

Annual EEO Public File Report Form
Stations KFTV-DT, KTFF-DT, KTFF-LD, KLLF(FM), KOND(FM), KRDA(FM)
August 1, 2020 – July 29, 2021

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, 2020 – July 29, 2021**.

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	Multimedia Journalist	Univision Careers Website
2	Multimedia Journalist	Univision Careers Website
3	Multimedia Journalist	Univision Careers Website

The total number of interviewees during the reporting period: 17

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
1.	UCI https://corporate.univision.com/careers/	17	1,2,3
2.	Internal Job Posting 601 West Univision Plaza Fresno, CA 93704	0	1,2,3
3.	CSU Fresno, Career Development & Employment Services 5241 N Maple M/S TA61 Fresno, CA 93740 559-278-2381 Website: https://employer.gradleaders.com/FresnoState/Employers/Login.aspx?jprid=3781	0	1,2,3
4.	Merced College, Career Center 3600 M Street Merced, CA 95348-2806 209-384-6000 Website: https://www.mccd.edu/resources/career/job-opportunity.html	0	1,2,3
5.	University California Merced 5200 N Lake Road Merced, CA 95343 209-228-4400		1,2,3

	Website: https://ucmerced.joinhandshake.com/login		
6.	Fresno City College, Career and Employment Center 1101 E. University Ave Fresno CA 93741 559-442-8200 Website: https://fresno.jobspeaker.com/#/hire redirects to https://pasadena.jobspeaker.com/#/jobboard/jobs	0	1,2,3
7.	West Hills Community College, Career Center 300 Cherry Lane, Coalinga, CA 93210 559-934-2000 Website: https://coalinga.jobspeaker.com/#/jobboard/jobs redirects to https://pasadena.jobspeaker.com/#/jobboard/jobs	0	1,2,3
8.	San Joaquin Valley College, Job Placement Dept. 866-544-7898 https://www.sjvc.edu/job-referral-program/#rfi-form	0	1,2,3
9.	College of the Sequoias, Partner and Employer Resources 915 S. Mooney Blvd, Visalia CA 93277 559-343-6315	0	1,2,3

	<p>Website: https://cos.jobspeaker.com/#/hire</p> <p>https://pasadena.jobspeaker.com/#/jobboard/jobs</p>		
10.	<p>Porterville Community College, Career Center 100 E. College Ave Porterville, CA 93257 559-791-2200</p> <p>Website: https://www.portervillecollege.edu/jec/employers</p> <p>https://pasadena.jobspeaker.com/#/jobboard/jobs</p>	0	1,2,3
11.	<p>Reedley College, Career and Employment Center 995 N. Reed Ave, Reedley, CA 93654 559-638-0300</p> <p>Via Letter</p>	0	1,2,3
12.	<p>Fresno Pacific University 1717 S Chestnut Ave Fresno, CA 93702</p> <p>559-453-2000 / 559-453-7150</p> <p>Website: https://app.joinhandshake.com/login</p>	0	1,2,3
13.	<p>EDD 2555 S Elm Street Fresno, CA 93721 559-230-3600</p> <p>Via Letter</p>	0	1,2,3
14.	<p>Workforce Connection Manchester 3302 N. Blackstone Ave, Suite 155 Fresno, CA. 93726</p>	0	1,2,3

	<p>559-230-3600 TTY Toll Free: (844) 729-6161 Email Contact: Cecil Sanchez</p> <p>csanchez@workforce-connection.com</p>		
15.	<p>Fresno Bee 710 Van Ness Ave #293 Fresno, CA 93721</p> <p>559-441-6111</p> <p>Email: recruitment@mcclatchy.com</p>	0	1,2,3
16.	<p>Visalia Times 330 N West Street Visalia, CA 93279</p> <p>1-888-487-9565</p> <p>Email: visaliatimesdelta@gannett.com</p>	0	1,2,3
17.	<p>Central CA Hispanic Chamber of Commerce 1535 E Olive Ave, Fresno CA, 93728</p> <p>559-549-4480</p> <p>Email: info@cchcc.biz</p>	0	1,2,3
18.	<p>The Fresno Metro Black Chamber of Commerce 1444 Fulton Street #206 Fresno, CA 93721</p> <p>559-441-7929</p> <p>Email: info@fmbcc.com shatera@fmbcc.com</p>	0	1,2,3

19.	<p>California Hmong Chamber of Commerce 4274 N. Blackstone Ave Suite #103 Fresno CA. 93726</p> <p>559-905-6122</p> <p>Email: yiah@cahmongchamber.com</p>	0	1,2,3
20.	<p>Fresno Chamber of Commerce 2331 Fresno Street Fresno, CA 93721</p> <p>559-495-4800</p> <p>Email: info@fresnochamber.com</p>	0	1,2,3
	Other Sources Not Notified by Employment Unit	0	0
	Linkedin	0	0
	Career Builder	0	0
	Indeed	0	0
	Employee Referral	0	0
	Other Industry Referrals	0	0

* Indicates sources that have requested notification of job openings.

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The following sets forth the supplemental outreach conducted by the **KFTV-DT, KTFF-DT, KTFF-LD, KLLF(FM), KOND(FM), KRDA(FM)** covering the period from **August 1, 2020 – July 29, 2021**

Activity: EEO Webinar

Date: March 2, 2021

Host / Sponsor of Activity: CBA

Participating Employees: Judy Anaya – Office Manager

Description of Activity: Training on compliance with Federal Communications Commission requirements. Topics: hiring, job posting and outreach. Conducted by FCC general counsel Gregg Skall.

Activity: Townhall with local News Directors and College Students

Date: 05/14/2021

Host / Sponsor of Activity: California State University Fresno

Participating Employees: Vladimir Araya – News Director

Description of Activity: Local TV news directors participated in a townhall organized by Fresno State where graduating journalism students had a chance to ask them about how to get their first job in the industry. News directors provided valuable tips on how to apply and be relevant.

Activity: Training - Poynter Producer Project 2021

Date: 03/29/2021

Host / Sponsor of Activity: The Poynter Institute

Participating Employees: Stefany Garces

Description of Activity: Employee completed the four-week online seminar. This training enables employees to acquire additional skills that could qualify them for growth and higher positions in the future.

Activity: Training - TV Power Reporting Academy 2021

Date: 04/22/2021

Host / Sponsor of Activity: The Poynter Institute

Participating Employees: Cristian Gomez

Description of Activity: Employee completed the four-week online seminar. This training enables employees to acquire additional skills that could qualify them for growth and higher positions in the future.

Activity: Training - TV Power Reporting Academy 2021

Date: 04/22/2021

Host / Sponsor of Activity: The Poynter Institute

Participating Employees: Jessica Bedolla

Description of Activity: Employee completed the four-week online seminar. This training enables employees to acquire additional skills that could qualify them for growth and higher positions in the future.

Activity: Training – Audio and Production

Date: September 21, 2020 to January 8, 2021

Participating Employee: Nashelly Antonio

Description of Activity: Employee had a four-month training with Morning Show Producer. This training included show formatting and audio console. Nashelly has been able to act as a backup when needed. This training added skills that could qualify her for growth and higher positions in the future.

Description of Activity: Employee completed the four-week online seminar. This training enables employees to acquire additional skills that could qualify them for growth and higher positions in the future.

Activity: Training – Audio and Technical Direction

Date: September 21, 2020 to January 8, 2021

Participating Employee: Arnulfo Conriquez

Description of Activity: Employee had a four-month training with Technical Director. This training included Technical Direction on program console as well as audio console. Arnulfo has

been able to act as a backup when needed. This training added skills that could qualify him for growth and higher positions in the future.