

**Annual EEO Public File Report Form
(July 31, 2014 – July 31, 2015)**

KSOL (98.9 FM) San Francisco, CA
KVVF (105.7 FM) Santa Clara, CA
KBRG (100.3 FM) San Jose, CA

KSQL (99.1 FM) Santa Cruz, CA
KVVZ (100.7 FM) San Rafael, 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, KVVF, KBRG, KSQL, KVVZ and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The television broadcast stations KDTV-DT, San Francisco, California; KFSF-DT, Vallejo, California; and KDTV-CD, Santa Rosa, California have historically have comprised a separate employment unit from the commonly owned radio broadcast stations KSOL, KVVF, KBRG, KSQL, and KVVZ. However, effective as of September 1, 2014, as part of a corporate reorganization that resulted in the stations sharing one or more employees, the KDTV-DT, San Francisco, KFSF-DT, Vallejo and KDTV-CD, Santa Rosa, employment unit was consolidated with the KSOL, KVVF, KBRG, KSQL, KVVZ employment unit.

The information contained in this Report covers the time period beginning July 31, 2014 – July 31, 2015 (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
(July 31, 2014 – July 31, 2015)

KDTV- DT, San Francisco, KFSF-DT, Vallejo and KDTV-CD, Santa Rosa.

Section 1: Vacancy information for vacancies filled by Television Stations **KDTV- DT**, prior to the September 1, 2014 consolidation of employment units.

Full-time Positions Filled By Job Title	Recruitment Source of Hiree

Section 2: Vacancy information for vacancies filled by Radio Stations: KSOL, KVVV, KBRG, KSQL, KVVZ prior to the September 1, 2014 consolidation of employment units.

Full-time Positions Filled By Job Title	Recruitment Source of Hiree

Section 3: Vacancy information for vacancies filled by the combined employed unit comprised of Stations KDTV-DT, San Francisco, California; KFSF-DT, Vallejo, California; and KDTV-CD, Santa Rosa, California, and Radio Stations: KSOL, KVVV, KBRG, KSQL, KVVZ on or after September 1, 2014.

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
A Creative Services Producer	Internal Candidate
B VideoJournalist	Careerbuilder
C Account Executive	Employee Referral

Section 4: The total number of interviewees during the reporting period: 18.

Appendix 2 to
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Section 1: Recruitment source information used by Stations for vacancies filled prior to September 1, 2014.

	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
A			

* Indicates sources that have requested notification of job openings.

Section 2: Recruitment source information used by Stations KDTV-DT, San Francisco, California; KFSF-DT, Vallejo, California; and KDTV-CD, Santa Rosa, California for vacancies filled prior to September 1, 2014.

	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

*Indicates sources that have requested notification of job openings.

Section 3: Recruitment Source Information used by the combined employed unit comprised of Stations: KDTV-DT, San Francisco, KFSF-DT, Vallejo and KDTV-CD, Santa Rosa, Radio Stations: KSOL, KVVV, KBRG, KSQL, KVVZ for vacancies filled on or after September 1, 2014.

	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	Catholic Charities, East Bay 433 Jefferson Street Oakland, CA. 94607		Creative Svcs Producer Account Executive VideoJournalist
2	Oakland Private Industry Council 1212 Broadway, Ste. 100 Oakland, CA. 94612		Creative Svcs Producer Account Executive VideoJournalist
3	Hispanic Chamber of Alameda County 1840 Embarcadero, #7 Oakland, CA. 94606		Creative Svcs Producer Account Executive VideoJournalist
4	College of San Mateo 242 Sonora Drive San Mateo, CA. 94402		Creative Svcs Producer Account Executive VideoJournalist
5	Black Native American Assn. 2228 E. 15 th Street Oakland, CA 94601		Creative Svcs Producer Account Executive VideoJournalist
6	United Negro College Fund 220 Montgomery Street, #1120 San Francisco, CA. 94105		Creative Svcs Producer Account Executive VideoJournalist
7	Nat'l Asian American Telecommunications Assn. 145 Ninth St, #350 San Francisco, CA. 94103		Creative Svcs Producer Account Executive VideoJournalist
8	Hispanic Scholarship Fund 55 2 nd Street, #1500 San Francisco, CA. 94104		Creative Svcs Producer Account Executive VideoJournalist
9	*Mission Language Vocational Ctr 2929 19 th Street San Francisco, CA. 94110		Creative Svcs Producer Account Executive VideoJournalist
10	UC Santa Cruz 305 Bay Tree Building Santa Cruz, CA. 95064		Creative Svcs Producer Account Executive VideoJournalist
11	*Arriba Juntos 1850 Mission Street San Francisco, CA. 94103		Creative Svcs Producer Account Executive VideoJournalist
12	Centro de Servicios 525 H Street Union City, CA 94587		Creative Svcs Producer Account Executive VideoJournalist
13	Centro de Juventud 3209 Galindo Street Oakland, 94601		Creative Svcs Producer Account Executive VideoJournalist
14	San Jose Silicon Valley NAACP 304 N. 6 th Street San Jose, CA. 95112		Creative Svcs Producer Account Executive VideoJournalist

15	CET Careers 701 Vine St San Jose, CA. 95111		Creative Svcs Producer Account Executive VideoJournalist
16	Veterans Employment Commission PO Box 574 Richmond, CA. 94808		Creative Svcs Producer Account Executive VideoJournalist
17	Greenlining Institute 1918 University Ave, 2 nd floor Berkeley, CA. 94704		Creative Svcs Producer Account Executive VideoJournalist
18	Chicana Latina Foundation 1419 Burlingame Ave, Ste. N Burlingame, CA. 94010		Creative Svcs Producer Account Executive VideoJournalist
19	Bay Area Black Journalists Assn 1714 Franklin St, Ste 100-260 Oakland, CA. 94612		Creative Svcs Producer Account Executive VideoJournalist
20	University of San Francisco 2130 Fulton St, UC, 5 th floor San Francisco, CA. 94117		Creative Svcs Producer Account Executive VideoJournalist
21	*Chabot College 25555 Hesperian Blvd Hayward, CA. 94545		Creative Svcs Producer Account Executive VideoJournalist
22	City College of San Francisco 50 Phelan Ave, Mail Box A6 San Francisco, CA. 94112		Creative Svcs Producer Account Executive VideoJournalist
23	College of Marin 835 College Avenue Kentfield, CA. 94904		Creative Svcs Producer Account Executive VideoJournalist
24	*Art Institute of CA. – SF 1170 Market St San Francisco, CA. 94102		Creative Svcs Producer Account Executive VideoJournalist
25	Oakland PIC – Eastmont 7200 Bancroft, Ste. 140 Oakland, CA. 97605		Creative Svcs Producer Account Executive VideoJournalist
26	Hispanic Chamber of Marin PO Box 4423 San Rafael, CA. 94913		Creative Svcs Producer Account Executive VideoJournalist
27	Women’s Initiative – ALAS 1398 Valencia Street San Francisco, CA. 94110		Creative Svcs Producer Account Executive VideoJournalist
28	Skyline College 3300 College Drive San Bruno, CA. 94066		Creative Svcs Producer Account Executive VideoJournalist
29	Jobs for Youth 2500 Middlefield Road Redwood City, CA. 94063		Creative Svcs Producer Account Executive VideoJournalist
30	Nat’l Assn of Broadcast Employees/Tech (NABET) 240 2 nd Street, Ste. 220 San Francisco, CA. 94105		Creative Svcs Producer
31	American Federation of TV/Radio Artists (AFTRA) 350 Sansome Street, Ste 900 San Francisco, CA. 94104		VideoJournalist
32	Bay Area Star Bayareastar.org		Creative Svcs Producer Account Executive

			VideoJournalist
33	Careerbuilder.com	7	Creative Svcs Producer Account Executive VideoJournalist
34	Univision Intranet Site		Creative Svcs Producer Account Executive VideoJournalist
35	San Francisco Office of Unemployment SFjobs@edd.ca.gov		Creative Svcs Producer Account Executive VideoJournalist
36	lplatte@calpoly.edu (Cal Poly San Luis Obispo) career center		Creative Svcs Producer Account Executive VideoJournalist
37	Asians for Job Opportunities ajob@ajob.org		Creative Svcs Producer Account Executive VideoJournalist
38	Filipinos for Affirmative Action faa@filipinos4action.org		Creative Svcs Producer Account Executive VideoJournalist
39	Goodwill Staffing Solutions Business_services@sfgoodwill.org		Creative Svcs Producer Account Executive VideoJournalist
40	Oakland African American Chamber of Commerce info@oaacc.org		Creative Svcs Producer Account Executive VideoJournalist
41	SF African American Chamber of Commerce admin@sfaacc.com		Creative Svcs Producer Account Executive VideoJournalist
42	SF Hispanic Chamber of Commerce info@sfhcc.com		Creative Svcs Producer Account Executive VideoJournalist
43	Hispanic Chamber of Commerce, Silicon Valley info@hccsv.org		Creative Svcs Producer Account Executive VideoJournalist
44	Media Alliance jobfile@media-alliance.org		Creative Svcs Producer Account Executive VideoJournalist
45	Unity Council onestop@unitycouncil.org		Creative Svcs Producer Account Executive VideoJournalist
46	LinkedIn www.linkedin.com	1	Account Executive
47	Employee Referral	3	Account Executive
48	Internal Candidate	5	Creative Svcs Producer VideoJournalist
49	NATAS www.emmyonline.org		Creative Svcs Producer VideoJournalist
50	Sales Client Referral	2	Account Executive

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The following sets forth the supplemental outreach conducted by the stations KDTV - DT, San Francisco, KFSF - DT, Vallejo and KDTV-CD, Santa Rosa, both before and after the combination of the stations into a single employment unit effective as of September 1, 2014. Because the employment unit was comprised of two separate employment units for a significant portion of the reporting period, the following lists which stations participated in which activities or where the complete employment unit (once combined) participated:

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 such as Junior Achievement an organization dedicated to educating students about workforce readiness, entrepreneurship and financial literacy through experiential, hands-on programs; and Enterprise for High School Students which mission is to engage and empower San Francisco Bay Area high school students to discover career opportunities and cultivate their individual interest. 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. Carolina Echeverria, Community and Public Affairs Manager, alongside Jim Van Tassell, Operations Manager conducted the station and studio tours:
 - July 15, 2014, 24 students from Migrant Education Program, Half Moon Bay, visited Univision studios to learn more about TV and radio work and visited our radio studios.
 - July 25, 2014, a group of 25 students from the Puente program in San Mateo, visited Univision to learn about employment opportunities in media.
 - September 24, 2015, a group of 20 students from Burlingame High School, visited Univision facilities and discussed station work and possible employment opportunities.
 - December 8, 2014, Univision hosted 10 youths from the San Francisco, Enterprise for High School. Students who were able to meet traffic, production, sales, promotions and human resources employees.
 - December 12, 2014, Univision hosted a group of 13 students from Abbott Immersion School in San Mateo. Careers in broadcast media were discussed.
 - January 20 & 22, 2015, Univision hosted two groups of 20 students each from Sequoia Middle School, coordinated through the Junior Achievement program. Among the employees that participated were Operations, Human Resources, Sales, Digital Media, Traffic, News, and Promotions.

- February 24, 2015, Univision hosted a group of 25 students from Los Gatos High School. Careers in broadcast media were discussed.
- March 4, 2015, Univision hosted a group of 20 San Mateo High School students coordinated by the Junior Achievement Program. A station tour and careers in broadcast media were discussed.
- April 16, 2015, Fabiola Kramsky, On-Air Talent, and Carolina Echeverria, Community & Public Affairs Manager, hosted a group 22 students from the All Stars Project. The All Stars Project of the San Francisco Bay Area (ASP of SF Bay Area) brings innovative, performance-based development opportunities to youth throughout the Bay Area's poorest neighborhoods. A station tour and careers in broadcast media were discussed.
- May 11, 2015, Univision hosted a group of 8 students from Cunha Intermediate School from Half Moon Bay. A station tour and careers in broadcast media were discussed.
- July 1, 2015, Karina Nava, Account Executive, attended the William C. Overfelt's Camelot Summer Institute annual College and Career Day. Ms. Nava talked to students about Univision work and career opportunities.
- October 11, 2014, 2014, Station On-Air Talent, Jesus Gomez, participated in Latino/Latina, Role Model Conference at W.C. Overfelt High School in San Jose, CA. The conference was created to plant the seeds of success in Latino youth and emphasize education. Gomez spoke about his career with Univision, his educational background and the steps he took to get into broadcast media.

2. JOB & CAREER FAIRS: The stations were participants at University job fairs where Univision representatives supplied information on job openings to attending students.

- Cloverdale High School, Thursday, November 13, 2014, Cloverdale, CA. Representing the station was Maria Fincher, Station Manager.
- University of Southern California, Job Fair, Saturday, March 21, 2015, Los Angeles, CA. Representing the station was Marisol Torres, Human Resources.
- Pasadena City College Job Fair, Thursday, April 16, 2015, Pasadena, CA. Representing the station was Marisol Torres, Human Resources.
- California State Fullerton Job Fair, Monday, April 20, 2015, Fullerton, CA. Representing the station was Marisol Torres, Human Resources.
- City College of San Francisco, Job Fair, Wednesday, April 22, 2015, San Francisco, CA. Representing the station was Astrid Juarez, Human Resources.