

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2014 – July 31, 2015.

1) **Employment Unit: Spanish Broadcast System, Inc./San Francisco**

2) **Unit Members (Stations and Communities of License):  
KRZZ, San Francisco, CA (FIN 1092)**

3) **EEO Contact Information for Employment Unit:**

Mailing Address:  Radio Station KRZZ (FM) 1420 Koll Circle San Jose CA, 95112	Telephone Number: (408) 546-4000
	Contact Person/Title:  Lourdes Gomez
	E-mail Address:  lgomez@sbssanfrancisco.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	Spanish Broadcasting Website
2. General Sales Manager	Exigent Circumstances
3. Receptionist	La Raza Official Facebook Page
4. On-Air Personality	Industry Referral

**Station KRZZ (FM) is an Equal Opportunity Employer.**

**[PREPARE ONE COPY OF THIS PAGE FOR EVERY FULL-TIME JOB VACANCY FILLED DURING THE REPORTING PERIOD]**

**5) Job Title: Account Executive (1) Position Referral Source(s) of Hire: Spanish Broadcasting Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Radio Notas	Website	<a href="http://radionotas.com/">http://radionotas.com/</a>	310-815-8160	1	NO
Bay Area Star (Non-Profit for Television, Advertising & Radio)	Website	<a href="http://www.bayareastar.com/">http://www.bayareastar.com/</a>	posts@bayareastar.org	2	NO
Spanish Broadcasting System, Inc. Website	Website	<a href="http://www.spanishbroadcasting.com/jobs.htm">http://www.spanishbroadcasting.com/jobs.htm</a> <u>1</u>	408-546-4000	4	NO
Industry Referral	N/A	N/A	N/A	2	NO

5) Job Title: General Sales Manager (1) Position

Referral Source(s) of Hiree: Exigent Circumstances

General Sales Manager was hired in connection with Market change and there was a need for confidentiality in hiring process.

5) Job Title: Receptionist (1) Position

Referral Source(s) of Hire: La Raza Official Facebook Site

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Radio Notas	Website	<a href="http://radionotas.com/">http://radionotas.com/</a>	310-815-8160	0	NO
Bay Area Star (Non-Profit for Television, Advertising & Radio)	Website	<a href="http://www.bayareastar.com/">http://www.bayareastar.com/</a>	N/A posts@bayareastar.org	1	NO
Spanish Broadcasting System, Inc. Website	Website	<a href="http://www.spanishbroadcasting.com/jobs.html">http://www.spanishbroadcasting.com/jobs.html</a>	408-546-4000	2	NO
Industry Referral	N/A	N/A	N/A	3	NO
La Raza Official Facebook Site	Sandra Gutierrez	1420 Koll Circle San Jose Ca 95112	408-546-4000	4	NO

**5) Job Title: On-Air Personality (1) Position**

**Referral Source(s) of Hire: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Radio Notas	Website	<a href="http://radionotas.com/">http://radionotas.com/</a>	310-815-8160	2	NO
Bay Area Star (Non-Profit for Television, Advertising & Radio)	Website	<a href="http://www.bayareastar.com/">http://www.bayareastar.com/</a>	N/A posts@bayareastar.org	0	NO
Spanish Broadcasting System, Inc. Website	Website	<a href="http://www.spanishbroadcasting.com/jobs.html">http://www.spanishbroadcasting.com/jobs.html</a>	408-546-4000	3	NO
Industry Referral	N/A	N/A	N/A	5	NO

- 6) **Total # of Interviewees Referred:** For the period from August 1, 2014 through July 31, 2015, this Employment Unit interviewed 29 interviewees for (3) full-time job vacancies.
- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

**Initiative: Internship Program**

1. From June to May 2014, an intern from San Jose University interned in the Administration and Production Department for course credit.
2. From August to December 2014, and intern from San Francisco University interned in the Promotions Department for course Credit.
3. From February to May 2015, an intern from San Jose University interned in the Administration, Production and Promotions Department for course credit.
4. From June to August 2015, an intern from San Jose University interned in the Administration and Production Department for course credit.
5. From June to August 2015, and intern from San Francisco University interned in the Promotions Department for course Credit.

**Initiative: EEO/Discrimination Training for Management and Personnel**

All new hires take the Sexual Harassment course on Preventing Workplace Harassment.

**Initiative: Management Training**

The station's business manager participated in a SBS Compliance Training session which focused on legal issues with respect to hiring and EEO compliance (September 25, 2014)

**Initiative: Participation in Community and School Events**

**Participation in Richmond National Night Out, Richmond California.**

KRZZ Promotions Staff participated in the Richmond National Night Out at 4500 MacDonald Avenue, Richmond, California 94805, on August 05, 2014 from 5:30 pm - 7:30 pm. This event was a community Night Watch. With the participation of local business and police there was information given out about community security and safety.

**Participation in Community Event for Hispanic Leadership Program, Santa Clara University.**

KRZZ Promotions Staff participated in the Hispanic Leadership Program Luncheon at 500 El Camino Real, Santa Clara, California 95050, on November 08, 2014 from 10:30 am-12:00 pm. KRZZ set up DJ booth and posters and played music while students had lunch. Hispanic Leadership Program focuses on incoming students joining Santa Clara University.

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Participation in Pilgrimage Guadalupe Community , South San Francisco, California.

KRZZ Promotions Staff participated in the Pilgrimage Guadalupe Community at All Saints Church, 315 Walnut Avenue, South San Francisco, California 94080, on December 06, 2014 from 5:00 am – 2:00 pm. KRZZ staff and vehicles participated in procession.

Participation in Christmas Celebration at Brookfield Elementary School.

KRZZ Promotions Staff participated in Brookfield Elementary School at 401 Jones Avenue, Oakland, California 95125, on December 18, 2014 from 3:00 pm – 5:00 pm. Staff set up La Raza tent and banners, and the DJ played music for the students during their Christmas lunch. KRZZ also donated tickets for the Children’s Discovery Museum to encourage students to do academically well in school.

KRZZ La Raza 93.3FM Participates In Radiothon 2014 for Oakland’s Children Hospital

KRZZ La Raza 93.3FM conducted its 6th Annual Fundraiser Radiothon benefiting the Children’s Hospital and Research Center Oakland 747 52nd Street Oakland California 94609. The three-day event, held from 10/17/14-10/19/14 was broadcast live from the Hospital. The funds raised during the radiothon are part of the national efforts by Children’s Miracle Network Hospitals, a non-profit organization that works with 170 children’s hospitals across the nation. The following DJ’s participated in a team effort to raise \$280,768.97 for Oakland’s Children Hospital. KRZZ On Air Personalities were present Carmen Ramirez “La Morrita”, Ernesto de Santiago “El Barzon” and Erika Vidrio “La Potranca”, along with Artist Adriel Favela.. La Raza staff and Management were also present at this event.