

Annual EEO Public File Report

STATIONS KUVI-DT, KABE-CD AND KBTF-CD

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): KUVI-DT, KABE-CD, and KBTF-CD, 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 to and including July 31, 2021 (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 hiree 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 hiree 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

Covering the Period from August 1, 2020 to July 31, 2021

Station(s) Comprising Station Employment Unit: KUVI-DT, KABE-CD, and KBTF-CD,

Section 1: Vacancy Information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Multimedia Journalist	UCI Careers
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		

Total number of persons interviewed during applicable period: 6

Appendix 2 to

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Covering the Period from August 1, 2020 to July 31, 2021

Station(s) Comprising Station Employment Unit: KUVI-DT, KABE-CD, and KBTF-CD

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	ETR Career Service Center 1600 E. Belle Terrace Bakersfield, CA 93307 Valorie Dixon valorie.dixon@edd.ca.gov F:661-833-2267	0	1
2	Arbor PO Box 785 Lamont, CA 93241-0785 Della Owens F:661-336-6788	0	1
3	Bakersfield Adult School 501 S. Mt. Vernon Bakersfield, CA 93307 Gena Lieske Gena_lieske@kernhigh.org F:661-835-9612	0	1
4	Bakersfield College Website 1801 Panorama Dr. Bakersfield, CA 93306 www.Collegecentral.com	0	1
5	Cerro Coso Community College 5520 Lake Isabella Blvd Lake Isabella, CA 93240-3204 J. Schweri jschweri@cerrocoso.edu F:760-379-5547	0	1
6	EDD 2000 "K" St. 4 th Floor Bakersfield, CA 93301	0	1

7	Dept. of Rehabilitation 4925 Commerce Dr., Ste 150 Bakersfield, CA 93309-0643 Diane Santillan dsantil@dor.ca.gov F:661-395-2555	0	1
8	Kern High School District 5801 Sundale Ave. Bakersfield, CA 93309 Lora Boler Lora_boler@khsd.k12.ca.us F:661-827-3301	0	1
9	Internal Job Postings KUVI-KABE-KBTF 5801 Truxtun Ave. Bakersfield, CA 93309	0	1
10	UCI Company Career Site Univision.com	6	1
11	CSUB Career Website 9001 Stockdale Hwy Bakersfield, CA 93311 career@csub.edu	0	1
12	DeVry University 3000 Ming Ave. Bakersfield, CA 93304 F: 661-631-1669	0	1
13	Ferra and Associates PO Box 9339 Bakersfield, CA 93389 F: 661-327-2318	0	1
14	Fresno Pacific University 11000 River Run Blvd #200 Bakersfield, CA 93311 F: 661-617-3218	0	1
15	Point Loma Nazarene University 5080 California Ave., Ste 104 Bakersfield, CA 93309 F: 661-324-3489	0	1
16	Regional Occupational Center 501 S. Mt. Vernon Ave. Bakersfield, CA 93307 F: 661-398-8239	0	1
17	San Joaquin Valley College 201 New Stine Rd. Bakersfield, CA 93309	0	1

	F: 661-834-1021		
18	Santa Barbara Business College 5300 California Ave. Bakersfield, CA 93309 F: 661-835-0242	0	1
19	Taft College 29 Emmons Park Taft, CA 93268 F:661-763-7758	0	1
20	University of LaVerne 1201 – 24 th St. Bakersfield, CA 93301 F: 661-328-1378	0	1
21	University of Phoenix 4900 California Ave Tower A Bakersfield, CA 93309 F: 661-633-2711	0	1
22	Kern Co Hispanic Chamber of Comm	0	1
	Other Source(s) Not Notified by Employment Unit		
	Linkedin	0	0
	CareerBuilder	0	0
	Indeed	0	0
	Walk-Ins	0	0
	Employee Referral	0	0
	Other-Industry Referrals	0	0
	GlassDoor	0	0

* Indicates sources that have requested notification of job openings.

Appendix 3 to

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Covering the Period from August 1, 2020 to July 31, 2021

Station(s) Comprising Station Employment Unit: KUVI-DT, KABE-CD, and KBTF-CD

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KUVI-DT, KABE-CD, and KBTF-CD.

- **Activity:** Breaking Into the Entertainment Industry

Date: August 27, 2020

Participating Employee: Teadra Zarate

Host/Sponsor of Activity: Association of Latino Professionals for America

Format: Virtual Workshop

Description of Activity: Spoke to over 60 university students from across the country on best practices when looking to obtain a job within the entertainment industry. Along with two other panelists from CBS and NBC, students were provided with tips on how to stand-out from the crowd, resume do's and don'ts, and how to establish a successful career brand. We also spoke about the various diversity & inclusion initiative within a company and shared tips on how to successfully network internally and externally.

- **Activity:** Early Career Opportunities Job Fair

Date: September 23, 2020

Participating Employee: Teadra Zarate

Host/Sponsor of Activity: T-Howard Foundation

Format: Virtual Professional Development Event for College Students

Description of Activity: Univision was one of many entertainment companies to partner with the T-Howard Foundation to host a virtual Meet & Greet-Professional Development event for early career professionals interested in creating a career path in the

entertainment industry. T-Howard Programs are intended to provide opportunities for diverse and underrepresented groups in underserved communities in the media and entertainment industry. The “Meet & Greet” gave students and opportunity to have one-on-one conversations with media professionals and discuss various ways to maximize early career opportunities.

- **Activity:** University of San Diego Marketing, Communications & PR Career Fair

Date: October 27th, 2020

Participating Employee: Teadra Zarate

Host/Sponsor of Activity: University of San Diego

Format: Virtual Career Fair

Description of Activity: Univision participated in UC San Diego’s Fall Career Fair and spoke to students about current openings as well as early career opportunities such as internships and the company’s leadership finance program for recent graduates.

- **Activity:** Lee Hatch Harrison Virtual Career Fair

Date: February 4, 2021

Participating Employee: Teadra Zarate

Host/Sponsor of Activity: Lee Hatch Harrison Outplacement Services

Format: Virtual Career Fair

Description of Activity: Spoke to a number of potential candidates about current openings with Univision. Reviewed resumes and provided feedback as requested by participants. Directed potential candidates to Univision’s career portal. Answered questions on company culture, opportunities, and employee resource groups.

- **Activity:** The FCC EEO Rule and How To Survive Them

Date: March 2, 2021

Participating Employee: Joe Abiecunas, Director of Operations, Leonardo Ruiz, Director of Sales/GM

Host/Sponsor of Activity: Telecommunications Law Professionals – Broadcast 1 Source

Format: Virtual Workshop

Description of Activity: Online training for EEO Rules and expectations.

- **Activity:** Goal Setting & Performance Management Trainings

Date: April 15 & 22, 2021

Participating Employee: Teadra Zarte

Host/Sponsor of Activity: T-Howard Foundation

Format: Virtual Workshops

Description of Activity: Alongside my colleague, Claudia Cinco, I co-led two trainings for students and early career professionals on the topics of “Goal Setting” and “Performance Management – Driving you Career.” The trainings were each 1.5 hours long via a virtual setting. The first training provided participants with tips on how to effectively set goals in their professional and personal lives. The second part provided them with tools on how to drive change in their careers. We also discussed points on how to handle difficult conversations to ensure an effective outcome.