

**Annual EEO Public File Report Form**  
**Stations KFTV-DT, KTFF-DT, KTFF-LD, KLLF-FM, KOND-FM, KRDA-FM**  
**August 1, 2015 – July 31, 2016**

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, 2015 – July 31, 2016**.

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, KLLE-FM, KOND-FM, KRDA-FM**  
**August 1, 2015 – July 31, 2016**

**Section 1: Vacancy information**

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>
1	Producer / Assignment Editor	Univision Career Site
2	Marketing & Promotions Coordinator	Univision Career Site
3		
4		
5		
6		
7		

The total number of interviewees during the reporting period: 18

Appendix 2 to  
**Annual EEO Public File Report**  
**Stations KFTV-DT, KTFF-DT, KTFF-LD, KLLF-FM, KOND-FM, KRDA-FM**  
**August 1, 2015 – July 31, 2016**

**Section 1:** Recruitment source information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
	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	1-2
	Employee Referrals 601 West Univision Plaza Fresno, CA 93704	1	1
	Walk-In at the Station 601 West Univision Plaza Fresno, CA 93704	0	0
	Unspecified	0	0
	Univision.com Career Site	11	1-2
	Career Builder.com Online Posting	3	1-2
	Internal Job Posting 601 West Univision Plaza Fresno, CA 93704	1	1-2
	The Fresno Bee 1626 "E" Street Fresno CA 93706 Jonathan Lane 559-441-6107 / 559-495-6291 fax	0	0
	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	1-2

Merced Community College Career Center 3600 M Street Merced, CA 95348-2898 Deborah Sutton-Coxey 209-384-6243 / 209-381-6581 fx	0	1-2
Fresno City College, Job Placement Coordinator 1101 East University Fresno, CA 93741 Sean Henderson 559-442-4600 ext. 8172	0	1-2
West Hills Community College , Human Resources 300 W. Cherry Coalinga CA 93210 Rosa Cabrera 559-935-0801 / 559-935-5655 fax	0	1-2
West Hills Community College District 1511 Ninth St. Firebaugh, CA 93622 Eliseo Gamino 559-659-1473 / 559-659-3237 fax	0	1-2
Heald College, Career Development Center 255 W. Bullard Fresno, CA 93704 Erin Collins 559-438-4222 / 559-438-6368 fax	0	1-2
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	1-2
Women's Exchange 171 N. Van Ness Ave Fresno, CA 93701 Sharon Whitney 559-233-7251 / 559-233-9126 fax	0	1-2
CSU- Fresno, Internship Program 5150 N. Maple Avenue MS JA 61 Fresno, CA 93740 Caroline Williams 559-278-2381 / 559-278-6483 fax	0	0

College of The Sequoias, Transfer Career Center 915 South Mooney Visalia, CA 93277 Carol Rose 559-730-3730 / 559-730-3894 fax	0	1-2
Proteus Inc., Job Specialist 1815 Van Ness Ave Fresno, CA 93721 Debbie Baylesff 559-244-6430 / 559-244-6666 fax	0	1-2
Proteus Training & Employment 1815 Van Ness Fresno, CA 93721 Lucy Esquivel 559 485-5600 / 559-485-1832 fax	0	1-2
Hispanic Chamber of Commerce 2331 Fresno St Fresno, CA 93721 Brandie Carpenter 559-549-4480 Office 559-573-8225 eFax	0	1-2
Fresno EOC 1900 Mariposa Mall Rm 303 Fresno, CA 93721 Frank Franco 559-263-1100 / 559-263-1187 fax	0	1-2
Asian American Journalists Assn 5 3 <sup>rd</sup> St., Ste. 1108 San Francisco, CA 94103	0	1-2
National Black Media Coalition PO Box 2382 Oakland, CA 9461 Rudy Marshall 510-635-1378	0	1-2
Los Angeles Urban League 3450 Mt. Vernon Dr. Los Angeles CA 90008 Rhonda West 310-825-2268	0	1-2

University Migrant Services, Coordinator 5150 N. Maple Avenue MS JA 224 Fresno CA 93740-8026 Raul Moreno 559-278-1787	0	1-2
Porterville Community College, Job Planning 100 E. College Ave Porterville, CA 93257 Danielle Wechselberger 559-791-2200 / 559-784-4779 fax	0	1-2
Reedley Community College, Job Placement 995 North Reed Reedley, CA 93654 Richard Mase 559-638-3641 / 559-638-5040 fax	0	1-2
Visalia Times Delta, Job Posting P.O. Box 31 Visalia, CA 93279 Kathie Mears 559-734-5821 / 559-733-0826 fax	0	1-2
CSU, Mass Communications / Journalism Department 2225 E. San Ramon Ave Fresno CA 93740 Sally Anschutz 559-278-2087 / 559-278-4995 fax	0	1-2
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	1-2
CSU, College Assistant Migrant Program 5150 N. Maple Avenue MS JA 224 Fresno CA 93740-8026 Joseph Garduque 559-278-7709	0	1-2
CSU, Upward Bound Program 5240 N. Jackson M.S. University Center #127 Fresno CA 93740-8023 Joe G. Jauregui 559-278-2693	0	1-2

CSU, Public Information Specialist 5241 N. Maple Avenue MS 49 Fresno CA 93740-8027 Tom Uribes 559-278-2795 / 559-278-2436 fax	0	1-2
CA Chicano News Media Assn 727 W 27 <sup>th</sup> Street, Room 201 Los Angeles, CA 90007-3212	0	1-2
Fresno Pacific University 1717 S Chestnut Ave Fresno, CA 93702	0	1-2
Alternative Vocational Services 5528 N. Palm #117 Fresno CA 93704 Manuel Sanchez 559-446-1084 wk / 559-446-1183 fx	0	1-2
EDD 441 E Yosemite Ave Madera Ca 93638 George Valdez 559-662-4558 wk	0	1-2
Workforce Connection & EDD 15180 W. Whitesbridge Kerman CA 93630 Arthur Moss 559-846-4242 wk	0	1-2
EDD 124 N. Irwin St. Hanford CA 93230 Rosie Cervantes 559-585-3546 wk	0	1-2
CSU- Dept. Mass Communications / Journalism 2225 E. San Ramon MS 10 Fresno CA 93740-8029 Paul Adams 559-278-2338 wk	0	1-2
Heald College 255 West Bullard Ave. Fresno CA 93704 Erin Collins 559-438-4222 / 559-438-0948 fx	0	1-2
Workforce Connection 3302 N. Blackstone Suite 155 Fresno CA 93726 Stephanie B Villanueva 559-230-3600 wk	0	1-2
*MCED-Microcomputer Education	0	1-2

	Ctr 2002 N. Gateway Blvd. Fresno CA 93727-1620 Seanna Herring 559-456-0623 / 559-456-0188		
	The Fresno Metro Black Chamber of Commerce 2331 Fresno St, Ste 115 Fresno, CA 93721	0	1-2
	State Center Community College District 390 W. Fir Clovis Ca 93611	0	1-2
	MCED- Microcomputer Education Ctr 2002 N. Gateway Blvd. Fresno CA 93727-1620 Frances Diaz 559-456-0623 / 559-456-2988 fx	0	1-2
	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	1-2
	Workforce Connection 1680 E. Manning Ave Reedley CA 93654 Yesenia Corona 559-637-7593 / 559-643-0855 fx	0	1-2
	CA Broadcasters Association Stan Statham R-2-743157-44342828-2-90-US1- C01F3357@ecnmedia.xmr3.com	0	0
	External Referral	0	0
	Cal Jobs – Division of EDD <a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>	0	1-2
	Entertainmentcareers.net Online Posting	0	0
	Mediamoves.com Online Posting	0	1
	Fresno Ad Federation <a href="mailto:ebackowski@sbcglobal.net">ebackowski@sbcglobal.net</a>	0	0



	Erin Backowski		
	UC Merced <a href="mailto:dfitzgerald@ucmerced.edu">dfitzgerald@ucmerced.edu</a> Daryl Fitzgerald	0	0
	Job Fairs	0	1-2
	TV Jobs.com PO Box 4116 Oceanside, CA 92052 760-754-8177 wk/760-754-2115 fax Mark C Halloway	0	0
	Employment & Resource Center 4452 E Kings Canyon Rd Fresno, CA 93750 559-453-3782 Maria Villapudua	0	0
	On air announcement – KONF 92.1FM	0	0
	CA State Long Beach 1250 Bellflower Blvd Long Beach, CA 90840 562-985-4151 Paul Fornell	0	0
	Workforce Connection & EDD 1939 Academy Ave. Sanger, CA 93657 559-875-1700 Bill Jack	0	0
	Institute of Technology 731 W Shaw Ave. Clovis CA 93612 559-297-4500/559-297-5822 fax Don Serna	0	0
	Alliant International University 5130 E Clinton Way Fresno CA 93727-2014 559-456-2777 / 559-253-2267 Diana Hernandez	0	0
	Placement Pros 1040 E Herndon, Ste 103 Fresno CA 93720 559-439-1100/559-439-2013 fax Luz Sandoval	0	0
	Indeed.com Online Posting	2	2

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

Appendix 3 to  
**Annual EEO Public File Report**  
**Stations KFTV-DT, KTFF-DT, KTFF-LD, KLLF-FM, KOND-FM, KRDA-FM**  
**August 1, 2015 – July 31, 2016**

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, 2015 – July 31, 2016**.

- **Activity:** Educational Summit on Renewable Energy

**Date:** August 12, 2015

**Host / Sponsor of Activity:** Valley Summit Renewable Energy

**Participating Employees:** Reina Cardenas, News Anchor - Mistress of Ceremonies

**Description of Activity:** The summit included several panel discussions for an audience of agency leaders, local and statewide elected officials, utilities, environmental groups, renewable energy companies, local farmers and agricultural businesses. The Summit held at Fresno State university was geared to finding sustainable and alternative energy resources in the Central Valley.

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

**Date:** September 22, 2015

**Host / Sponsor of Activity:** Central California Women's Conference

**Participating Employees:** Jose Luis Sanchez, Activations Manager and Judy Anaya, GM Assistant / Office Manager.

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

- **Activity:** Facility Tour Western Sierra Charter School

**Date:** October 4, 2015

**Host / Sponsor of Activity:** Univision Fresno

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager , German Amezcua, Operations Manager / Jose Luis Sanchez, Promotions Mgr / Lupita Lomeli, Community Empowerment Host TV / Sayra Vasquez, AVC Co-Host TV

**Description of Activity:** Students from Western Sierra Charter 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

**Date:** October 7, 2015

**Host / Sponsor of Activity:** Univision – Production Department

**Participating Employees:** Eddie Renteria, Production Manager and Judy Anaya, GM Assistant / Office Manager.

**Description of Activity:** Students from Fresno State University had the opportunity to tour the Univision facility and learn about career opportunities in broadcasting. A presentation was given by Eddie Renteria, Production Manager on basic production, editing techniques and software.

- **Activity:** Susan G Komen Race for the Cure

**Date:** October 24, 2015

**Host / Sponsor of Activity:** CA State University Fresno / Susan G. Komen Foundation

**Participating Employees:**, Judy Anaya, GM Assistant / Office Manager, Veronica Flores, National Sales Manager, Carina Gonzalez, Acct Exec, Maria Perez, Acct Coord, German Amezcua, Operations Manager, Annalisa Flores, Acct Coord, Eyvonne James, Accounting Assistant / Salvador Salazar, Acct Coord

**Description of Activity:** In-kind Sponsor of the event. Univision was a sponsor for the event, ran promos on TV/Radio entities to promote. We had a booth at the event in which information on open jobs was available and promoted Univision entities. Staff also participated in 5k walk / run.

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

**Date:** October 27, 2015

**Host / Sponsor of Activity:** Fresno State University

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager , Albert Cano, Research Dir, Jose Elgorriaga, Dir of Sales, Veronica Flores, Nat'l Sales Mgr, Ruby Valtierra. Local Sales Mgr

**Description of Activity:** Students shadowed participating employees from 8:30am to 11:30am learning about careers in TV/Radio. Students also had the opportunity to tour the facility. After shadowing shift students and participating employees had a networking reception/lunch from 12p-1p.

- **Activity:** Business Expo and Latina Women's Conference

**Date:** October 30, 2015

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

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager, Ruby Valtierra, Local Sales Mgr and German Amezcua, Operations Manager.

**Description of Activity:** In-kind Sponsor of the event. Univision was a sponsor for the event and ran promos on TV/Radio to promote. We had a booth at the event in which information on open jobs was available and promoted Univision entities.

- **Activity:** Career Day – Huron Elementary School

**Date:** November 20, 2015

**Host / Sponsor of Activity:** Huron Elementary School

**Participating Employees:** Francisco Lopez Mireles, Anchor/Reporter

**Description of Activity:** Francisco gave a presentation to the students in which he discussed News reporting, the importance of pursuing an education and the education needed to enter the media broadcasting field.

- **Activity:** Career and Resource Expo

**Date:** January 27, 2016

**Host / Sponsor of Activity:** State Senator Andy Vidak

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager and German Amezcua, Operations Manager.

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

- **Activity:** Read Across America Week

**Date:** March 3, 2016

**Host / Sponsor of Activity:** Aynesworth Elementary School

**Participating Employees:** Raul Delgado, Sports Anchor

**Description of Activity:** Raul read to students and spoke to them about being a reporter and the importance of pursuing their education.

- **Activity:** Go Red For Women Luncheon

**Date:** March 4, 2016

**Host / Sponsor of Activity:** American Heart Association

**Participating Employees:**, Judy Anaya, GM Assistant / Office Manager and German Amezcua, Operations Manager.

**Description of Activity:** In-kind Sponsor of the event. Univision was a sponsor for the event and ran promos on both entities to promote. We had a booth at the event in which information on open jobs was available and promoted Univision entities.

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

**Date:** March 8, 2016

**Host / Sponsor of Activity:** Univision Fresno

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager, German Amezcua, Operations Manager, Jose Luis Sanchez, Promotions Mgr, Lupita Lomeli, Community Empowerment Dir/Arriba Valle Central Host, Sayra Vasquez, Arriba Valle Central Co-Host.

**Description of Activity:** Students from Edison High School had the opportunity to tour the Univision facility and learn about the career opportunities in broadcasting. Presentations were given by the following departments (Radio/TV); Administration, Engineering, Promotions, Production, Programming and Sales as well as made an appearance on our local morning show Arriba Valle Central.

- **Activity:** Farmersville Unified Jump Into English Ceremony

**Date:** March 14, 2016

**Host / Sponsor of Activity:** Farmersville Unified School District

**Participating Employees:** David Ibarra, News Anchor – Master of Ceremonies

**Description of Activity:** David Ibarra was the Master of Ceremonies at the Jump Into English Ceremony held at Freedom Elementary. Over 70 parents from the Farmersville District graduated from an English and Technology course. David spoke about broadcasting and the importance of education while hosting the event.

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

**Date:** March 15, 2016

**Host / Sponsor of Activity:** Univision Fresno

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager, German Amezcua, Operations Manager, Jose Luis Sanchez, Promotions Mgr, Lupita Lomeli, Community Empowerment Dir/Arriba Valle Central Host, Sayra Vasquez, Arriba Valle Central Co-Host.

**Description of Activity:** Students from Edison High School had the opportunity to tour the Univision facility and learn about the career opportunities in broadcasting. Presentations were given by the following departments (Radio/TV); Administration, Engineering, Promotions, Production, Programming and Sales as well as made an appearance on our local morning show Arriba Valle Central.

- **Activity:** Reedley City College STEM Conference

**Date:** April 23, 2016

**Host / Sponsor of Activity:** Science, Technology, Engineering and Mathematics Fair

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager, Jose Luis Sanchez, Promotions Activations Manager and Ismael Alvarado, On Air Personality.

**Description of Activity:** Sponsor of the event, ran promos to invite the community to attend and had a booth during the event to talk to attendees about job opportunities in broadcasting.

- **Activity:** Reading to Students

**Date:** April 28, 2016

**Host / Sponsor of Activity:** Burroughs Elementary School

**Participating Employees:** Lupita Lomeli, Community Empowerment Director, Ruby Valtierra, Local Sales Mgr, Jose Anaya, On Air Personality, Marcos Gutierrez, Production Assistant, Francisco Mireles, News Anchor and Monserrat Gallegos, Production Assistant.

**Description of Activity:** Univision Employee Volunteer Program – Univision Contigo. Univision Staff attended a reading session at Burroughs Elementary School. They read and encouraged the children to take-up reading. 249 students in attendance.

- **Activity:** Career Fair

**Date:** May 20, 2016

**Host / Sponsor of Activity:** Mendota Junior High School

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager and Jose Luis Sanchez, Activations Manger.

**Description of Activity:** Had a booth at the career fair and talked to students about job opportunities in broadcasting.

- **Activity:** EEO Recruitment & EEO Non-Discriminatory Practices – Interview Process

**Date:** May 18, 2016

**Host / Sponsor of Activity:** Corporate Human Resources

**Participating Employees:** German Amezcua, Operations Manager , Judy Anaya, GM Assistant / Office Manager, Jose Luis Sanchez, Promotions Activations Manger, Veronica Flores, Dir of Sales, Eddie Renteria, Production Manager, Ruby Valtierra, Local Sales Mgr, Sandy Sirias, News Director, Vladimir Araya, Executive Producer, Armando Villanueva, Production Manager, Eyvonne James, Accounting Assistant, Astrid Juarez, Regional HR Director, Brett Covish, Dir of Technology, Dave Buckowski, Mgr of Broadcast IT Srvcs, Lupita Lomeli, Community Empowerment Director, Angelica Freitas, Executive Assistant

- **Activity:** Career Fair – CalSoap Program

**Date:** May 24, 2016

**Host / Sponsor of Activity:** Kerman, Tranquility and Mendota High School

**Participating Employees:** Judy Anaya, GM Assistant / Office Manager and German Amezcua, Operations Manager.

**Description of Activity:** Had a booth at the career fair and talked to students about job opportunities in broadcasting.



