

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2016 – July 24, 2017.

- 1) **Employment Unit: Spanish Broadcast System, Inc./San Francisco**
- 2) **Unit Members (Stations and Communities of License): KRZZ-FM, San Francisco, CA (FCC Facility ID No. 1092)**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: Radio Station KRZZ 1420 Koll Circle San Jose, CA 94105	Telephone Number: (408) 546-4000
	Contact Person/Title: Miriam Navarro-Cordero - Business Manager
	E-mail Address: mcordero@sbssanfrancisco.com

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

Job Title	Recruitment Source Referring Hiree
1. Production Manager	Industry Referral
2. Front Desk Receptionist	SBS Website
3. Front Desk Receptionist	SBS Website
4. Sales Assistant	SBS Website
5. Local Sales Manager	Bay Area Star.Org
6. Sales Coordinator	SBS Website
7. Promotions/Marketing Director	Industry Referral
8. Account Executive	SBS Website

Station KRZZ is an Equal Opportunity Employer.

2) Job Title: Front Desk Receptionist

Referral Source(s) of Hire: SBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish Broadcasting Systems, Inc. Website- Careers Section	Website- Christian De La Cruz- Miriam Navarro	www.spanishbroadcasting.com	(408) 546-4000	2	No
LinkedIn	Christian De La Cruz	https://www.linkedin.com/in/christian-de-la-cruz-8283284/	(408) 546-4000	1	No
Industry or Employee Referral (includes word of mouth and walk-in applicants)	Christian De La Cruz	www.spanishbroadcasting.com	(408) 546-4000	1	No
Bay Area Star (Bay Area Society of Television, Advertising and Radio)	Christian De La Cruz Miriam Navarro	www.bayareastar.org	(707) 322-9212	1	No
Facebook	Christian De La Cruz Miriam Navarro	www.facebook.com	(408) 546-4000	1	No

3) Job Title: Front Desk Receptionist

Referral Source(s) of Hire: SBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish Broadcasting Systems, Inc. Website- Careers Section	Website- Christian De La Cruz- Miriam Navarro	www.spanishbroadcasting.com	(408) 546-4000	2	No
LinkedIn	Christian De La Cruz	https://www.linkedin.com/in/christian-de-la-cruz-8283284/	(408) 546-4000	0	No
Industry or Employee Referral (includes word of mouth and walk-in applicants)	Christian De La Cruz	www.spanishbroadcasting.com	(408) 546-4000	0	No
Bay Area Star (Bay Area Society of Television, Advertising and Radio)	Christian De La Cruz Miriam Navarro	www.bayareastar.org	(707) 322-9212	1	No
Facebook	Christian De La Cruz Miriam Navarro	www.facebook.com	(408) 546-4000	1	No

4) Job Title: Sales Assistant

Referral Source(s) of Hire: SBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish Broadcasting Systems, Inc. Website- Careers Section	Christian De La Cruz	www.spanishbraodcasting.com	(408) 546-4007	2	No
LinkedIn	Christian De La Cruz	https://www.linkedin.com/in/christian-de-la-cruz-8283284?trk=nav_responsive_tab_profile	(408) 546- 4007	0	No
Bay Area Star (Bay Area Society of Television, Advertising and Radio)	website	www.bayarestar.org	(707) 322-9212	1	No
Facebook	Christian De La Cruz	www.facebook.com	(408) 546-4007	0	No
Indeed	Paul De La Rosa	www.indeed.com	(408) 546-4026	2	No

5) Job Title: Local Sales Manager

Referral Source(s) of Hire: Bay Area Star

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish Broadcasting Systems, Inc. Website- Careers Section	Christian De La Cruz	www.spanishbraodcasting.com	(408) 546-4007	2	No
LinkedIn	Christian De La Cruz	https://www.linkedin.com/in/christian-de-la-cruz-8283284?trk=nav_responsive_tab_profile	(408) 546-4007	0	No
Bay Area Star (Bay Area Society of Television, Advertising and Radio)	website	www.bayarestar.org	(707) 322-9212	1	No
Facebook	Christian De La Cruz	www.facebook.com	(408) 546-4007	0	No
Industry or Employee Referral (includes word of mouth and walk-in applicants)	Christian De La Cruz	www.spanishbraodcasting.com	(408)546-4000	1	No

6) Job Title: Sales Coordinator

Referral Source(s) of Hire: SBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish Broadcasting Systems, Inc. Website- Careers Section	Christian De La Cruz Miriam Navarro-Cordero	www.spanishbraodcasting.com	(408) 546-4007	3	No
LinkedIn	Christian De La Cruz Miriam Navarro-Cordero	https://www.linkedin.com/in/christian-de-la-cruz-8283284?trk=nav_responsive_tab_profile	(408) 546- 4007	1	No
Bay Area Star (Bay Area Society of Television, Advertising and Radio)Bay area Star	website	www.bayarestar.org	(707) 322-9212	0	No
Facebook	Christian De La Cruz Miriam Navarro-Cordero	www.facebook.com	(408) 546-4007	1	No
Instagram	Christian De La Cruz Miriam Navarro-Cordero	www.instagram.com	(408)546-4010	1	No

7) Job Title: Promotion/Marketing Director

Referral Source(s) of Hire: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish Broadcasting Systems, Inc. Website- Careers Section	Christian De La Cruz Miriam Navarro-Cordero	www.spanishbraodcasting.com	(408) 546-4007	1	No
LinkedIn	Christian De La Cruz Miriam Navarro-Cordero	https://www.linkedin.com/in/christian-de-la-cruz-8283284?trk=nav_responsive_tab_profile	(408) 546-4007	0	No
Bay Area Star (Bay Area Society of Television, Advertising and Radio)	Christian De La Cruz Miriam Navarro-Cordero website	www.bayarestar.org	(707) 322-9212	0	No
Facebook	Miriam Navarro-Cordero Christian De La Cruz	www.facebook.com	(408) 546-4007	1	No
Industry or Employee Referral (includes word of mouth and walk-in applicants)	Christian De La Cruz	www.spanishbroadcasting.com	(408) 546-4007	1	No

8) Job Title: Account Executive

Referral Source(s) of Hire: SBS Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Spanish Broadcasting Systems, Inc. Website- Careers Section	Christian De La Cruz	www.spanishbraodcasting.com	(408) 546-4007	2	No
LinkedIn	Christian De La Cruz	https://www.linkedin.com/in/christian-de-la-cruz-8283284?trk=nav_responsive_tab_profile	(408) 546- 4007	0	No
Bay Area Star (Bay Area Society of Television, Advertising and Radio)	website	www.bayarestar.org	(707) 322-9212	1	No
Facebook	Christian De La Cruz	www.facebook.com	(408) 546-4007	0	No
Indeed	Paul De La Rosa	www.indeed.com	(408) 546-4026	0	No

6) Total # of Interviewees Referred: For the period from August 1, 2016 through July 31, 2017, this Employment Unit interviewed 33 and hired 8 full time employees.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participation in Job Fairs

- (i) Station personnel participated in a Job & Education Resource Fair on October 1, 2017 at Roosevelt Community Center. The recruitment event showcased KRZZ and jobs associated with the radio industry.
- (ii) Station personnel participated in a Center for Employment Training Job Fair on November 26, 2016 at 701 Vine St., San Jose, California. The recruitment event showcased positions and opportunities in various fields, including construction, home improvement, cooking, and radio broadcasting.

(b) Initiative: Educational outreach

Station personnel attended the Cinco de Mayo Cultural Festival at Cal State East Bay.

(c) Initiative: EEO/Discrimination Training for Management and Personnel

All new hires participate in taking the Sexual Harassment course on Preventing Workplace Harassment.

(d) Initiative: Internship Program

KRZZ has an internship program to teach college students skills needed to succeed in the broadcasting industry. KRZZ hosted an intern from San Francisco State University from January 2017 - May 2017.