

## Annual EEO Public File Report

KUVS-DT, KEZT-CD, KTFK-DT

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): **KUVS-DT/ Modesto, KEZT-CD/ Sacramento, KTFK-DT/Stockton** 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 **July 22, 2019 to July 31, 2020**

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. For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer.

Appendix 1 to Annual EEO Public File Report

Covering the Period from 7/22/2019 to 7/31/2020

Station(s) Comprising Station Employment Unit:

**KUVS-DT/ Modesto, KEZT-CD/ Sacramento, KTFK-DT/Stockton**

Section 1: Vacancy Information

<b>Full-time Positions Filled By Job Title</b>		<b>Recruitment Source of Hire</b>
1	Office Manager	Indeed
2	Producer/ Assignment Desk	UCI Career Website
3	Producer	UCI Career Website
4	News Photographer/ Editor	UCI Career Website
5	News Photographer	UCI Career Website

**Total Number of Persons Interviewed During Applicable Period: 34**

Appendix 2 to Annual EEO Public File Report

Covering the Period from 7/22/2019 to 7/31/2020

Station(s) Comprising Station Employment Unit:  
**KUVS-DT/ Modesto, KEZT-CD/ Sacramento, KTFK-DT/Stockton**  
 Section 2: 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. <a href="http://www.univision.com">www.univision.com</a> (Company Website) Key word: kuvs 1710 Arden Way Sacramento, CA 95815 Tel. (916) 614-1917	11	Office Manager Producer/ Assignment Desk Producer News Photographer News Photographer
2. <b>Internal Univision Candidate</b>	0	Office Manager Producer/ Assignment Desk Producer News Photographer News Photographer
3. <b>Media Match</b> <a href="http://www.media-match.com">www.media-match.com</a> Tel. (323) 284-5589	0	Producer News Photographer News Photographer
4. <b>TV Jobs</b> P.O. Box 4116 Oceanside, CA 92052 1 (800) 374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	0	News Photographer
5. <b>California Broadcasters Association</b> <a href="mailto:ww.jobposter@yourcba.com">ww.jobposter@yourcba.com</a>	0	None
6. <b>Entertainment Careers</b> 2118 Wilshire Blvd #401 Santa Monica, CA 90403 <a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a>	0	Producer News Photographer News Photographer
7. <b>Central Valley Opportunity Center *</b> 1581 Cummins Dr. # 100 Modesto, CA 95358 Tel. (209) 577-3210	0	Office Manager Producer News Photographer News Photographer

	Attn: Jorge Nava Jr. <a href="mailto:jdenava@cvoc.org">jdenava@cvoc.org</a>		
8.	<b>African American Chamber of Commerce of San Joaquin Co.</b> 42 N Sutter Street, Suite 217 Stockton, CA 95202-2900 (209) 547-3230	0	Office Manager
9.	<b>Los Rios Community Colleges</b> * 4700 College Oak Drive Sacramento, CA 95814 Tel. (916) 484-8182 <a href="mailto:meisner@arc.losrios.edu">meisner@arc.losrios.edu</a> <a href="mailto:careerinfo@arc.losrios.edu">careerinfo@arc.losrios.edu</a>	0	Office Manager Producer News Photographer News Photographer
10.	<b>Asian Resources</b> 5709 Stockton Blvd. Sacramento, CA 95824 (916) 454-1892 <a href="mailto:info@asianresources.org">info@asianresources.org</a> Attn: Elaine Abelate,	0	Office Manager Producer News Photographer News Photographer
11.	<b>MTI College</b> <a href="mailto:Careerservices@mticollege.edu">Careerservices@mticollege.edu</a>	0	Office Manager Producer News Photographer News Photographer
12.	<b>California Indian Manpower Consortium</b> 4225 Northgate Blvd. Ste 4 Sacramento, CA 95207	0	Office Manager
13.	<b>California Polytechnic State University</b> <a href="mailto:lplatte@calpoly.edu">lplatte@calpoly.edu</a>	0	Office Manager
14.	<b>California State University</b> 6000 J Street Sacramento, CA 95819 Attn: Student Employment Coordinator (916) 278-6688	0	Office Manager
15.	<b>Consumes River College</b> Transitions Services 8401 Center Parkway, L-217 Sacramento, CA 95823 (916) 688-7456	0	Office Manager
16.	<b>Department of Employment and Social Services</b> 500 A Jefferson Blvd Ste 110	0	Office Manager Producer

	West Sacramento, CA 95605 <a href="mailto:marc.marquez@yolocounty.org">marc.marquez@yolocounty.org</a>		News Photographer News Photographer
17.	<b>Employment Development Department</b> 2901 50 <sup>th</sup> St Sacramento, CA 95817 Attn: Sheri Foley	0	Office Manager
18.	<b>Employment Development Department</b> 302 Northgate Drive Manteca, CA 95336	0	Office Manager
19.	<b>Employment Development Department</b> 56 S Lincoln Street Stockton, CA 95203	0	Office Manager
20.	<b>Filipino American Chamber of Commerce</b> 9524 Swanbrook Court Elk Grove, CA 95758	0	Office Manager
21.	<b>Human Services Agency San Joaquin County</b> P.O. Box 201056 Stockton, CA 95201 (209) 468-2202	0	Office Manager
22.	<b>La Familia Counseling Center</b> 5523 34 <sup>th</sup> Street Sacramento, CA 95820	0	Office Manager
23.	<b>San Joaquin Co Hispanic Chamber of Commerce</b> Tel. (209) 943-6117 <a href="mailto:info@sjhcc.com">info@sjhcc.com</a>	0	None
24.	<b>Media Alliance</b> <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>	0	Office Manager
25.	<b>Modesto Junior College</b> <a href="mailto:ramirez@mjcc.edu">ramirez@mjcc.edu</a>	0	Office Manager Producer News Photographer News Photographer
26.	<b>NAACP-Stockton Branch #1078</b> 401 N San Joaquin St. Stockton, CA 95202	0	Office Manager
27.	<b>Sacramento Asian Pacific Chamber of Commerce</b> 2331 Alhambra Blvd. Suite 100	0	Office Manager

	Sacramento, CA 95817		
28.	<b>Sacramento Black Chamber of Commerce</b> 5570 Freeport Blvd. Ste 44 Sacramento, CA 95822	0	Office Manager
29.	<b>Sacramento City College</b> Job Services 3835 Freeport Blvd Road North, Rm 147 Sacramento, CA 95822 (916) 558-2332	0	Office Manager
30.	<b>Sacramento Veteran's Center</b> 1111 Howe Avenue, Ste 390 Sacramento, CA 95825	0	None
31.	<b>Sacramento Works Career</b> 7000 Franklin Blvd. Ste 540 Sacramento, CA 95823	0	Office Manager
32.	<b>Sacramento Works WIB</b> 925 Del Paso Blvd Sacramento, CA 95815	0	Office Manager
33.	<b>San Joaquin Delta College</b> Job Placement 5151 Pacific Avenue Stockton, CA 95207	0	Office Manager
34.	<b>Solano Community College</b> Career Center Room 130 4000 Suisun Valley Road Fairfield, CA 94534 (707) 864-7000	0	Office Manager
35.	<b>Stockton WorkNet Center</b> 56 S. Lincoln Street Stockton, CA 95203	0	Office Manager
36.	<b>Unity Council</b> <a href="mailto:onestop@unitycouncil.org">onestop@unitycouncil.org</a>	0	Office Manager
37.	<b>University of the Pacific</b> Career Resource Center 3601 Pacific Avenue Stockton, CA 95211	0	Office Manager
38.	<b>Yuba College - Career Center</b> 2088 North Beale Road Marysville, CA 95901 (530) 741-6700	0	Office Manager

	<b>Other Source(s) Not Notified By Employment Unit</b>		
39.	<b>LinkedIn</b> www.linkedin.com	8	Office Manager Producer/ Assignment Desk Producer News Photographer News Photographer
40.	<b>Glassdoor</b> www.glassdoor.com	2	Office Manager Producer/ Assignment Desk Producer News Photographer News Photographer
41.	<b>Indeed</b> 6433 Champion Grandview Way Building 1 Austin, TX 78750 Tel. (800) 475-4361 www.indeed.com	10	Office Manager Producer/ Assignment Desk Producer News Photographer News Photographer
42.	<b>U.S. Jobs</b>	0	Office Manager Producer/ Assignment Desk Producer News Photographer News Photographer
43.	<b>NAHJ</b> www.nahj.org	1	Producer/ Assignment Desk
44.	<b>Career Builder</b> www.careerbuilder.com	1	Office Manager Producer/ Assignment Desk Producer News Photographer News Photographer
45.	<b>Employee Referral</b>	1	Office Manager Producer/ Assignment Desk Producer News Photographer News Photographer

\* Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report

Covering the Period from 07/22/2019 to 7/31/2020

Station(s) Comprising Station Employment Unit:  
**KUVS-DT/ Modesto, KEZT-CD/ Sacramento, KTFK-DT/Stockton**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by KUVS-DT, KEZT-CD, KTFK-DT

**1. JOB & CAREER FAIRS**

- Activity: Call for Action and Career Fair  
Date: July 18<sup>th</sup>, 2019  
Participating Employees: Roxana Calderon, Director of Community Empowerment  
Host/Sponsor of Activity: Latinas in Technology

Description of Activity: The event featured a panel discussion of Latina community leaders who talked about the importance of increase the 1% of Latinas represented in Tech. A job fair of employers looking to diversify their workforce was part of the event.

- Activity: Hispanic Entrepreneurship Program Career Fair  
Date: August 15, 2019  
Participating Employees: Roxana Calderon, Director of Community Empowerment  
Host/ Sponsor of Activity: HEP

Description of Activity: A Career fair hosted by HEP in which attendees could take part in workshops and had information from different job sectors who attended the fair. Univision had a booth in which information of opened positions was given. We also provided information on the different departments our Sacramento station have and answered questions on qualifications for applicants.

- Activity: Job Fair  
Date: August 27, 2020  
Participating Employees: Roxana Calderon, Director of Community Empowerment,  
Host/ Sponsor of Activity: In partnership with La Familia Counseling Center, United Way, Sacramento Works, Seta Head Start.

Description of Activity: La Familia Family Resource Center hosted a job fair where different sectors providing job opportunities participated. Univision had a booth and talked gave information on



opened positions, where to go to apply and some of the job requirements needed to work for the different departments within the station.

## **2. CAREER DAYS, MENTORING, & OTHER EDUCATIONAL PROGRAMS**

- Activity: Univision Career Day  
Date: November 19, 2019  
Participating Employees: Univision KUVS Managers  
Host/ Sponsor of Activity: Univision KUVS 19

Description of Activity: We welcomed students from University of California Davis and gave them a tour around the station. Our Univision team took the time to explain the different tasks that go on within their departments and the different jobs Univision offers. Students are encouraged to ask questions throughout the tour.

- Activity: Univision Career Day  
Date: February 28, 2020  
Participating Employees: 19 Department Managers  
Host/ Sponsor of Activity: Univision KUVS

Description of Activity: We welcomed students from California State University of Sacramento and gave them a tour around the station. Our Univision team took the time to explain the different tasks that go on within their departments and the different jobs Univision offers. Students are encouraged to ask questions throughout the tour.

- Activity: Back to School Event  
Date: August 8, 2019  
Participating Employees: Roxana Calderon, Director of Community Empowerment  
Host/ Sponsor of Activity: Back to school events in partnership with PIQUE (Parents Institute for Quality Education)

Description of Activity: Roxana Calderon, Director of Community Empowerment, met with students and their parents who visited the Univision table and shared different positions available at television stations and the education they would need to be able to achieve one of these positions.

- Activity: Back to School Event  
Date: August 21, 2019  
Participating Employees: Roxana Calderon, Director of Community Empowerment  
Host/ Sponsor of Activity: Back to school events in partnership with PIQUE (Parents Institute for Quality Education)

Description of Activity: Roxana Calderon, Director of Community Empowerment, met with students and their parents who visited the Univision table and shared different positions available at television stations and the education they would need to be able to achieve one of these positions.

- Activity: Back to School Event  
Date: August 22, 2019  
Participating Employees: Roxana Calderon, Director of Community Empowerment  
Host/ Sponsor of Activity:

Description of Activity: Roxana Calderon, Director of Community Empowerment, met with students and their parents who visited the Univision table and shared different positions available at television stations and the education they would need to be able to achieve one of these positions.

### **3. EEO Training**

- Annual Notification info for EEO Statement 2020, sent out on June 22, 2020