-6483 fax	0	Positions: 1-5
6	Merced Community College Career Center 3600 M Street Merced, CA 95348-2898 Deborah Sutton-Coxey 209-384-6243 / 209-381-6581 fx	0	Positions: 1-5
7	Fresno City College, Job Placement Coordinator 1101 East University Fresno, CA 93741 Sean Henderson 559-442-4600 ext. 8172	0	Positions: 1-5
8	West Hills Community College , Human Resources 300 W. Cherry Coalinga CA 93210	0	Positions: 1-5

	Rosa Cabrera 559-935-0801 / 559-935-5655 fax		
9	West Hills Community College District 1511 Ninth St. Firebaugh, CA 93622 Eliseo Gamino 559-659-1473 / 559-659-3237 fax	0	Positions: 1-5
10	Heald College, Career Development Center 255 W. Bullard Fresno, CA 93704 Erin Collins 559-438-4222 / 559-438-6368 fax	0	Positions: 1-5
11	San Joaquin Valley College, Job Placement Dept. 295 E. Sierra Ave Fresno, CA 93710 Valery Van Matre 559-448-8282 / 559-448-8250 fax	0	Positions: 1-5
12	Women's Exchange 171 N. Van Ness Ave Fresno, CA 93701 Sharon Whitney 559-233-7251 / 559-233-9126 fax	0	Positions: 1-5
13	CSU- Fresno, Internship Program 5150 N. Maple Avenue MS JA 61 Fresno, CA 93740 Caroline Williams 559-278-2381 / 559-278-6483 fax	0	Positions: 1-5
14	Simply Hired College of The Sequoias, Transfer Career Center 915 South Mooney Visalia, CA 93277 Carol Rose 559-730-3730 / 559-730-3894 fax	0	Positions: 1-5
15	Proteus Inc., Job Specialist 1815 Van Ness Ave Fresno, CA 93721 Debbie Baylesff 559-244-6430 / 559-244-6666 fax	0	Positions: 1-5
16	Proteus Training & Employment 1815 Van Ness Fresno, CA 93721 Lucy Esquivel	0	Positions: 1-5

	559 485-5600 / 559-485-1832 fax		
17	Hispanic Chamber of Commerce 2331 Fresno St Fresno, CA 93721 Brandie Carpenter 559-549-4480 Office 559-573-8225 eFax	0	Positions: 1-5
18	Fresno EOC 1900 Mariposa Mall Rm 303 Fresno, CA 93721 Frank Franco 559-263-1100 / 559-263-1187 fax	0	Positions: 1-5
19	Asian American Journalists Assn 5 3 rd St., Ste. 1108 San Francisco, CA 94103	0	Positions: 1-5
20	National Black Media Coalition PO Box 2382 Oakland, CA 9461 Rudy Marshall 510-635-1378	0	Positions: 1-5
21	Los Angeles Urban League 3450 Mt. Vernon Dr. Los Angeles CA 90008 Rhonda West 310-825-2268	0	Positions: 1-5
22	University Migrant Services, Coordinator 5150 N. Maple Avenue MS JA 224 Fresno CA 93740-8026 Raul Moreno 559-278-1787	0	Positions: 1-5
23	Porterville Community College, Job Planning 100 E. College Ave Porterville, CA 93257 Danielle Wechselberger 559-791-2200 / 559-784-4779 fax	0	Positions: 1-5
24	Reedley Community College, Job Placement 995 North Reed Reedley, CA 93654 Richard Mase 559-638-3641 / 559-638-5040 fax	0	Positions: 1-5
25	Visalia Times Delta, Job Posting	0	Positions: 1-5

	P.O. Box 31 Visalia, CA 93279 Kathie Mears 559-734-5821 / 559-733-0826 fax		
26	CSU, Mass Communications / Journalism Department 2225 E. San Ramon Ave Fresno CA 93740 Sally Anschutz 559-278-2087 / 559-278-4995 fax	0	Positions: 1-5
27	Fresno City College, College Relations Specialists 1101 E. University Avenue Fresno CA 93741 Enrique Jauregui 559-442-4600 ext. 8594 / 559-485- 7304 fax	0	Positions: 1-5
28	CSU, College Assistant Migrant Program 5150 N. Maple Avenue MS JA 224 Fresno CA 93740-8026 Joseph Garduque 559-278-7709	0	Positions: 1-5
29	CSU, Upward Bound Program 5240 N. Jackson M.S. University Center #127 Fresno CA 93740-8023 Joe G. Jauregui 559-278-2693	0	Positions: 1-5
30	CSU, Public Information Specialist 5241 N. Maple Avenue MS 49 Fresno CA 93740-8027 Tom Uribes 559-278-2795 / 559-278-2436 fax	0	Positions: 1-5
31	CA Chicano News Media Assn 727 W 27 th Street, Room 201 Los Angeles, CA 90007-3212	0	Positions: 1-5
32	Fresno Pacific University 1717 S Chestnut Ave Fresno, CA 93702	0	Positions: 1-5
33	Alternative Vocational Services 5528 N. Palm #117 Fresno CA 93704 Manuel Sanchez 559-446-1084 wk / 559-446-1183 fx	0	Positions: 1-5
34	EDD 441 E Yosemite Ave Madera Ca 93638 George Valdez	0	Positions: 1-5

	559-662-4558 wk		
35	Workforce Connection & EDD 15180 W. Whitesbridge Kerman CA 93630 Arthur Moss 559-846-4242 wk	0	Positions: 1-5
36	EDD 124 N. Irwin St. Hanford CA 93230 Rosie Cervantes 559-585-3546 wk	0	Positions: 1-5
37	CSU- Dept. Mass Communications / Journalism 2225 E. San Ramon MS 10 Fresno CA 93740-8029 Paul Adams 559-278-2338 wk	0	Positions: 1-5
38	Heald College 255 West Bullard Ave. Fresno CA 93704 Erin Collins 559-438-4222 / 559-438-0948 fx	0	Positions: 1-5
39	Workforce Connection 3302 N. Blackstone Suite 155 Fresno CA 93726 Stephanie B Villanueva 559-230-3600 wk	0	Positions: 1-5
40	*MCED-Microcomputer Education Ctr 2002 N. Gateway Blvd. Fresno CA 93727-1620 Seanna Herring 559-456-0623 / 559-456-0188	0	Positions: 1-5
41	The Fresno Metro Black Chamber of Commerce 2331 Fresno St, Ste 115 Fresno, CA 93721	0	Positions: 1-5
42	State Center Community College District 390 W. Fir Clovis Ca 93611	0	Positions: 1-5
43	MCED- Microcomputer Education Ctr 2002 N. Gateway Blvd. Fresno CA 93727-1620 Frances Diaz 559-456-0623 / 559-456-2988 fx	0	Positions: 1-5

44	CSU, Mass Communication & Journalism Dept 2225 E. San Ramon Ave. M/S MF10 Fresno CA 93740-8029 Tamyra Pierce 559-278-2632 / 559-278-4995 fx	0	Positions: 1-5
45	Workforce Connection 1680 E. Manning Ave Reedley CA 93654 Yesenia Corona 559-637-7593 / 559-643-0855 fx	0	Positions: 1-5
46	CA Broadcasters Association Stan Statham R-2-743157-44342828-2-90-US1-C01F3357@ecnmedia.xmr3.com	0	Positions: 1-5
47	Employment & Resource Center 4452 E Kings Canyon Rd Fresno, CA 93750 559-453-3782 Maria Villapudua	0	Positions: 1-5
48	CA State Long Beach 1250 Bellflower Blvd Long Beach, CA 90840 562-985-4151 Paul Fornell	0	Positions: 1-5
49	Workforce Connection & EDD 1939 Academy Ave. Sanger, CA 93657 559-875-1700 Bill Jack	0	Positions: 1-5
50	Institute of Technology 731 W Shaw Ave. Clovis CA 93612 559-297-4500/559-297-5822 fax Don Serna	0	Positions: 1-5
51	Alliant International University 5130 E Clinton Way Fresno CA 93727-2014 559-456-2777 / 559-253-2267 Diana Hernandez	0	Positions: 1-5
52	Placement Pros 1040 E Herndon, Ste 103 Fresno CA 93720 559-439-1100/559-439-2013 fax Luz Sandoval	0	Positions: 1-5
53	Los Rios Community College Email:	0	Position: 5

54	Cuesta College San Luis Obispo Email: tiffanie_kerr@cuesta.edu	0	Position: 5
55	San Francisco State University Email: beca@sfsu.edu	0	Position: 5
56	La Verne University Email: commdept@laverne.edu	0	Position: 5
57	Long Beach City College Email: rhersh@lbcc.edu	0	Position: 5
58	Sacramento State University Email: Taylor_michael2@sac.edu	0	Position: 5
59	LinkedIn (Through UCI Co. Career Site)	7	Positions: 1-5
	Other Source(s) Not Notified By Employment Unit		
60	Glassdoor	1	Position: 1
61	Google Web	1	Position: 1
62	Employee Referrals 601 West Univision Plaza Fresno, CA 93704	3	0
63	Walk-In at the Station 601 West Univision Plaza Fresno, CA 93704	0	0

* 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 stations **KFTV-DT, KTFF-DT, KTFF-LD, KLLF-FM, KOND-FM, KRDA-FM** covering the period from **August 1, 2018– July 31, 2019**

Participated in Events Sponsored by Educational Institutions:

- **Activity:** Latina Women’s Conference

Date: August 15, 2018

Host / Sponsor of Activity: Central California Hispanic Chamber of Commerce

Participating Employees: Ruby Valtierra, LSM / Judy Anaya Office Manager

Description of Activity: Set up booth to distribute information and answer questions regarding career opportunities in broadcasting, advertising and media in general.

- **Activity:** Central California Women’s Conference

Date: September 25, 2018

Host / Sponsor of Activity: Central California Women’s Conference

Participating Employees: Ruby Valtierra, LSM / Judy Anaya Office Manager / Veronica Flores, NSM / Jose Elgorriaga – VP of Sales, No. CA & DOS.

Description of Activity: In-kind Sponsor of the event. Set up booth to distribute information and answer questions regarding career opportunities in broadcasting, advertising and media in general.

- **Activity:** TASTE (Take a Student out to Eat)

Date: January 25, 2019

Host / Sponsor of Activity: University of California Fresno State

Participating Employees: Judy Anaya, Office Manager

Description of Activity: Take a Student out to Eat. Student gets a facility tour and learns about all aspects of media.

- **Activity:** Go Red for Women Event

Date: February 22, 2019

Host / Sponsor of Activity: American Heart Association

Participating Employees: Ruby Valtierra, LSM / Judy Anaya Office Manager / Veronica Flores, NSM / Jose Elgorriaga – VP of Sales / Lupita Lomeli Director of Community Empowerment

Description of Activity: Set up booth to distribute information and answer questions regarding career opportunities in broadcasting, advertising and media in general

- **Activity:** SCORE Trade Show/Financial Education

Date: March 5, 2019

Host / Sponsor of Activity: SCORE

Participating Employees: Judy Anaya Office Manager / Eddie Renteria Operations Manager

Description of Activity: Set up booth to distribute information and answer questions regarding career opportunities in broadcasting, advertising and media in general

- **Activity:** Facility Tour Edison High School #1

Date: March 22, 2019

Host / Sponsor of Activity: Univision Fresno

Participating Employees: Judy Anaya, Office Manager / Pedro Hernandez Activations Lead / Ruby Valtierra, LSM / Lupita Lomeli, Director Community Empowerment - TV Host / Sayra Vasquez, TV Co-Host / Veronica Flores NSM / Albert Cano Research Manager.

Description of Activity: Students from Edison High School had the opportunity to tour the Univision facility and learn about career opportunities in broadcasting. Presentations were given by the following departments Administration, Engineering, Promotions, Production, Programming and Sales.

- **Activity:** Facility Tour Edison High School #2

Date: March 29, 2019

Host / Sponsor of Activity: Univision Fresno

Participating Employees: Judy Anaya, Office Manager / Pedro Hernandez Activations Lead / Ruby Valtierra, LSM / Lupita Lomeli, Director Community Empowerment - TV Host / Sayra Vasquez, TV Co-Host / David Ibarra News Anchor / Libertad Pedraza Video Journalist / Reina Cardenas Editor Producer.

Description of Activity: Students from Edison High School had the opportunity to tour the Univision facility and learn about career opportunities in broadcasting. Presentations were given by the following departments Administration, Engineering, Promotions, Production, Programming and Sales.

- **Activity:** Radio Television Digital News Association Facility Tour

Date: April 1, 2019

Host / Sponsor of Activity: University of California Fresno State

Participating Employees: Judy Anaya Office Manager / Vladimir Araya News Assistant Director / David Ibarra News Anchor.

Description of Activity: Students from Radio Television Digital News Association had the opportunity to tour the Univision facility and learn about career opportunities in broadcasting, news and journalism.

- **Activity:** Latina Women's Conference

Date: May 9, 2019

Host / Sponsor of Activity: Central California Hispanic Chamber of Commerce

Participating Employees: Ruby Valtierra, LSM / Judy Anaya Office Manager / Veronica Flores NSM and Jose Elgorriaga Director of Sales Northern, CA.

Description of Activity: Set up booth to distribute information and answer questions regarding career opportunities in broadcasting, advertising and media in general.

Participated in Job/Career Fairs:

- **Activity:** Job Career Expo

Date: May 6, 2019

Host / Sponsor of Activity: Mt Whitney High School Job and Career Fair

Participating Employees: Judy Anaya Office Manager

Description of Activity: Univision had a booth at the event in which information on open jobs was available and promoted Univision entities.

- **Activity:** College and Career Expo

Date: May 1, 2019

Host / Sponsor of Activity: West Fresno Elementary School

Participating Employees: Judy Anaya, GM Assistant / Eddie Renteria Operations Manager.

Description of Activity: Univision had a booth at the event where students and their parents had the opportunity to learn about careers and jobs available.

Participation in Job Banks:

CA Broadcaster Association job bank of media trade groups with broad-based membership (including women and minorities) was utilized for all the job positions filled during the reporting period.

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. On December 4, 2018 Astrid Juarez, Regional Human Resources Director – Northern California conducted an EEO Training for department heads that have hiring power. Ruby Valtierra, LSM / Judy Anaya Office Manager / Veronica Flores, NSM / Jose Elgorriaga – VP of Sales, No. CA & DOS / Pedro Hernandez Activations Lead / David Buckowski Director of Technology / Eddie Renteria Operations Manager / Vladimir Araya News Assistant Director / Lupita Lomeli Director of Community Empowerment / Albert Cano Research Manager.

Among the unit's other efforts, on June 5, 2019, a memo was sent to staff reiterating our Equal Employment Opportunity policy.