

**Annual EEO Public File Report Form  
(August 1, 2020 – July 29, 2021)**

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.

KSOL (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(FM), KVVZ(FM), KBRG(FM), KSOL(FM), KVVZ(FM), 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, 2020 – July 29, 2021 (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 follows 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  
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Full-time Positions Filled by Job Title		Recruitment Source of Hiree
1	Assistant Director of Technology	Employee Referral
2	Multimedia Journalist	Employee Referral
3	Assignment Desk/Writer	Univision Career website

The total number of interviewees during the reporting period: 9

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 510-768-3100	Jobs 1, 2, 3	0
2	College of San Mateo 1700 W. Hillsdale Blvd San Mateo, CA. 94402 650-574-6161	Jobs 1, 2, 3	0
3	Nat'l Asian American Telecommunications Assn. Center for Asian American Media 145 Ninth St, #350 San Francisco, CA. 94103 415-863-0814	Jobs 1, 2, 3	0
4	*Mission Language and Vocational School 2929 19 <sup>th</sup> Street San Francisco, CA. 94110 415-622-5432	Jobs 1, 2, 3	0
5	UC Santa Cruz Career Center - Bay Tree Building, Room 305 1156 High Street Santa Cruz, CA. 95064 931-459-4420	Jobs 1, 2, 3	0
6	*Arriba Juntos 1850 Mission Street San Francisco, CA. 94103 415-487-3240	Jobs 1, 2, 3	0
7	*City & County of San Francisco Human Services Agency PO Box 7988 San Francisco, CA. 94120-7988 877-562-1669 <a href="mailto:Ramy.paningbatan@sfgov.org">Ramy.paningbatan@sfgov.org</a>	Jobs 1, 2, 3	0
8	Centro de Servicios 525 H Street Union City, CA 94587 510-489-4100	Jobs 1, 2, 3	0
9	Center of Employment Training Careers 701 Vine St San Jose, CA. 95111 408-534-5360	Jobs 1, 2, 3	0
10	Bay Area Black Journalist Assoc.	Jobs 1, 2, 3	0

	Oakland, CA 94612 510-986-9390 <a href="mailto:Babja1982@gmail.com">Babja1982@gmail.com</a>		
11	University of San Francisco 2130 Fulton St, UC, 5 <sup>th</sup> floor San Francisco, CA. 94117 415-422-6216	Jobs 1, 2, 3	0
12	*Chabot College 25555 Hesperian Blvd Hayward, CA. 94545 510-723-6600	Jobs 1, 2, 3	0
13	City College of San Francisco 50 Phelan Ave, Mail Box A6 San Francisco, CA. 94112 415-239-3117	Jobs 1, 2, 3	0
14	College of Marin 835 College Avenue Kentfield, CA. 94904 415-457-8811	Jobs 1, 2, 3	0
15	Oakland Private Industry Council – Eastmont 7200 Bancroft, Ste. 140 Oakland, CA. 97605 510-328-4505	Jobs 1, 2, 3	0
16	Hispanic Chamber of Commerce of Marin PO Box 4423 San Rafael, CA. 94913 415-721-9686	Jobs 1, 2, 3	0
17	Skyline College Career Services 3300 College Drive San Bruno, CA. 94066 650-738-4100	Jobs 1, 2, 3	0
18	San Francisco Office of Unemployment 801 Turk Street San Francisco, CA 94104 415-749-7503 <a href="mailto:SFjobs@edd.ca.gov">SFjobs@edd.ca.gov</a>	Jobs 1, 2, 3	0
19	Cal Poly San Luis Obispo Career Center San Luis Obispo, CA 93407 805-756-1111 <a href="mailto:lplatte@calpoly.edu">lplatte@calpoly.edu</a>	Jobs 1, 2, 3	0
20	Hispanic Chamber of Commerce, Silicon Valley 1887 Monterey Rd # 215 San Jose, CA 95112 408-385-9800 <a href="mailto:info@hccsv.org">info@hccsv.org</a>	Jobs 1, 2, 3	0
21	Media Alliance 2830 20th Street, Suite 201 San Francisco, CA 94110 415-746-9475 <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>	Jobs 1, 2, 3	0
22	Unity Council 1900 Fruitvale Ave #2A	Jobs 1, 2, 3	0

	Oakland, CA 94601 510-535-6900 <a href="mailto:onestop@unitycouncil.org">onestop@unitycouncil.org</a>		
23	Centro de Juventud Job Placement Services 3209 Galindo St. Oakland, CA 94601 510-532-5995	Jobs 1, 2, 3	0
24	SAG-AFTRA 350 Sansome Street, #840 San Francisco, CA. 94104 415-391-7510	Jobs 1, 2, 3	0
25	NABET, Local 51 240 2 <sup>nd</sup> Street, #220 San Francisco, CA. 94105 415-398-3160	Jobs 1, 2, 3	0
26	Chicana Latina Foundation Job Placement Services 1419 Burlingame Ave. Ste. N Burlingame, CA 94010 650-548-1040	Jobs 1, 2, 3	0
27	Oakland Private Industry Council Job Placement Services 268 Grand Ave Oakland, CA 94610 510-858-6742	Jobs 1, 2, 3	0
28	United Negro College Fund Job Placement Services 220 Montgomery St. #1120 San Francisco, CA 94105 415-956-1018	Jobs 1, 2, 3	0
29	National Association of Hispanic Journalists (NAHJ) PO Box 117 Windsor, CA 95492 626-792-3846 <a href="mailto:info@NAHJcareers.org">info@NAHJcareers.org</a>	Jobs 1, 2, 3	0
30	Univision Career website <a href="https://corporate.univision.com/careers">https://corporate.univision.com/careers</a>	Jobs 1, 2, 3	3

	<b>Other Source(s) Not Notified by Employment Unit</b>	Full-time Positions for Which This Source provided candidates	Total Number of Interviewees This Source Has Provided During This Period (If Any)
31	Employee Referral	Jobs 1, 2, 3	4
32	Indeed	Job 1	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:**

- November 14, 2020, Introduction to Coding - Virtual Class, San Jose, CA. An introduction to coding workshop was held online with students ages 9 – 14 years old learning the basics of coding through an interactive program called Scratch. Leticia Mendoza, Community Empowerment Director, helped host the event. The event was in partnership with First Quixilver Robotics team from Leland High School with 20 participants.
- January 22, 2021, Virtual Career Day at Oceana High School, Pacifica, CA. Elizabeth Ibarra, Human Resource Regional Director, shared her career path in Human Resources and answered questions about an HR career and working in media.
- March 4, 2021, Guest Speaker, San Jose, CA. Tayhana Garcia, Multimedia Journalist, was a guest speaker at the Latina Coalition Power Hours with the topic of Latinas in Media. Tayhana shared her career path, experiences, challenges, and rewards of being a Latina in media.

**2. INTERNSHIP, OTHER:**

**Internship Program:**

- The San Jose location has one intern through the CZI Justice Fellowship, a six-month (March-September 2020) journalism training and reporting program at Univision for Latino adults who have been impacted by the criminal justice system. Our intern is also a UC Berkeley student who is participating in our journalism trainings, receiving mentorship from industry professionals, and has access to media equipment as they report on issues related to criminal justice with an emphasis on reentry, for the Univision audience.

**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.

- March 2, 2021, FCC EEO Training conducted by Broadcast1Source, TLP Law and the California Broadcaster's Association, attended by Kari Swanson, Office Manager

### **3. MEDIA TRADE ORGANIZATIONS**

- Listed 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.