

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

2020 FCC Audit Response

EXHIBIT A
EEO Public File Reports

August 1, 2017 - July 31, 2018

**Annual EEO Public File Report Form
(August 1, 2017 – July 31, 2018)**

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.

KSQI (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, KSQI, 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, 2017 – July 31, 2018 (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
Annual EEO Public File Report
(August 1, 2017 – July 31, 2018)

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
	Operations Technician (2)	Univision Career site Internal Applicant
	News Anchor	Univision Career site
	Account Executive (2)	Univision Career site Employee Referral
	Newswriter, Assign Desk (2)	Internal Applicant (2)
	Assistant DOT	Employee Referral

The total number of interviewees during the reporting period: **36**

Appendix 2 to
Annual EEO Public File Report
(August 1, 2017 – July 31, 2018)

	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	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
2	Oakland Private Industry Council 1212 Broadway, Ste. 100 Oakland, CA. 94612	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
3	College of San Mateo 242 Sonora Drive San Mateo, CA. 94402	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
4	United Negro College Fund 220 Montgomery Street, #1120 San Francisco, CA. 94105	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
5	Nat'l Asian American Telecommunications Assn. 145 Ninth St, #350 San Francisco, CA. 94103	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
6	*Mission Language Vocational Ctr 2929 19 th Street San Francisco, CA. 94110	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
7	UC Santa Cruz 305 Bay Tree Building Santa Cruz, CA. 95064	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
8	*Arriba Juntos 1850 Mission Street San Francisco, CA. 94103	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	

9	Centro de Servicios 525 H Street Union City, CA 94587	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
10	Centro de Juventud 3209 Galindo Street Oakland, 94601	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
11	CET Careers 701 Vine St San Jose, CA. 95111	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
12	Bay Area Black Journalist Assoc. Attn: Employer Svcs Rep. 1212 Broadway, Ste. 100 Oakland, CA. 94612	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
13	Chicana Latina Foundation 1419 Burlingame Ave, Ste. N Burlingame, CA. 94010	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
14	University of San Francisco 2130 Fulton St, UC, 5 th floor San Francisco, CA. 94117	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
15	*Chabot College 25555 Hesperian Blvd Hayward, CA. 94545	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
16	City College of San Francisco 50 Phelan Ave, Mail Box A6 San Francisco, CA. 94112	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
17	College of Marin 835 College Avenue Kentfield, CA. 94904	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
18	Oakland PIC – Eastmont 7200 Bancroft, Ste. 140 Oakland, CA. 97605	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
19	Hispanic Chamber of Marin PO Box 4423 San Rafael, CA. 94913	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	

20	Skyline College Career Services 3300 College Drive San Bruno, CA. 94066	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
21	San Francisco Office of Unemployment SFjobs@edd.ca.gov	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
22	lplatte@calpoly.edu (Cal Poly San Luis Obispo) career center	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
23	Hispanic Chamber of Commerce, Silicon Valley info@hccsv.org	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
24	Media Alliance jobfile@media-alliance.org	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
25	Unity Council onestop@unitycouncil.org	Asst. DOT Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	
26	Employee Referral	Asst. DOT Acct Exec. – (2 positions)	8
27	Internal Candidate	Asst. DOT Op Tech Two- (2 positions) News Anchor Newswriter/Assign Desk (2 positions)	9
28	Univision Career Site	Op Tech Two- (2 positions) News Anchor Acct Exec - (2 positions) Newswriter/Assign Desk (2 positions)	11
29	SAG-AFTRA 350 Sansome Street, #900 San Francisco, CA. 94104	News Anchor	
30	NABET, Local 51 240 2 nd Street, 220 San Francisco, CA. 94105	Op Tech Two- (2 positions) Newswriter/Assign Desk (2 positions)	
31	Broadcast & Cable	Asst. DOT	
32	Entertainment Careers	Asst. DOT	
33	TV/Radio jobs.com	Asst. DOT	
34	Indeed	Asst. DOT	1
35	Glassdoor	Asst. DOT	1
36	Entravision Referral	News Anchor	2
37	LinkedIn	Acct Exec - (2 positions)	3

38	Google	Acct Exec - (2 positions)	1
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*Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report
(August 1, 2017 – July 31, 2018)

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

1. The Stations have conducted station tours and Career Orientation presentations to Middle School and High School students from the Bay Area. The stations collaborated with several nonprofit organizations dedicated to educating students about workforce readiness, entrepreneurship and financial literacy through experiential, hands-on programs, and exposure on STEAM careers. Several of the organizations provide a network of support services to help families achieve economic stability and the needed tools to support their children's academic achievement, creating a brighter future for the next generation.

Discussions regarding job descriptions, job requirements, educational requirements, conversations with station staff and job skills were presented to the students during station tours and/or presentations. Leticia Mendoza, Director of Community Empowerment, conducted the station and studio tours and discussed careers in broadcast with various station Managers.

- October 27, 2017, LULAC (League of United Latin American Citizens) Tech Summit: The station held a partnership event with Santa Clara University to provide (140) college students with information they need to successfully navigate through University life, and financial aid. In addition, a station tour was provided with a description of different departments and functions. Managers from each department spoke to the students about their career trajectory and about jobs in the broadcast media industry.
- November 8, 2018, Coding for Kids, A free weekly, four-week course was provided to (25) second and third grade students with the goal of them learning how to code and develop critical thinking skills. At the onset of the course, a station tour was provided with a description of different departments and functions. Managers from each department spoke to the students about their career trajectory and about jobs in the broadcast media industry.
- November 9, 2017, STEAM (Sciences, Technology, Engineering, Arts, Mathematics) Nights for Girls, The station provided free programming classes to (25) girls. The class was led by Sarah Espinoza Salamanca, Founder and CEO of Dreamers Roadmap. Managers from each department spoke to the students about their career trajectory and about jobs in the broadcast media industry.
- January 28, 2018, Stacking Growth Summit, Tech Summit about growth hacking marketing and influencers in partnership with Manos Accelerator. Held at UTEC. Leticia Mendoza, Director, Community Empowerment spoke to students about different professional positions at TV and Radio stations within Univision.
- March 18, 2018, LULAC Youth Programs (League of United American Citizens), San Jose High School students received an educational tour of the station. Managers from various departments spoke to the students about their career trajectory and about jobs in the broadcast media industry. The students also watched how the Newscast live is produced.

- April 27, 2018, Día del Niño (an educational community event), An event to celebrate children and educate parents about the importance of being actively involved in their kids' lives. Children and parents had the opportunity to learn, play and have fun at this free community event. The Noticias 14 newscast was recorded live from the location.
 - May 23/24, 2018, Hayward Leadership Public Schools Shadowing Program, A Tour of the station was given and Leticia Mendoza, Director, Community Empowerment, spoke about career trajectory and about jobs in the broadcast media industry. This was a two-day program where students were able to shadow station personnel on their job functions. The students were also able to view the morning show and live newscast.
 - June 19, 2018, Richmond High School, The station hosted the Richmond High School career day at Univision, where 40 students had the opportunity to learn about different positions at Univision and how the morning show is recorded.
- 2. EEO TRAINING:** The Stations conducted Equal Employment Opportunity Training for all Departmental Managers. The training was held on Monday, July 30, 2018, in the San Jose conference room. Training was conducted by Regional Human Resources Director, Astrid Juarez.
- 3. JOB & CAREER FAIRS. OTHER:** The stations were participants at University job fairs where Univision representatives supplied information on job openings to attending students.
- Cal State University, East Bay, Job Fair, Thursday, October 26, 2017, Hayward, CA. San Jose Local Media was a participant at the job fair. The station supplied information on job openings to participating students. Representing the station was Astrid Juarez, Human Resources and Lourdes Navarrete, Account Executive and Alumni of Cal State East Bay.
 - San Francisco State University, Job Fair, Thursday, November 2, 2017, San Francisco, CA. San Jose Local Media was a participant at the job fair. The station supplied information on job openings to participating students. Representing the station was Astrid Juarez, Human Resources and Manny Cervantes, National Sales Manager.
 - San Francisco State University, Job Fair, Wednesday, March 14, 2018, San Francisco, CA. San Jose Local Media was a participant at the job fair. The station supplied information on job openings to participating students. Representing the station was Astrid Juarez, Human Resources and Manny Cervantes, National Sales Manager.
 - Manuel Cervantes, National Sales Manager, participated in the Brett Hardt Middle School Annual Career Day. Wednesday, May 9, 2018. Manuel talked about his own career progression and job skills needed to gain entry into Broadcast industry.
 - The San Jose location hosted a college intern for the Fall 2017 Semester. Guadalupe Rodriguez, Journalism Major, San Jose State University, participated in the paid internship program. Ms. Rodriguez worked in the News department where she obtained

real, hands-on experience in newsroom functions such as working in the Assignment Desk, News Producer and News Writer.

August 1, 2018 - July 31, 2019

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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.

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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
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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.

¹ This report was timely filed on July 31, 2019. It was updated on March 18, 2020 to make clerical changes.

Appendix 1 to
Annual EEO Public File Report
(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
Annual EEO Public File Report
(August 1, 2018 – July 31, 2019)

	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	0

		Digital Content Manager Newscast Show Director Digital Content Producer News Producer Op Tech 2 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 <i>(requested notification commencing 04/18/2019)</i>	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	0

		Newswriter Assign Desk (3)	
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 Oakland, CA. 97605	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
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	Operations Leader Account Executive (2)	0

	info@hccsv.org	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)	
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	35

		NewsWriter Assign Desk (3)	
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
Annual EEO Public File Report
(August 1, 2018 – July 31, 2019)

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