

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, 2018 to and including July 31, 2019 (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, 2018 to July 31, 2019

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	Producer/Editor	Indeed.com

Total number of persons interviewed during applicable period: 7

Appendix 2 to

Annual EEO Public File Report

Covering the Period from August 1, 2018 to July 31, 2019

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

	James Diaz 661-395-2626		
G	Dept. of Rehabilitation 4925 Commerce Dr., Ste 150 Bakersfield, CA 93309-0643 Diane Santillan dsantil@dor.ca.gov F:661-395-2555	0	Position: 1
H	Kern High School District 5801 Sundale Ave. Bakersfield, CA 93309 Lora Boler Lora_boler@khsd.k12.ca.us F:661-827-3301	0	Position: 1
E	Internal Job Postings KUVI-KABE-KBTF 5801 Truxtun Ave. Bakersfield, CA 93309	0	Position: 1
J	UCI Company Career Site Eric Di Monti 605 Third Avenue, 12th Floor New York, NY 10158 edimonte@univision.net tcastillo@univision.net	0	Position: 1
K	LinkedIn (Through UCI Co. Career Site)	0	Position: 1
L	Indeed.com (Through UCI Co. Career Posting)	5	Position: 1
M	CSUB Career Website 9001 Stockdale Hwy Bakersfield, CA 93311 career@csub.edu	0	Position: 1
N	DeVry University 3000 Ming Ave. Bakersfield, CA 93304 F: 661-631-1669	0	Position: 1
O	Ferra and Associates PO Box 9339 Bakersfield, CA 93389 F: 661-327-2318	0	Position: 1
P	Fresno Pacific University 11000 River Run Blvd #200 Bakersfield, CA 93311 F: 661-617-3218	0	Position: 1
Q	Point Loma Nazarene University 5080 California Ave., Ste 104		Position: 1

	Bakersfield, CA 93309 F: 661-324-3489	0	
R	Regional Occupational Center 501 S. Mt. Vernon Ave. Bakersfield, CA 93307 F: 661-398-8239	0	Position: 1
S	San Joaquin Valley College 201 New Stine Rd. Bakersfield, CA 93309 F: 661-834-1021	0	Position: 1
T	Santa Barbara Business College 5300 California Ave. Bakersfield, CA 93309 F: 661-835-0242	0	Position: 1
U	Taft College 29 Emmons Park Taft, CA 93268 F:661-763-7758	0	Position: 1
V	University of LaVerne 1201 – 24 th St. Bakersfield, CA 93301 F: 661-328-1378	0	Position: 1
W	University of Phoenix 4900 California Ave Tower A Bakersfield, CA 93309 F: 661-633-2711	0	Position: 1
X	Kern Co Hispanic Chamber of Comm	0	Position: 1
	Other Source(s) Not Notified By Employment Unit		Position: 1
Y	Media Industry Referrals	2	Position: 1
	Total	7	

* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report

Covering the Period from August 1, 2018 to July 31, 2019

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.

Participated in Events Sponsored by Educational Institutions:

- **Activity:** California State University Bakersfield New Students & Family Weekend

Date: August 25, 2018

Participating Employee: Ofelia Aguirre, Director Community Empowerment

Host/Sponsor of Activity: CSUB

Description of Activity: Booth at CSUB day and giving educational requirements for various positions within Univision and the broadcast industry.

- **Activity:** Education Fair- Free Application for Federal Student Aid Day

Date: October 6th, 2018

Participating Employee: Ofelia Aguirre, Director Community Empowerment

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:** Early College

Date: February 13, 2019

Participating Employee: Ofelia Aguirre, Director Community Empowerment

Host/Sponsor of Activity: McFarland High School and Bakersfield College

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

- **Activity:** Read Across America

Date: February 28, 2019

Participating Employee: Ofelia Aguirre, Director Community Empowerment

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:** College: Making it Happen

Date: March 16, 2019

Participating Employee: Ofelia Aguirre, Director Community Empowerment

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

Date: April 6, 2019

Participating Employee: Ofelia Aguirre, Director Community Empowerment

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 discipline.

- **Activity:** Fremont Falcons College and Career Day

Date: April 12, 2019

Participating Employee: Ofelia Aguirre, Director Community Empowerment

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.

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. On May 22, 2019 Astrid Juarez, Regional Human Resources Director conducted an EEO Training for department heads that have hiring power. Joseph Abiecunas, Director of Operations; Paul Ball, Director of Engineering; Leo Ruiz, GM Director of Sales

Among the unit's other efforts, on June 5th, 2019, a memo was sent to staff reiterating our Equal Employment Opportunity policy.