

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2022 – July 31, 2023.

- 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 675 North 1 st Street San Jose, CA 95112	Telephone Number: (408) 546 4007
	Contact Person/Title: Christian De La Cruz
	E-mail Address: cdelacruz@sbsssanfrancisco.com

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

Job Title	Recruitment Source Referring Hiree
1. Business Coordinator	Linked in/ Facebook

Station KRZZ is an Equal Opportunity Employer.

5) Business Coordinator

(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.spanishbroadcasting.com	(408) 546-4007	0	No
Indeed.com	Christian De La Cruz	https://www.indeed.com/jobs?q=SPANISH%20BROADCASTING&l=San%20Jose%2C%20CA&vjk=f9d921957413983da&advn=1887044665752331	(786) 470-1769	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
Instagram	Christian De La Cruz	https://www.instagram.com/christian-de-la-cruz-8283284/	(408) 546-4007	0	No
Facebook	Christian De La Cruz	https://www.facebook.com/Christian.DeLaCruz79	(408) 546-4007	1- Applicant and hire saw Facebook post	
LinkedIn	Christian De La Cruz	https://www.linkedin.com/in/christian-de-la-cruz-8283284/	(408) 546-4007	1- Same applicant and hire saw linked in post as well	
Zip recruiters	Arisha Vazquez	https://www.ziprecruiter.com/	(786) 470-1769	0	
Glassdoor	Arisha Vazquez	https://www.glassdoor.com/Jobs/Spanish-Broadcasting-Jobs-E3829.htm?filter.jobTitleExact=san+jose%2C+ca&filter.countryId=1	(786) 470-1769	0	

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6) Total # of Interviewees Referred: For the period from August 1, 2022 through July 31, 2023, this Employment Unit interviewed 1 individual and hired 1 full time employee.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Hosting of Job Fairs

Station KRZZ-FM hosted its own job fairs on July 19th, 2023 and July 26th, 2023 (2 job fairs at its offices). As of July 31st, KRZZ has hired only 1 full-time employee.

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

All new hires at Station KRZZ-FM participate in taking the Sexual Harassment course.

(c) Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

SBS, the owner of KRZZ, has a formal training program to enable station personnel to acquire skills that could qualify them for higher level positions. On April 25th-April 27th 2023 this training program included a Digital training course by DigIdea, AdCellerant, and Center for Sales strategy. Station personnel in the employment unit participated in the 3 day off-site training.

(d) Initiative: Provision of training to management level personnel as to methods of ensuring correct and legal methods for on-air/online contesting and promotions.

SBS, the owner of KRZZ, has a formal training program which includes training of management-level personnel on legal and best practices.. On September 29th, 2022, this training program included a legal compliance training webinar which included a focus on the FCC's Contest and Promotions. Station personnel in the employment unit participated in this webinar.