

**EEO PUBLIC FILE REPORT
FOR STATION KRZZ (FM)
SAN FRANCISCO, CA**

This EEO Public File Report is filed in Station KRZZ (FM)'s public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning on August 1, 2010 and ending on July 31, 2011, the station filled the following full-time vacancies: Account Executive (4), and Receptionist.

The station interviewed a total of 14 people for the full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

KRZZ Website	5
Spanish Broadcasting System Website	4
California State University East Bay	0
AllAccess .com	0
Chabot Collage	0
San Francisco State University	0
San Jose State University	0
BayArea Star	0
Northern California Broadcasters Job Fair	1
Industry Word of Mouth	4

Attachment A contains the following information for the full-time vacancy:

- The recruitment source(s) used to fill the vacancy, identified by name, address, and telephone number; (see attached)
- The recruitment source that referred the hired for the full-time vacancy;
- The total number of persons interviewed for the full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in the connection with the vacancy.

Attachment B contains a list and brief description of Supplement Recruitment Initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

If your organization would like to be contacted regarding future vacancies, please contact Monica Ortega at:

Radio Station KRZZ (FM)
455 Market Street, Suite 2300
San Francisco, CA 94105
Telephone (415) 543-9330

Attachment A – Full -Time Vacancy EEO Information

Job Title of Vacancy: Receptionist

Recruitment Source That Referred the Hired: Industry Word of Mouth

Date Vacancy Filled: October 5, 2010

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRZZ Website	www.yosoyraza.com	Jose Carbajal	(786) 470-1686	1	NO
Spanish Broadcasting System Website	www.spanishbroadcasting.com	Jose Carbajal	(786) 470-1686	0	NO
California State University-East Bay	Comminications Department 3011 Melklejohn Hall, 25800 Carlos Bee Blvd, Hayward, CA 94542	Danuta Sawka, Jennfer Druley, Employer Relations Coordinators	(510) 885-3621, Fax: (510) 885-3292	0	NO
AllAccess.com	www.AllAccess.com	-	-	0	NO
San Francisco State University	Student Services Building 206, 1600 Holloway Ave., San Francisco, CA 94132	-	(415) 338-1761, Fax: (510) 723-7229	0	NO
San Jose State University	MOD F & Building Q, One Washington Square, San Jose, CA 95192	-	(408) 924-1000	0	NO
Bay Area Star Northern California Broadcasters Association	c/o KGO-TV 900 Front Street, San Francisco, CA 94111	Executive Director	(408) 249-7682, Fax: (408) 243-8850	0	NO
Industry Word of Mouth	-	-	-	2	NO

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hired: Spanish Broadcasting System Website

Date Vacancy Filled: January 10, 2011

Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number (100) 470-1686	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRZZ Website	www.yosoyraza.com	Jose Carbajal	1686	0	NO
Spanish Broadcasting System Website	www.spanishbroadcasting.com	Jose Carbajal	(786) 470-1686	2	NO
California State University-East Bay	Communications Department 3011 Melklejohn Hall, 25800 Carlos Bee Blvd, Hayward, CA 94542	Danuta Sawka, Jennifer Druley, Employer Relations Coordinators	(510) 885-3621, Fax: (510) 885-3292	0	NO
AllAccess.com	www.AllAccess.com	-	-	0	NO
Chabot College	25555 Hesperian Blvd., Hayward, CA 94545	-	(510) 723-6600, Fax: (510) 723-7229	0	NO
San Francisco State University	Student Services Building 206, 1600 Holloway Ave., San Francisco, CA 94132	-	(415) 338-1761, Fax: (510) 723-7229	0	NO
San Jose State University	MOD F & Building Q, One Washington Square, San Jose, CA 95192	-	(408) 924-1000	0	NO
Bay Area Star	c/o KGO-TV 900 Front Street, San Francisco, CA 94111	Executive Director	(408) 249-7682, Fax: (408) 243-8850	0	NO
Northern California Broadcasters Association	50 Francisco Street, Suite 450, San Francisco, CA 94133	-	-	0	NO
CareerBuilder.com	www.careerbuilder	-	-	0	NO
Industry Word of Mouth	-	-	-	0	NO

FULL-TIME VACANY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hired: KRZZ Website

Date Vacancy Filled: February 22, 2011

Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRZZ Website Spanish Broadcasting System Website	www.yosoyraza.com	Dennis Vaque	(786) 470-1686	1	NO
California State University-East Bay AllAccess.com	Communications Department 3011 Melklejohn Hall, 25800 Carlos Bee Blvd, Hayward, CA 94542 www.AllAccess.com	Dennis Vaque	(786) 470-1686	0	NO
Chabot College	25555 Hesperian Blvd., Hayward, CA 94545	Danuta Sawka, Jenfer Druley, Employer Relations Coordinators	(510) 885-3621, Fax: (510) 885-3292	0	NO
San Francisco State University	Student Services Building 206, 1600 Holloway Ave., San Francisco, CA 94132	-	(510) 723-6600, Fax: (510) 723-7229	0	NO
San Jose State University	MOD F & Building Q, One Washington Square, San Jose, CA 95192	-	(415) 338-1761, Fax: (510) 723-7229	0	NO
Bay Area Star Northern California Broadcasters Association Industry Word of Mouth	c/o KGO-TV 900 Front Street, San Francisco, CA 94111 50 Francisco Street, Suite 450, San Francisco, CA 94133	Executive Director	(408) 924-1000 (408) 249-7682, Fax: (408) 243-8850	0	NO
	-	-	-	1	NO
	-	-	-	0	NO

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hired: Industry Word of Mouth

Date Vacancy Filled: February 22, 2011

Total Number of Persons Interviewed for the Vacancy: 4

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRZZ Website Spanish Broadcasting System Website	www.yosoyraza.com	Dennis Vaque	(786) 470- 1686	2	NO
	www.spanishbroadcasting.com	Dennis Vaque	(786) 470- 1686	1	NO
California State University-East Bay	Communications Department 3011 Melklejohn Hall, 25800 Carlos Bee Blvd, Hayward, CA 94542	Danuta Sawka, Jennfer Druley, Employer Relations Coordinators	(510) 885- 3621, Fax: (510) 885- 3292	0	NO
AllAccess.com	www.AllAccess.com	-	-	0	NO
Bay Area Star Northern California Broadcasters Association	c/o KGO-TV 900 Front Street, San Francisco, CA 94111	Executive Director	(408) 249- 7682, Fax: (408) 243- 8850	0	NO
Industry Word of Mouth	-	-	-	1	NO

FULL-TIME VACANY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hired: Industry Word of Mouth

Date Vacancy Filled: May 31, 2011

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KRZZ Website Spanish Broadcasting System Website	www.yosoyraza.com	Dennis Vaque	(786) 470-1686	1	NO
	www.spanishbroadcasting.com	Dennis Vaque	(786) 470-1686	1	NO
California State University-East Bay AllAccess.com	Communications Department 3011 Melklejohn Hall, 25800 Carlos Bee Blvd, Hayward, CA 94542	Danuta Sawka, Jenfer Druley, Employer Relations Coordinators	(510) 885-3621, Fax: (510) 885-3292	0	NO
	www.AllAccess.com	-	-	0	NO
Bay Area Star Northern California Broadcasters Association	c/o KGO-TV 900 Front Street, San Francisco, CA 94111	Executive Director	(408) 249-7682, Fax: (408) 243-8850	0	NO
	50 Francisco Street, Suite 450, San Francisco, CA 94133	-	-	0	NO
Industry Word of Mouth	-	-	-	1	NO

Attachment B - Supplemental Recruitment Activities

(a) Participation in a Job Fair

On April 20, 2011, the Station's Promotions Coordinator, the Production/Traffic Coordinator and Business Manager/HR Liaison attended the Northern California Broadcasters Association Job Fair at Cyril Magnin Ballroom - Parc 55 Hotel in San Francisco, California. There were approximately 300 candidates in attendance and KRZZ received over 60 resumes for both full time and part time interest in possible positions.

(b) Participation in Educational Event

On April 14, 2011, KRZZ participated in Tennyson High School's 3rd Annual Raza Day/Cesar Chavez Award Night by donating prizes for the students. The efforts of the Annual Raza Day/Cesar Chavez Award Night were aimed at supporting the students from the Tennyson High School's Raza Club. Those students that had achieved a GPA of 3.5 or higher were recognized for their academic excellence. The recognition supports the students to strive for higher success in the classroom that can lead to a greater future academically and future success.

In 2011, KRZZ participated in the award night by donating the following prizes to the Tennyson High School Raza Club:

- 4 tickets to a special event.

On December 19, 2010 the Station's Morning On-Air Personalities and the Promotions Director attended the Community Multimedia Academy's Professional Round Table Luncheon at Tennyson High School in Hayward, California. The purpose of round table is for the students in the Academy to listen, actively discuss opportunities in higher learning and career opportunities.

(c) Establishment of Training Programs for Station Personnel

Since approximately August 2008, the Station's General Manager, General Sales Manager, Senior Account Executive, and each new Account Executive that is hired at the station, have been trained online and have met with Arbitron training personnel.

(d) Training to Management Level Personnel to Prevent Discrimination

In addition, in December 2010, all KRZZ employees both full time and part time, successfully completed a full online course of Sexual Harassment training.