

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- KDTV-DT, Facility ID No. 33778, San Francisco, CA
- KDTV-CD, Facility ID No. 18148, Santa Rosa, CA
- KFSF-DT, Facility ID No. 51429, Vallejo, CA
- KSOL(FM), Facility ID No. 70032, San Francisco, CA
- KSQL(FM), Facility ID No. 70033, Santa Cruz, CA
- KVVZ(FM), Facility ID No. 19532, Santa Clara, CA
- KVVZ(FM), Facility ID No. 40136, San Rafael, CA
- KBRG(FM), Facility ID No. 68839, San Jose, CA

B. Reporting Period: August 1, 2025 – July 31, 2026

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R018585 Anchor & Editorial Lead	TU Careers Website
2.	R019526 Executive Producer	Internal Employee

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 7

D. Recruitment Source Information¹

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Website https://corporate.televisaunivision.com/careers/	No	4	Positions 1 and 2
Catholic Charities East Bay Attn: Job Placement Services 433 Jefferson Street Oakland, CA 94607 Phone: 510-768-3100	No	0	Positions 1 and 2
College of San Mateo 1700 W. Hillsdale Blvd College Center Building 10, Room 340D San Mateo, CA 94402 Phone: 650-574-6161 E-mail: csmcareerservices@smccd.edu	No	0	Positions 1 and 2
National Asian American Telecommunications Assn. Center for Asian American Media 145 Ninth St, #350 San Francisco, CA 94103 Phone: 415-863-0814 E-mail: jobs@caamedia.org	No	0	Positions 1 and 2

¹ The job vacancies are either mailed or e-mailed to contacts or posted on the sources' websites.

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Mission Language and Vocational School Attn: Career Center 2929 19 th Street San Francisco, CA 94110 Phone: 415-622-5432	Yes	0	Positions 1 and 2
UC Santa Cruz Career Center - Bay Tree Building, Room 305 1156 High Street Santa Cruz, CA 95064 Phone: 931-459-4420 E-mail: csuccess@ucsc.edu	No	0	Positions 1 and 2
Arriba Juntos Attn: Career Postings 1850 Mission Street San Francisco, CA 94103 Phone: 415-487-3240	Yes	0	Positions 1 and 2
City & County of San Francisco Human Services Agency PO Box 7988 San Francisco, CA 94120-7988 Phone: 877-562-1669	Yes	0	Positions 1 and 2
Centro de Servicios Attn: Job Placement 525 H Street Union City, CA 94587 Phone: 510-489-4100	No	0	Positions 1 and 2
Center of Employment Training Careers Attn: Job Placement Services 701 Vine St San Jose, CA 95111 Phone: 408-534-5360	No	0	Positions 1 and 2
Bay Area Black Journalist Association 1714 Franklin St. #100-260 Oakland, CA 94612 Phone: 510-986-9390	No	0	Positions 1 and 2
University of San Francisco 2130 Fulton St, UC, 5 th Floor San Francisco, CA 94117 Phone: 415-422-6216 E-mail: careerservices@usfca.edu	No	0	Positions 1 and 2
Chabot College Attn: Career Center 25555 Hesperian Blvd Building 700, 2 nd Floor Hayward, CA 94545 Phone: 510-723-6600	Yes	0	Positions 1 and 2
City College of San Francisco Attn: Career Services 50 Phelan Ave, Mailbox A6 San Francisco, CA 94112 Phone: 415-239-3117	No	0	Positions 1 and 2

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
College of Marin 835 College Avenue Kentfield, CA 94904 Phone: 415-457-8811 E-mail: COMinternship@marin.edu	No	0	Positions 1 and 2
Oakland Private Industry Council – Eastmont Attn: Employment Services 7200 Bancroft, Ste. 140 Oakland, CA 97605 Phone: 510-328-4505	No	0	Positions 1 and 2
Hispanic Chamber of Commerce of Marin Attn: Career Services PO Box 4423 San Rafael, CA 94913 Phone: 415-721-9686	No	0	Positions 1 and 2
Skyline College Career Services 3300 College Drive San Bruno, CA 94066 Phone: 650-738-4100 Contact: skycareers@smccd.edu	No	0	Positions 1 and 2
San Francisco Office of Unemployment 801 Turk Street San Francisco, CA 94104 Phone: 415-749-7503 E-mail: SFjobs@edd.ca.gov	No	0	Positions 1 and 2
Cal Poly San Luis Obispo Career Center 1 Grand Avenue San Luis Obispo, CA 93407 Phone: 805-756-1111	No	0	Positions 1 and 2
Hispanic Chamber of Commerce, Silicon Valley 1887 Monterey Rd # 215 San Jose, CA 95112 Phone: 408-385-9800 E-mail: info@hccsv.org	No	0	Positions 1 and 2
Media Alliance 2830 20th Street, Suite 201 San Francisco, CA 94110 Phone: 415-746-9475 E-mail: jobfile@media-alliance.org	No	0	Positions 1 and 2
Unity Council 1900 Fruitvale Ave #2A Oakland, CA 94601 Phone: 510-535-6900 E-mail: careercenter@unitycouncil.org	No	0	Positions 1 and 2
Centro de Juventud Attn: Job Placement Services 3209 Galindo St. Oakland, CA 94601 Phone: 510-532-5995	No	0	Positions 1 and 2

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Chicana Latina Foundation Attn: Job Placement Services 1419 Burlingame Ave. Ste. N Burlingame, CA 94010 Phone: 650-548-1040 E-mail: CLFinfo@chicanalatina.org	No	0	Positions 1 and 2
United Negro College Fund Attn: Job Placement Services 220 Montgomery St. #1109 San Francisco, CA 94104 Phone: 415-956-1018	No	0	Positions 1 and 2
National Association of Hispanic Journalists (NAHJ) PO Box 117 Windsor, CA 95492 Phone: 626-792-3846 E-mail: info@NAHJcareers.org	No	0	Positions 1 and 2

In addition to the above recruitment sources, candidates were referred by the following recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
Internal Employee	No	3

E. Outreach Activities During Reporting Period

Description	Dates
The EEO Officer participated in the Annual EEO training conducted by the Talent Acquisition Team.	10/16/2025
The EEO officer completed the 101 for the Hiring Manager training course. This training equipped Hiring Managers with an overview of the recruitment process, key best practices, and strategies to enhance the candidate experience while ensuring full compliance.	10/31/2025
The employment unit participated in the Career Day at San Miguel Elementary School. The On-Air Talent spoke to students in two sessions about her journey into the media industry and the various careers associated with media.	12/3/2025
The employment unit hosted approximately twenty-five CSU East Bay College students at the station studios. Students learned from various managers about careers in Media. Participating station personnel were from the News, Engineering, Sales, and Operations departments.	3/27/2026
The employment unit participated in the Skyline College Career Fair. The Activations Manager spoke to participants about career opportunities.	4/14/2026

The employment unit participated in “Bring your kid to work” day. The kids were given a binder of activities including interview questions to at least 3 employees, word search, and creating their first resume. They were given a tour of the facility, they learned how the green screen and the control room works.	4/23/2026
The employment unit participated in the Career Day at James Lick Middle School. The Sales Manager spoke to students about his journey into the media industry and the various careers associated with media.	5/1/2026
The employment unit participated in the South San Franciscos 26 th Annual Community Employment Day Career Fair. The Activations Manager spoke to attendees about the career opportunities in TU.	6/9/2026
The employment unit’s acting managers participated in the “Manager Success Training” conducted by the Talent Acquisition Team.	6/17/2026
The EEO Officer participated in Broad Recruitment training conducted by the Talent Acquisition Team.	7/1/2026
The employment unit listed all upper-level 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.	Throughout the reporting period