Annual EEO Public File Report Form
Stations KFTV-DT, KTFF-DT, KTFF-LD, KLLE-FM, KOND-FM, KRDA-FM
August 1, 2016 – July 31, 2017

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, KLLE-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, 2016 – July 31, 2017**.

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
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Section 1: Vacancy information

	Full-time Positions Filled By Job Title	**Recruitment Source of Hiree**
1	Account Coordinator	Employee Referral
2	Accounting Assistant	Indeed.com
3	Assignment Editor	Employee Referral
4	Video Journalist	UCI Career Website
5	Account Coordinator	Employee Referral
6		
7		

The total number of interviewees during the reporting period: 42

Appendix 2 to
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Section 1: Recruitment source information

	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**
	Human Services System Dept. of Employment Barton Building #315 4499 East Kings Canyon RdFresno CA 93702 GaryHickok 559-453-4937 / 559-453-4745 fx	0	1-5
	Employee Referrals 601 West Univision Plaza Fresno, CA 93704	5	0
	Walk-In at the Station 601 West Univision Plaza Fresno, CA 93704	0	0
	Indeed.com Online Posting	10	2, 5
	Univision.com Career Site	11	1-5
	Career Builder.com Online Posting	0	1
	Internal Job Posting 601 West Univision Plaza Fresno, CA 93704	1	1-5
	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	1	1-5

	559-278-2381 / 559-278-6483 fax		
	Merced Community College Career Center 3600 M Street Merced, CA 95348-2898 Deborah Sutton-Coxey 209-384-6243 / 209-381-6581 fx	0	1-5
	Fresno City College, Job Placement Coordinator 1101 East University Fresno, CA 93741 Sean Henderson 559-442-4600 ext. 8172	0	1-5
	West Hills Community College , Human Resources 300 W. Cherry Coalinga CA 93210 Rosa Cabrera 559-935-0801 / 559-935-5655 fax	0	1-5
	West Hills Community College District 1511 Ninth St. Firebaugh, CA 93622 Eliseo Gamino 559-659-1473 / 559-659-3237 fax	0	1-5
	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	1-5
5	Women's Exchange 171 N. Van Ness Ave Fresno, CA 93701 Sharon Whitney 559-233-7251 / 559-233-9126 fax	0	1-5
	CSU- Fresno, Internship Program 5150 N. Maple Avenue MS JA 61 Fresno, CA 93740 Caroline Williams 559-278-2381 / 559-278-6483 fax	0	1-5

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

	University Migrant Services, Coordinator 5150 N. Maple Avenue MS JA 224 Fresno CA 93740-8026 Raul Moreno 559-278-1787	0	1-5
	Porterville Community College, Job Planning 100 E. College Ave Porterville, CA 93257 Danielle Wechselberger 559-791-2200 / 559-784-4779 fax	0	1-5
	Reedley Community College, Job Placement 995 North Reed Reedley, CA 93654 Richard Mase 559-638-3641 / 559-638-5040 fax	0	1-5
	Visalia Times Delta, Job Posting P.O. Box 31 Visalia, CA 93279 Kathie Mears 559-734-5821 / 559-733-0826 fax	0	0
	CSU, Mass Communications / Journalism Department 2225 E. San Ramon Ave Fresno CA 93740 Sally Anschutz 559-278-2087 / 559-278-4995 fax	0	1-5
	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	1-5
	CSU, College Assistant Migrant Program 5150 N. Maple Avenue MS JA 224 Fresno CA 93740-8026 Joseph Garduque 559-278-7709	0	1-5
	CSU, Upward Bound Program	0	1-5

	5240 N. Jackson M.S. University Center #127 Fresno CA 93740-8023 Joe G. Jauregui 559-278-2693		
	CSU, Public Information Specialist 5241 N. Maple Avenue MS 49 Fresno CA 93740-8027 Tom Uribes 559-278-2795 / 559-278-2436 fax	0	1-5
	CA Chicano News Media Assn 727 W 27th Street, Room 201 Los Angeles, CA 90007-3212	0	1-5
	Fresno Pacific University 1717 S Chestnut Ave Fresno, CA 93702	0	1-5
	Alternative Vocational Services 5528 N. Palm #117 Fresno CA 93704 Manuel Sanchez 559-446-1084 wk / 559-446-1183 fx	0	1-5
	EDD 441 E Yosemite Ave Madera Ca 93638 George Valdez 559-662-4558 wk	0	1-5
	Workforce Connection & EDD 15180 W. Whitesbridge Kerman CA 93630 Arthur Moss 559-846-4242 wk	0	1-5
	EDD 124 N. Irwin St. Hanford CA 93230 Rosie Cervantes 559-585-3546 wk	0	1-5
	CSU- Dept. Mass Communications / Journalism 2225 E. San Ramon MS 10 Fresno CA 93740-8029 Paul Adams 559-278-2338 wk	0	1-5
	Workforce Connection 3302 N. Blackstone Suite 155 Fresno CA 93726 Stephanie B Villanueva	0	1-5

	559-230-3600 wk		
	*MCED-Microcomputer Education Ctr 2002 N. Gateway Blvd. Fresno CA 93727-1620 Seanna Herring 559-456-0623 / 559-456-0188	0	1-5
	The Fresno Metro Black Chamber of Commerce 2331 Fresno St, Ste 115 Fresno, CA 93721	0	1-5
	State Center Community College District 390 W. Fir Clovis Ca 93611	0	1-5
	MCED- Microcomputer Education Ctr 2002 N. Gateway Blvd. Fresno CA 93727-1620 Frances Diaz 559-456-0623 / 559-456-2988 fx	0	1-5
	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	1-5
	Workforce Connection 1680 E. Manning Ave Reedley CA 93654 Yesenia Corona 559-637-7593 / 559-643-0855 fx	0	1-5
	CA Broadcasters Association Stan Statham R-2-743157-44342828-2-90-US1-C01F3357@ecnmedia.xmr3.com	0	0
	Media Recruiter.com Online Posting	0	1
	Cal Jobs – Division of EDD www.caljobs.ca.gov	0	0

	Entertainmentcareers.net Online Posting	0	0
	Mediamoves.com Online Posting	0	0
	Fresno Ad Federation ebackowski@sbcglobal.net Erin Backowski	0	0
	UC Merced dfitzgerald@ucmerced.edu Daryl Fitzgerald	0	0
	Job Fairs	0	1-5
	TV Jobs.com PO Box 4116 Oceanside, CA 92052 760-754-8177 wk/760-754-2115 fax Mark C Halloway	0	1-5
	Employment & Resource Center 4452 E Kings Canyon Rd Fresno, CA 93750 559-453-3782 Maria Villapudua	0	1-5
	On air announcement – KOND 92.1FM	0	0
	CA State Long Beach 1250 Bellflower Blvd Long Beach, CA 90840 562-985-4151 Paul Fornell	0	1-5
	Workforce Connection & EDD 1939 Academy Ave. Sanger, CA 93657 559-875-1700 Bill Jack	0	1-5
	Institute of Technology 731 W Shaw Ave. Clovis CA 93612 559-297-4500/559-297-5822 fax Don Serna	0	1-5
	Alliant International University 5130 E Clinton Way Fresno CA 93727-2014 559-456-2777 / 559-253-2267 Diana Hernandez	0	1-5
	Placement Pros 1040 E Herndon, Ste 103 Fresno CA 93720 559-439-1100/559-439-2013 fax Luz Sandoval	0	1-5

	Other Source(s) Not Notified by Employment Unit	14	0

* Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report
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The following sets forth the supplemental outreach conducted by the stations **KFTV-DT, KTFF –-DT, KTFF-LD, KLLE-FM, KOND-FM, KRDA-FM** covering the period from **August 1, 2016 – July 31, 2017**

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

  Date: September 20, 2016

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

  Participating Employees: Ruby Valtierra, LSM, Judy Anaya, GM Assistant / Office Manager, German Amezcua, Operations Manager, Veronica Flores, NSM and Jose Elgorriaga – VP of Sales, No. CA & DOS

  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**: Central California Adelante Mujer

  Date: September 23, 2016

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

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

  Date: October 11, 2016

  Host / Sponsor of Activity: Arya Towfighi, SVP, Associate General Counsel and Dan Hoffer, Outside Legal Counsel

  Participating Employees: Veronica Flores, NSM, Brett Covish, Director of Technology, Eddie Renteria, Production Manager - TV, Armando Villanueva, Production Manager - Radio, Eyvonne James, Accounting Assistant, James Meyer, VP of Finance Local Media, Ruby Valtierra, LSM, Judy Anaya GM Asst / Office Manager, Jose Luis Sanchez, Promotions Activation Manager, Lupita Lomeli, Director Community Empowerment / TV Host, Sandy Sirias, News Director, David Buckowski, Manager of Broadcasting IT, German Amezcua, Operations Manager, Jose Elgorriaga, VP of Sales, No. CA & DOS, Steve Stuck, Vice President, General Manager and Vladimir Araya, Executive Producer

  Description of Activity: Harassment Prevention Training for Managers presented by Arya Towfighi, SVP, Associate General Counsel & Dan Hoffer, outside legal counsel

- **Activity:** Facility Tour Edison High School

  Date: October 20, 2016

  Host / Sponsor of Activity: Univision Fresno

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

  Description of Activity: Students from Edison High 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:** Student Leadership Conference

  Date: October 21, 2016

  Host / Sponsor of Activity: Leadership in Full Color

  Participating Employees: German Amezcua, Operations Manager

  Description of Activity: Students from Junior High School have the opportunity to attend workshops designed to help with leadership skills. German Amezcua's presentation was about public speaking skills, learn how to command the microphone and lead your peers with confidence.

- **Activity:** Facility Tour Edison High School

  Date: November 3, 2016

  Host / Sponsor of Activity: Univision Fresno

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

  Description of Activity: Students from Edison High 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:** Take a Student out to Eat (TASTE)

  Date: November 9, 2016

  Host / Sponsor of Activity: Fresno State University

  Participating Employees: Judy Anaya, GM Assistant / Office Manager, Albert Cano, Research Director, Jose Elgorriaga, VP of Sales, No. CA & DOS, Veronica Flores, NSM, Ruby Valtierra, LSM

  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**: Facility Tour

  Date: November 10, 2016

  Host / Sponsor of Activity: Univision

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

  Description of Activity: Students from Parlier High 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:** Career and Resource Expo

  Date: January 26, 2017

  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:** Career Network Night

  Date: March 1, 2017

  Host / Sponsor of Activity: Fresno State University

  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**: Go Red For Women Luncheon

  Date: March 17, 2017

  Host / Sponsor of Activity: American Heart Association

  Participating Employees:, Judy Anaya, GM Assistant / Veronica Flores, NSM, Ruby Valtierra, LSM, Jose Elgorriaga, VP of Sales, No. CA & DOS

  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 #2

  Date: April 21, 2017

  Host / Sponsor of Activity: Univision Fresno

  Participating Employees: Judy Anaya, GM Assistant / Office Manager, German Amezcua, Operations Manager, Lupita Lomeli, Community Empowerment Dir/TV Host, Sayra Vasquez, TV Co-Host

  Description of Activity: Students from Indianola Grade 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:** Bakersfield College Career Day

  Date: April 26, 2017

  Host / Sponsor of Activity: Bakersfield College

  Participating Employees: Joseph Abiecunas, Operations Manager

  Description of Activity: Booth at annual career day giving Bakersfield College students and community members information on careers in the television industry as well as information on what educational requirements are needed for various positions within the industry.

- **Activity:** Job Fest Rabobank Convention Center 2017

  Date: May 11, 2017

  Host / Sponsor of Activity: Job Fest / Kern County

  Participating Employees: Joseph Abiecunas, Operations Manager, Gabriel Alvarez, Producer, Michael Mercado, Producer

  Description of Activity: Booth at Kern County's largest job fair at the Rabobank Convention Center. Distributed information on open positions as well as shared information on careers available within the television industry.

- **Activity:** Sanger Mini Conference

  Date: May 13, 2017

  Host / Sponsor of Activity: Sanger Migrant Program

  Participating Employees: Reina Cardenas, News Anchor

  Description of Activity: Reina was the Keynote Speaker at this event, she shared information about her career and the education she needed to get where she is today as well as stressed the importance of staying in school and working to achieve their career goals.