

KUVI-DT, KABE-CD, KBTF-CD, KTFB-CA

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, KBTF-CD, KTFB-CA 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, 2015 to and including July 31, 2016 (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, 2015 to July 31, 2016

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

Section 1: Vacancy Information

| Full-time Positions Filled By Job Title | | Recruitment Source of Hiree |
|--|---------------------|--|
| 1 | Account Coordinator | Internal Posting |
| 2 | Account Executive | Employee Referral |
| 3 | | |
| 4 | | |
| 5 | | |
| 6 | | |
| 7 | | |
| 8 | | |
| 9 | | |
| 10 | | |
| 11 | | |
| 12 | | |
| | | |

Total number of persons interviewed during applicable period: 15

Appendix 2 to

Annual EEO Public File Report

Covering the Period from August 1, 2015 to July 31, 2016

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

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 | 1-2 |
| Arbor PO Box 785 Lamont, CA 93241-0785 Della Owens F:661-336-6788 | 0 | 1-2 |
| Bakersfield Adult School 501 S. Mt. Vernon Bakersfield, CA 93307 Gena Lieske Gena_lieske@kernhigh.org F:661-835-9612 | 0 | 1-2 |
| Bakersfield College Website 1801 Panorama Dr. Bakersfield, CA 93306 www.Collegecentral.com | 0 | 1-2 |
| Cerro Coso Community College 5520 Lake Isabella Blvd Lake Isabella, CA 93240-3204 J. Schweri jschweri@cerrocoso.edu F:760-379-5547 | 0 | 1-2 |
| EDD 2000 "K" St. 4 th Floor Bakersfield, CA 93301 | 0 | 1-2 |

| | | |
|--|---|-----|
| James Diaz 661-395-2626 | | |
| MAOF 2001 – 28 th St. Bakersfield, CA Magda Menendez magdam@co.kern.c.us F:661-336-6861 | 0 | 1-2 |
| Dept. of Rehabilitation 4925 Commerce Dr., Ste 150 Bakersfield, CA 93309-0643 Diane Santillan dsantil@dor.ca.gov F:661-395-2555 | 0 | 1-2 |
| Kern High School District 5801 Sundale Ave. Bakersfield, CA 93309 Lora Boler Lora_boler@khsd.k12.ca.us F:661-827-3301 | 0 | 1-2 |
| On-Track Employment Services 1721 Westwind Drive Bakersfield, CA 93301 Dennis Farrel F:661-868-8389 | 0 | 1-2 |
| Internal Job Postings KUVI-KABE-KBTF 5801 Truxtun Ave. Bakersfield, CA 93309 | 2 | 1-2 |
| Walk-Ins KUVI-KABE-KBTF 5801 Truxtun Ave. Bakersfield, CA 93309 | 0 | |
| Employee Referral KUVI-KABE-KBTF 5801 Truxtun Ave. Bakersfield, CA 93309 | 6 | |
| Univision.com | 1 | 1-2 |
| LinkedIn.com | 0 | 0 |
| CareerBuilder.com | 0 | 1-2 |
| CSUB Career Website 9001 Stockdale Hwy Bakersfield, CA 93311 career@csub.edu | 0 | 1-2 |
| DeVry University | | |

| | | |
|---|---|-----|
| 3000 Ming Ave. Bakersfield, CA 93304 F: 661-631-1669 | 0 | 1-2 |
| Ferra and Associates PO Box 9339 Bakersfield, CA 93389 F: 661-327-2318 | 0 | 1-2 |
| Fresno Pacific University 11000 River Run Blvd #200 Bakersfield, CA 93311 F: 661-617-3218 | 0 | 1-2 |
| Point Loma Nazarene University 5080 California Ave., Ste 104 Bakersfield, CA 93309 F: 661-324-3489 | 0 | 1-2 |
| Regional Occupational Center 501 S. Mt. Vernon Ave. Bakersfield, CA 93307 F: 661-398-8239 | 0 | 1-2 |
| San Joaquin Valley College 201 New Stine Rd. Bakersfield, CA 93309 F: 661-834-1021 | 0 | 1-2 |
| Santa Barbara Business College 5300 California Ave. Bakersfield, CA 93309 F: 661-835-0242 | 0 | 1-2 |
| Taft College 29 Emmons Park Taft, CA 93268 F:661-763-7758 | 0 | 1-2 |
| University of LaVerne 1201 – 24 th St. Bakersfield, CA 93301 F: 661-328-1378 | 0 | 1-2 |
| University of Phoenix 4900 California Ave Tower A Bakersfield, CA 93309 F: 661-633-2711 | 0 | 1-2 |
| Indeed.com Online Posting | 5 | 1-2 |
| Kern Co Hispanic Chamber of Comm | 0 | |
| Other – Industry Referrals | 1 | |

* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report

Covering the Period from August 1, 2015 to July 31, 2016

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

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

- **Activity:** “Hazte Ciudadano” workshop

Date: August 9th, 2015

Participating Employee: Mari Perez-Dowling, Marketing and Promotions Manager;

Host/Sponsor of Activity: The Friendship House

Description of Activity: Workshop to help residents of Kern County fill out their Naturalization Applications for free, banners on location, MC the event, live mentions during the event, booth with information on citizenship, production of promotional spot, 4 interviews on Kern Contigo. Mari also gave information on scholarships and careers in the television industry as well as information on what educational requirements are required for various positions within the industry.

- **Activity:** Kern County College Night

Date: September 12, 2015

Participating Employee: Margarita Martinez, Marketing & Promotions Coordinator, Leonardo Ruiz, General Manager, Mari Perez-Dowling, Marketing and Promotions Manager

Host/Sponsor of Activity: Kern County Superintendent of Schools

Description of Activity: Booth at annual college night at the Rabobank Convention Center giving High School students and community members information on scholarships and careers in the television industry as well as information on what educational requirements are required for various positions within the industry. Univision Bakersfield also ran PSA’s to help promote the event.

- **Activity:** Hispanic Excellence Scholarship Fund

Date: September 15, 2015

Participating Employee: Mari Perez-Dowling, Marketing and Promotions Manager

Host/Sponsor of Activity: California State University, Bakersfield

Description of Activity: Mari was the MC at the awards dinner for the Hispanic Excellence Scholarship Fund focused on College students. Mari presented the awards discussed the careers in the media and television industry and the education required for these careers.

- **Activity:** Career & Resource Expo

Date: January 27, 2016

Participating Employee: German Amezcua, Operations Manager Fresno

Host/Sponsor of Activity: Wonderful Company/Tachi Palace

Description of Activity: Booth at event giving community members information on careers in the television industry as well as information on what educational requirements are required for various positions within the industry.

- **Activity:** Education Fair- FAFSA Day

Date: February 13, 2016

Participating Employee: Jesse Portillo, 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:** College: Making it Happen

Date: March 12, 2016

Participating Employee: Margarita Martinez, Marketing & Promotions Coordinator;
Romana Ramirez, National Account Coordinator

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:** Bakersfield College Career Day

Date: April 27, 2016

Participating Employee: Joseph Abiecunas, Operations Manager

Host/Sponsor of Activity: Bakersfield College

Description of Activity: Booth at annual career day giving Bakersfield College students and community member's information on careers in the television industry as well as information on what educational requirements are required for various positions within the industry.

- **Activity:** Job Fest Rabobank Convention Center 2016

Date: May 12, 2016

Participating Employee: Joseph Abiecunas, Operations Manager

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:** Library Event

Date: June 4th, 2016

Participating Employee: Jesse Portillo, Marketing & Promotions

Host/Sponsor of Activity: Kern County Library

Description of Activity: Jesse reading to kids and adults kicking off summer reading program in Bakersfield to benefit the Kern County libraries. Distributed information on open positions at the station as well as shared information on careers available within the television industry. Ran psa's inviting community to attend