

**Annual EEO Public File Report Form  
(July 30, 2021 – July 29, 2022)**

KSOL (98.9 FM) San Francisco, CA  
KVVZ (105.7 FM) Santa Clara, CA  
KBRG (100.3 FM) San Jose, CA  
KFSF-DT UniMAS 66, Vallejo, CA.

KSQI (99.1 FM) Santa Cruz, CA  
KVVZ (100.7 FM) San Rafael, CA  
KDTV-DT Univision 14, San Francisco, CA.  
KDTV-CD Univision 28, Santa Rosa, 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(FM), KVVZ(FM), KBRG(FM), KSQI(FM), KVVZ(FM), KDTV-DT, KDTV-CD, KFSF-DT 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 30, 2021 – July 29, 2022 (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 follows 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  
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Full-time Positions Filled by Job Title		Recruitment Source of Hiree
1	Photojournalist R008672	Indeed
2	Multimedia Journalist R008981	Internal Employee
3	Account Executive R019626	Employee Referral
4	News Producer R009578	Internal Employee
5	Vice President/News Director R009663	TelevisaUnivision Career website
6	Account Executive R009892	Employee Referral
7	Account Coordinator R010479	TelevisaUnivision Career website
8	Meteorologist R011192	LinkedIn
9	Multimedia Journalist R011308	LinkedIn
10	Chief Photographer R011708	Internal Employee

The total number of interviewees during the reporting period: **40**

Appendix 2 to  
Annual EEO Public File Report  
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	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Full-time Positions for Which This Source Was Utilized	Total Number of Interviewees This Source Has Provided During This Period (If Any)
1	Catholic Charities East Bay Attn: Job Placement Services 433 Jefferson Street Oakland, CA. 94607 510-768-3100	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
2	College of San Mateo 1700 W. Hillsdale Blvd College Center Building 10, Room 340D San Mateo, CA. 94402 650-574-6161 <a href="mailto:csmcareerservices@smccd.edu">csmcareerservices@smccd.edu</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
3	Nat'l Asian American Telecommunications Assn. Center for Asian American Media 145 Ninth St, #350 San Francisco, CA. 94103 415-863-0814 <a href="mailto:jobs@caamedia.org">jobs@caamedia.org</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
4	*Mission Language and Vocational School Attn: Career Center 2929 19 <sup>th</sup> Street San Francisco, CA. 94110 415-622-5432	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
5	UC Santa Cruz Career Center - Bay Tree Building, Room 305 1156 High Street Santa Cruz, CA. 95064 931-459-4420 <a href="mailto:csuccess@ucsc.edu">csuccess@ucsc.edu</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
6	*Arriba Juntos Attn: Career Postings 1850 Mission Street San Francisco, CA. 94103 415-487-3240	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
7	*City & County of San Francisco Human Services Agency PO Box 7988 San Francisco, CA. 94120-7988 877-562-1669 <a href="mailto:Ramypaningbatan@sfgov.org">Ramypaningbatan@sfgov.org</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
8	Centro de Servicios Attn: Job Placement 525 H Street Union City, CA 94587 510-489-4100	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0

9	Center of Employment Training Careers Attn: Job Placement Services 701 Vine St San Jose, CA. 95111 408-534-5360	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
10	Bay Area Black Journalist Assoc. Oakland, CA 94612 510-986-9390 <a href="mailto:Babja1982@gmail.com">Babja1982@gmail.com</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
11	University of San Francisco 2130 Fulton St, UC, 5 <sup>th</sup> floor San Francisco, CA. 94117 415-422-6216 <a href="mailto:careerservices@usfca.edu">careerservices@usfca.edu</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
12	*Chabot College Attn: Career Center 25555 Hesperian Blvd Building 700, 2 <sup>nd</sup> Fl Hayward, CA. 94545 510-723-6600	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
13	City College of San Francisco Attn: Career Services 50 Phelan Ave, Mailbox A6 San Francisco, CA. 94112 415-239-3117	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
14	College of Marin 835 College Avenue Kentfield, CA. 94904 415-457-8811 <a href="mailto:COMinternship@marin.edu">COMinternship@marin.edu</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
15	Oakland Private Industry Council – Eastmont Attn: Employment Services 7200 Bancroft, Ste. 140 Oakland, CA. 97605 510-328-4505	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
16	Hispanic Chamber of Commerce of Marin Attn: Career Services PO Box 4423 San Rafael, CA. 94913 415-721-9686	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
17	Skyline College Career Services 3300 College Drive San Bruno, CA. 94066 650-738-4100 <a href="mailto:skycareers@smccd.edu">skycareers@smccd.edu</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
18	San Francisco Office of Unemployment 801 Turk Street San Francisco, CA 94104 415-749-7503 <a href="mailto:SFjobs@edd.ca.gov">SFjobs@edd.ca.gov</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
19	Cal Poly San Luis Obispo Career Center San Luis Obispo, CA 93407 805-756-1111 <a href="mailto:lplatte@calpoly.edu">lplatte@calpoly.edu</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0

20	Hispanic Chamber of Commerce, Silicon Valley 1887 Monterey Rd # 215 San Jose, CA 95112 408-385-9800 <a href="mailto:info@hccsv.org">info@hccsv.org</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
21	Media Alliance 2830 20th Street, Suite 201 San Francisco, CA 94110 415-746-9475 <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
22	Unity Council 1900 Fruitvale Ave #2A Oakland, CA 94601 510-535-6900 <a href="mailto:onestop@unitycouncil.org">onestop@unitycouncil.org</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
23	Centro de Juventud Attn: Job Placement Services 3209 Galindo St. Oakland, CA 94601 510-532-5995	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
24	Chicana Latina Foundation Attn: Job Placement Services 1419 Burlingame Ave. Ste. N Burlingame, CA 94010 650-548-1040 <a href="mailto:CLFinfo@chicanalatina.org">CLFinfo@chicanalatina.org</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
25	Oakland Private Industry Council Attn: Job Placement Services 268 Grand Ave Oakland, CA 94610 510-858-6742	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
26	United Negro College Fund Attn: Job Placement Services 220 Montgomery St. #1120 San Francisco, CA 94105 415-956-1018	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
27	National Association of Hispanic Journalists (NAHJ) PO Box 117 Windsor, CA 95492 626-792-3846 <a href="mailto:info@NAHJcareers.org">info@NAHJcareers.org</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	0
28	TelevisaUnivision Career website <a href="https://corporate.univision.com/careers">https://corporate.univision.com/careers</a>	Jobs 1, 2, 3, 4, 5, 6, 7, 8, 9, 10	8

	<b>Other Source(s) Not Notified by Employment Unit</b>	Full-time Positions for Which This Source provided candidates	Total Number of Interviewees This Source Has Provided During This Period (If Any)
29	Internal Candidates	Jobs 2, 4, 5, 10	7
30	Employee Referral	Jobs 3, 5, 6, 7, 8	7
31	Career Builder.com	Jobs 2, 7	2
32	Handshake	Job 7	1

33	Indeed	Job 1	1
34	LinkedIn	Jobs 2, 4, 6, 7, 8, 9	13
35	Glassdoor	Job 7	1

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

Appendix 3 to  
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The following sets forth the supplemental outreach conducted by the employment unit during the applicable period:

**1. INTERNSHIPS/MENTORSHIPS, OTHER:**

**Mentoring Program:**

- June 2022-August 2022, The Emerson Collective Youth Collaborative is a unique 8-week experience for rising college sophomores, juniors and seniors that will take place this summer and that is more than just an internship, it is a collaborative partnership between Emerson Collective, George Washington University, National Geographic Society, and Smithsonian Institution. Kari Swanson, Office Manager, is a mentor to Jordan Harb from Arizona State University.

**Establishment of In-House EEO Training.** The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- May 25, 2022, hiring managers completed the online Manager Training course on EEO practices, who include:
  - Jose Rojo, Business Development Manager
  - Estephany Haro Candelas, Assistant News Director
  - Raul Rodriguez, President & General Manager
  - Jim Van Tassell, Director of Technology
  - Carlos Perez, Vice President, Director of Sales
  - Ramon Oropeza, Director of Operations
  - Juan Carlos Gutierrez Godoy, Vice President, News Bay Area
  - Efren Padilla, Local Sales Manager
  - Victor Solis, Digital Content Manager
  - Kari Swanson, Office Manager/EEO Officer

**2. MEDIA TRADE ORGANIZATIONS**

- Listed 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.