

KUVI-DT, KABE-CD AND KBTF-CD

Annual EEO Public File Report

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, 2017 to and including July 31, 2018 (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, 2017 to July 31, 2018

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		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		

Total number of persons interviewed during applicable period: 0

Appendix 2 to

Annual EEO Public File Report

Covering the Period from August 1, 2017 to July 31, 2018

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

James Diaz 661-395-2626		
Dept. of Rehabilitation 4925 Commerce Dr., Ste 150 Bakersfield, CA 93309-0643 Diane Santillan dsantil@dor.ca.gov F:661-395-2555	0	0
Kern High School District 5801 Sundale Ave. Bakersfield, CA 93309 Lora Boler Lora_boler@khsd.k12.ca.us F:661-827-3301	0	0
Internal Job Postings KUVI-KABE-KBTF 5801 Truxtun Ave. Bakersfield, CA 93309	0	0
Walk-Ins KUVI-KABE-KBTF 5801 Truxtun Ave. Bakersfield, CA 93309	0	
Employee Referral KUVI-KABE-KBTF 5801 Truxtun Ave. Bakersfield, CA 93309	0	
Univision.com	0	0
LinkedIn.com	0	0
CareerBuilder.com	0	0
CSUB Career Website 9001 Stockdale Hwy Bakersfield, CA 93311 career@csub.edu	0	0
DeVry University 3000 Ming Ave. Bakersfield, CA 93304 F: 661-631-1669	0	0
Ferra and Associates PO Box 9339 Bakersfield, CA 93389 F: 661-327-2318	0	0
Fresno Pacific University 11000 River Run Blvd #200 Bakersfield, CA 93311 F: 661-617-3218	0	0

Point Loma Nazarene University 5080 California Ave., Ste 104 Bakersfield, CA 93309 F: 661-324-3489	0	0
Regional Occupational Center 501 S. Mt. Vernon Ave. Bakersfield, CA 93307 F: 661-398-8239	0	0
San Joaquin Valley College 201 New Stine Rd. Bakersfield, CA 93309 F: 661-834-1021	0	0
Santa Barbara Business College 5300 California Ave. Bakersfield, CA 93309 F: 661-835-0242	0	0
Taft College 29 Emmons Park Taft, CA 93268 F:661-763-7758	0	0
University of LaVerne 1201 – 24 th St. Bakersfield, CA 93301 F: 661-328-1378	0	0
University of Phoenix 4900 California Ave Tower A Bakersfield, CA 93309 F: 661-633-2711	0	0
Indeed.com Online Posting	0	0
Kern Co Hispanic Chamber of Comm	0	0
Other – Industry Referrals		

* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report

Covering the Period from August 1, 2017 to July 31, 2018

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:** Education Fair- FAFSA Day

Date: February 17, 2018

Participating Employee: Ofelia Aguirre, Marketing and Promotions

Host/Sponsor of Activity: Migrant Program and Youth 2 Leaders

Description of Activity: Booth at FAFSA day giving High School students and community members information on financial aid and scholarships as well as college information and careers in the television industry. Educational requirements required for various positions within the industry were also listed. Univision Bakersfield also ran PSA's to help promote the event.

- **Activity:** Read Across America

Date: March 2, 2018

Participating Employee: Ofelia Aguirre Marketing & Promotions

Host/Sponsor of Activity: Kindergartner Class

Description of Activity: Univision was invited to participate in a very special event to commemorate Dr. Seuss's birthday. Ofelia Aguirre was the special guest reader where she read in both Spanish and English and also talked to the kids about the television industry.

- **Activity:** 2nd Annual Mesa STEM and Pre-health Conference

Date: March 3, 2018

Participating Employee: Ofelia Aguirre, Marketing & Promotions

Host/Sponsor of Activity: Bakersfield College

Description of Activity: The second annual STEM and Pre-Health Conference is designed to allow participants to network with professionals in science, technology, engineering and math (STEM), as well as pre-health fields. Participants learned about opportunities that can further their education and careers via workshops. College advisors, financial aid counselor, four-year universities, industry leaders including Univision and student organizations were present to answer questions about college and the disciplines.

- **Activity:** College: Making it Happen

Date: March 10, 2018

Participating Employee: Ofelia Aguirre, Marketing & Promotions and Gabriel Alvarez, Producer

Host/Sponsor of Activity: CA State University Bakersfield

Description of Activity: Booth at event in which information about careers in the media industry was shared.

- **Activity:** Career Day at Olivier Middle School

Date: April 20, 2017

Participating Employee: Ofelia Aguirre, Marketing & Promotions

Host/Sponsor of Activity: Olivier Middle School

Description of Activity: Career Day at Ollivier Middle School which highlighted even more of our local Careers and Businesses. The purpose of the event was to introduce the students to various careers from those who are already in the profession. Students had the opportunity to hear how and why we chose our profession, what schooling or training is necessary, and what type of academic skills are needed (math, writing, public speaking, etc.).

- **Activity:** Job Fest Rabobank Convention Center 2018

Date: March 14, 2018

Participating Employee: Joseph Abiecunas, Operations Manager; Gabriel Alvarez, Producer; Michael Mercado, Producer

Host/Sponsor of Activity: Job Fest / Kern County

Description of Activity: Booth at Kern County's largest job fair at the Rabobank Convention Center. Distributed information on open positions at the station as well as shared information on careers available within the television industry.

- **Activity:** EEO Training

Date: July 30, 2018

Participating Employee: Joseph Abiecunas, Director of Operations; Paul Ball, Director of Engineering; Leo Ruiz, GM Director of Sales

Host/Sponsor of Activity: EEO Training Bakersfield

Description of Activity: The Stations conducted Equal Employment Opportunity Training for all Departmental Managers. The training was held on Monday, July 30, 2018, in the Bakersfield conference room. Training was conducted by Regional Human Resources Director, Astrid Juarez.