

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- KDTV-DT, Facility ID No. 33778, San Francisco, CA
- KDTV-CD, Facility ID No. 18148, Santa Rosa, CA
- KFSF-DT, Facility ID No. 51429, Vallejo, CA
- KSOL(FM), Facility ID No. 70032, San Francisco, CA
- KSQL(FM), Facility ID No. 70033, Santa Cruz, CA
- KVVZ(FM), Facility ID No. 19532, Santa Clara, CA
- KVVZ(FM), Facility ID No. 40136, San Rafael, CA
- KBRG(FM), Facility ID No. 68839, San Jose, CA

B. Reporting Period: July 30, 2022 – July 31, 2023

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R011308 Multimedia Journalist	LinkedIn
2.	R012396 Multimedia Journalist	Internal Employee
3.	R012668 Assistant Director of Technology	Social Media
4.	R014084 Multimedia Journalist/Anchor	TU Careers Website
5.	R014556 News Photographer	Employee Referral
6.	R014656 Multimedia Journalist	TU Careers Website

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 28

D. Recruitment Source Information

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Website https://corporate.televisaunivision.com/careers/	No	8	All positions
Catholic Charities East Bay Attn: Job Placement Services 433 Jefferson Street Oakland, CA 94607 Phone: 510-768-3100	No	0	All positions
College of San Mateo 1700 W. Hillsdale Blvd College Center Building 10, Room 340D San Mateo, CA 94402 Phone: 650-574-6161 E-mail: csmcareerservices@smccd.edu	No	0	All positions
National Asian American Telecommunications Assn. Center for Asian American Media 145 Ninth St, #350 San Francisco, CA 94103 Phone: 415-863-0814 E-mail: jobs@caamedia.org	No	0	All positions
Mission Language and Vocational School	Yes	0	All positions

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Attn: Career Center 2929 19 th Street San Francisco, CA 94110 Phone: 415-622-5432			
UC Santa Cruz Career Center - Bay Tree Building, Room 305 1156 High Street Santa Cruz, CA 95064 Phone: 931-459-4420 E-mail: csuccess@ucsc.edu	No	0	All positions
Arriba Juntos Attn: Career Postings 1850 Mission Street San Francisco, CA 94103 Phone: 415-487-3240	Yes	0	All positions
City & County of San Francisco Human Services Agency PO Box 7988 San Francisco, CA 94120-7988 Phone: 877-562-1669	Yes	0	All positions
Centro de Servicios Attn: Job Placement 525 H Street Union City, CA 94587 Phone: 510-489-4100	No	0	All positions
Center of Employment Training Careers Attn: Job Placement Services 701 Vine St San Jose, CA 95111 Phone: 408-534-5360	No	0	All positions
Bay Area Black Journalist Association 1714 Franklin St. #100-260 Oakland, CA 94612 Phone: 510-986-9390	No	0	All positions
University of San Francisco 2130 Fulton St, UC, 5 th Floor San Francisco, CA 94117 Phone: 415-422-6216 E-mail: careerservices@usfca.edu	No	0	All positions
Chabot College Attn: Career Center 25555 Hesperian Blvd Building 700, 2 nd Floor Hayward, CA 94545 Phone: 510-723-6600	Yes	0	All positions
City College of San Francisco Attn: Career Services 50 Phelan Ave, Mailbox A6 San Francisco, CA 94112 Phone: 415-239-3117	No	0	All positions
College of Marin	No	0	All positions

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
835 College Avenue Kentfield, CA 94904 Phone: 415-457-8811 E-mail: COMinternship@marin.edu			
Oakland Private Industry Council – Eastmont Attn: Employment Services 7200 Bancroft, Ste. 140 Oakland, CA 97605 Phone: 510-328-4505	No	0	All positions
Hispanic Chamber of Commerce of Marin Attn: Career Services PO Box 4423 San Rafael, CA 94913 Phone: 415-721-9686	No	0	All positions
Skyline College Career Services 3300 College Drive San Bruno, CA 94066 Phone: 650-738-4100 Contact: skycareers@smccd.edu	No	0	All positions
San Francisco Office of Unemployment 801 Turk Street San Francisco, CA 94104 Phone: 415-749-7503 E-mail: SFjobs@edd.ca.gov	No	0	All positions
Cal Poly San Luis Obispo Career Center 1 Grand Avenue San Luis Obispo, CA 93407 Phone: 805-756-1111	No	0	All positions
Hispanic Chamber of Commerce, Silicon Valley 1887 Monterey Rd # 215 San Jose, CA 95112 Phone: 408-385-9800 E-mail: info@hccsv.org	No	0	All positions
Media Alliance 2830 20th Street, Suite 201 San Francisco, CA 94110 Phone: 415-746-9475 E-mail: jobfile@media-alliance.org	No	0	All positions
Unity Council 1900 Fruitvale Ave #2A Oakland, CA 94601 Phone: 510-535-6900 E-mail: careercenter@unitycouncil.org	No	0	All positions
Centro de Juventud Attn: Job Placement Services 3209 Galindo St. Oakland, CA 94601 Phone: 510-532-5995	No	0	All positions
Chicana Latina Foundation Attn: Job Placement Services	No	0	All positions

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1419 Burlingame Ave. Ste. N Burlingame, CA 94010 Phone: 650-548-1040 E-mail: CLFinfo@chicanalatina.org			
Oakland Private Industry Council Attn: Job Placement Services 268 Grand Ave Oakland, CA 94610 Phone: 510-858-6742 <i>address updated 5/1/23</i> Oakland Career Center 1000 Broadway, Suite 625 Oakland, CA 94607 Phone: 510-858-6742	No	0	All positions
United Negro College Fund Attn: Job Placement Services 220 Montgomery St. #1109 San Francisco, CA 94104 Phone: 415-956-1018	No	0	All positions
National Association of Hispanic Journalists (NAHJ) PO Box 117 Windsor, CA 95492 Phone: 626-792-3846 E-mail: info@NAHJcareers.org	No	0	All positions

In addition to the above recruitment sources, candidates were referred by the following recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	8
Employee Referrals	No	4
Other Job Board	No	2
Internal Employee	No	4
Social Media	No	2

E. Outreach Activities During Reporting Period

Description	Dates
The Office Manager/EEO Officer served as a mentor in partnership with the She Runs It Mentoring Program. The follow mentor was from Southern California, and there were monthly meetings, working on career building skills and how to break into the media field. The She Runs It Mentoring Program connects experienced professionals with aspiring talent in a supportive, one-to-one environment.	9/26/22 – 6/15/23
The employment unit hosted thirty students Juniors and Seniors from Jefferson High School to visit and learn about the opportunities in the broadcast media industry. Students had the opportunity to hear and speak to an on-air DJ, the Chief Photographer, the Director of Technology, one Reporter and the Sales Manager.	10/18/22

Description	Dates
The employment unit participated in the Career Day at Parkway Heights Middle School. The News Director, and the Sales Manager, spoke to students in three sessions about their journey into the media industry and the various careers associated with media.	2/1/23
The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. EEO Officer, completed the mandatory EEO Recruitment Program training during the reporting period.	4/28/23
Listed all upper-level 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.	Throughout reporting period