

## Annual EEO Public File Report Form

### Stations

KSOL (98.9 FM) San Francisco, CA  
KSQL (99.1 FM) Santa Cruz, CA  
KVVZ (105.7 FM) Santa Clara, CA  
KVVZ (100.7 FM) San Rafael, CA  
KBRG (100.3 FM) San Jose, CA

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):

KSOL (98.9 FM) San Francisco, CA      KSQL (99.1 FM) Santa Cruz, CA  
KVVZ (105.7 FM) Santa Clara, CA      KVVZ (100.7 FM) San Rafael, CA  
KBRG (100.3 FM) San Jose, 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 **July 28, 2009** to and including **July 31, 2010** (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 Form

Covering the Period from **July 28, 2009** to **July 31, 2010**

Station(s) Comprising Station Employment Unit

KSOL (98.9 FM) San Francisco, CA

KSQL (99.1 FM) Santa Cruz, CA

KVVF (105.7 FM) Santa Clara, CA

KVVZ (100.7 FM) San Rafael, CA

KBRG (100.3 FM) San Jose, CA

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	On-air DJ	Univision inter-company
2	Account Executive	walk-in
3	Promotions Manager	Univision Radio in-house
4	Traffic Continuity	employee referral
5	Account Coordinator	Univision Radio in-house
6	Marketing Coordinator	UnivisionRadio.com
7	Promotions Coordinator	Univision Radio in-house

Total Number of Persons Interviewed During Applicable Period: 51

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from **July 28, 2009** to **July 31, 2010**

Station(s) Comprising Station Employment Unit

KSOL (98.9 FM) San Francisco, CA      KSQL (99.1 FM) Santa Cruz, CA  
 KVVZ (105.7 FM) Santa Clara, CA      KVVZ (100.7 FM) San Rafael, CA  
 KBRG (100.3 FM) San Jose, 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 (job #)
A	Asians for Job Opportunities Jean Jacob 1911 Addison St Berkeley, CA 94704 TEL: 510.548.6700 FAX: 510.548.9300 <a href="mailto:ajob@ajob.org">ajob@ajob.org</a>	0	1, 2, 3, 4 5, 6, 7
B	AWRT Job Bank P.O. Box 18721 Oakland, CA 94619 415.797.2178 <a href="mailto:webmistress@awrtgold.org">webmistress@awrtgold.org</a>	0	1, 2, 3, 4 5, 6, 7
C	Chinese Center Employment Agency Calvin Chan 128 Waverly Pl San Francisco, CA 94108 415.362.4782 FAX: 415.433.2966	0	1, 2, 3, 4 5, 6, 7
D	City College of SF Career Center Indiana Quadra 50 Phelan Avenue San Francisco, CA 94112 415.239.3117 FAX: 415.239.3247 <a href="mailto:eseymore@ccsf.edu">eseymore@ccsf.edu</a>	0	1, 2, 3, 4 5, 6, 7

E	<p>City College of SF Job Match Program  School of Business  1860 Hayes St  San Francisco, CA 94117  415.561.1949  <a href="mailto:citycollegejobdev@yahoo.com">citycollegejobdev@yahoo.com</a></p>	0	4, 5, 6, 7
F	<p>DeAnza College Career Planning &amp; Placement  Cindy Lister  21250 Stevens Creek Blvd  Cupertino, CA 95014  408.864.5711  FAX: 408.864.5607  <a href="mailto:careercenter@fnda.edu">careercenter@fnda.edu</a></p>	0	1, 2, 3, 4 5, 6, 7
G	<p>EDD San Francisco Job Service  Robert Stevenson  801 Turk Street  San Francisco, CA 94102  415.749.7500  FAX: 415.749.7477  <a href="mailto:sfjobs@edd.ca.gov">sfjobs@edd.ca.gov</a></p>	0	1, 2, 3, 4 5, 6, 7
H	<p>Employment Development Dept.  Pam Kenney  2450 S Bascom Ave  Campbell, CA 95008  408.369.3600  <a href="mailto:pkenney@edd.ca.gov">pkenney@edd.ca.gov</a></p>	0	1, 2, 3, 4 5, 6, 7
I	<p>Employment Information Center  Bernadette Santos  P.O. Box 7988  San Francisco, CA 94120  415.557.5636  FAX: 415.557.5640  <a href="mailto:Bernadette_Santos@sfgov.org">Bernadette_Santos@sfgov.org</a></p>	0	1, 2, 3, 4 5, 6, 7
J	<p>Filipinos for Affirmative Action  Eduardo Valladares  310 8th St., Ste 306  Oakland, CA 94607  510.465.9876  <a href="mailto:FAA@filipinos4action.org">FAA@filipinos4action.org</a></p>	0	1, 2, 3, 4 5, 6, 7
K	<p>Goodwill Staffing Solutions  1500 Mission St  San Francisco, CA 94103  415.575.2101  <a href="mailto:business_services@sfgoodwill.org">business_services@sfgoodwill.org</a></p>	0	1, 2, 3, 4 5, 6, 7

L	Laney College Student Employment Services Cleo Griffin 900 Fallon Street Oakland, CA 94607 510.464.3126 FAX: 510.464.3559 <a href="mailto:cgriffin@peralta.edu">cgriffin@peralta.edu</a>	0	1, 2, 3, 4 5, 6, 7
M	Merritt College Career Center Horace Graham 12500 Campus Drive, Bldg Q202 Oakland, CA 94619 510.436.2445 FAX: 510.434.3825 <a href="mailto:career@merritt.edu">career@merritt.edu</a>	0	1, 2, 3, 4 5, 6, 7
N	Ohlone College Job Placement Mary Van Noord 43600 Mission Blvd., MS574 Fremont, CA 94539 510.979.7555 FAX: 510.659.6098 <a href="mailto:ssc@ohlone.edu">ssc@ohlone.edu</a>	0	1, 2, 3, 4 5, 6, 7
O	One Stop: Career Link-Mission Harold Walker 3120 Mission Street San Francisco, CA 94110 415.401.4803 FAX: 415.401.4839 <a href="mailto:Harold.Walker@sfgov.org">Harold.Walker@sfgov.org</a>	0	1, 2, 3, 4 5, 6, 7
P	San Francisco State University Career Center 1600 Holloway Ave San Francisco, CA 94132 415.338.1761 FAX: 415.338.2979 <a href="mailto:recruit@sfsu.edu">recruit@sfsu.edu</a>	0	1, 2, 3, 4 5, 6, 7
Q	San Jose City College Career Center Jeanette D'Anna 2100 Moorpark Avenue San Jose, CA 95128 408.288.3794 FAX: 408.286.0412 <a href="mailto:jeanette.d'anna@sjeccd.cc.ca.us">jeanette.d'anna@sjeccd.cc.ca.us</a>	0	1, 2, 3, 4 5, 6, 7

R	San Jose State University Career Planning & Placement Sandra Robles One Washington Square San Jose, CA 95112 408.924.6016 FAX: 408.924.6052 <a href="mailto:srobles@sjsu.edu">srobles@sjsu.edu</a>	0	1, 2, 3, 4 5, 6, 7
S	Skyline College Career Center Linda Allen 3300 College Drive San Bruno, CA 94066 650.738.4337 FAX: 650.738.4260 <a href="mailto:allen@smccd.net">allen@smccd.net</a>	0	1, 2, 3, 4 5, 6, 7
T	University of San Francisco Career Center Citas de Guzman 2130 Fulton Street San Francisco, CA 94117 415.422.2165 FAX: 415.422.6470 <a href="mailto:deguzmanc@usfca.edu">deguzmanc@usfca.edu</a>	0	1, 2, 3, 4 5, 6, 7
U	Upwardly Global Cecily Victor 582 Market St Ste 1207 San Francisco, CA 94104 415.834.9902 FAX: 415.840.0334 <a href="mailto:cecily@upwardlyglobal.org">cecily@upwardlyglobal.org</a>	0	4, 5, 6, 7
V	Veteran Industries Anita Yoskowitz 205 13th Street San Francisco, CA 94103 415.551.7360 FAX: 415.861.0323 <a href="mailto:anita.yoskowitz@med.va.gov">anita.yoskowitz@med.va.gov</a>	0	1, 2, 3, 4 5, 6, 7
W	Bay Area Star Karie Kindred 855 Battery Street San Francisco, CA 94108 415.765.8702 <a href="mailto:bayareastar@comcast.net">bayareastar@comcast.net</a>	1	1, 2, 3, 4
X	California Broadcasters Association (CBA) 915 "L" Street, #1150 Sacramento, CA 95814 916.444.2237 <a href="http://www.cabroadcasters.org/addjobs.html">www.cabroadcasters.org/addjobs.html</a>	0	1, 2

Y	Northern California Broadcasters Association (NCBA) Allison Coburn 50 Francisco St, Ste 450 San Francisco, CA 94133 415.292.5700 <a href="mailto:allisoncoburn@sbcglobal.net">allisoncoburn@sbcglobal.net</a>	3	3, 4, 5, 6, 7
Z	Craigslist.org Marcia Estarija P.O. Box 225159 San Francisco, CA 94122 415.566.9844 <a href="http://www.craigslist.org">www.craigslist.org</a>	5	1, 2, 3, 4
AA	Univision (Inter-company) Human Resources 5999 Center Drive Los Angeles, CA 90045 310.410.5678	1	1, 2, 4 5, 6, 7
AB	Univision Radio-in house posting KSOL/KSQL/KVVF/KVVZ/KBRG 750 Battery St Ste 200 San Francisco, CA 94111 415.989.5765	21	1, 2, 3, 4 5, 6, 7
AC	UnivisionRadio.com 800 Douglas Rd., Suite 111 Annex Bldg, Coral Gables, FL 33134 <a href="http://www.univision.com">www.univision.com</a>	1	3, 5, 6, 7
AD	Careerbuilder.com 8420 W Bryn Mawr Ave, Ste 900 Chicago, IL 60631 800.891.8880 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	10	3
AE	Greater San Jose Hispanic Chamber of Commerce San Jose, CA <a href="mailto:info@gsjhcc.org">info@gsjhcc.org</a>	0	3, 4, 5, 6, 7
AF	Hispanic Chamber of Commerce of Silicon Valley San Jose, CA <a href="mailto:info@hccsv.com">info@hccsv.com</a>	0	3, 4, 5, 6, 7
AG	San Francisco Hispanic Chamber of Commerce San Francisco, CA <a href="mailto:info@sfhcc.com">info@sfhcc.com</a>	0	3, 4, 5, 6, 7
AH	Hispanic Chamber of Commerce of Alameda County Oakland, CA <a href="mailto:info@hccac.com">info@hccac.com</a>	0	3, 4, 5, 6, 7

AI *	Media Alliance Oakland, CA <a href="http://www.media-alliance.org">www.media-alliance.org</a> <a href="mailto:jobfile@media-alliance.org">jobfile@media-alliance.org</a>	0	1, 2, 3, 4 5, 6, 7
AJ *	Community Vocational Enterprises, Inc Christina Galindo 1425 Folsom St San Francisco, CA 94103 415.544.0424 x162 FAX 415.544.0351	0	1, 2, 3, 4 5, 6, 7
AK	Employee referrals	3	1, 2, 3, 4, 5, 6, 7
AL	Industry, word of mouth	4	1, 2, 3, 4, 5, 6, 7
AM	Other: walk-ins	1	1, 2, 3, 4, 5, 6, 7
AN	CORESTAFF Services Tonya Ross 275 Saratoga Ave., Ste. 150 Santa Clara, CA 95050 408.984.7203 FAX 713.297.8314 <a href="mailto:tonya.ross@corestaff.com">tonya.ross@corestaff.com</a>	1	5, 6, 7

\* Indicates sources that have requested notification of job openings.

Appendix 3 to

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Covering the Period from **July 28, 2009** to **July 31, 2010**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
KSOL (98.9 FM) San Francisco, CA                      KSQL (99.1 FM) Santa Cruz, CA  
KVVZ (105.7 FM) Santa Clara, CA                      KVVZ (100.7 FM) San Rafael, CA  
KBRG (100.3 FM) San Jose, CA

1. Univision Radio San Francisco/San Jose and Riviana Foods sponsored the annual Mahatma Scholarship program. The program begins July of each year, with Mahatma Rice sending out informational pamphlets to as many high schools as possible in the San Francisco-San Jose Metro Area, reaching as far as Sonoma, Marin and Salinas areas. Univision Radio (KSOL/KSQL/KVVZ/KBRG) launched a radio ad campaign on all four radio properties inviting students to sign up via the Mahatmarice.com/scholarship website where students can register and submit an essay of 250 words or less. Essay selection process is based solely on the quality and creativity of the writing. Twenty-five (25) finalists were selected, notified and invited to the Radio Station for a brief 15 minute interview. Once the interviews were complete, a second panel of judges, including members of the Stations' staff, reviewed the final 25 essays and chose the final 5 scholarship winners. Univision Radio and Mahatma Rice awarded each of the finalists a check for \$2,000 during a Scholarship Awards Ceremony in May.
2. The Univision Radio San Francisco/San Jose unit listed each full-time opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities, such as the California Broadcasters Association, American Women in Radio & Television (AWRT), the Bay Area Society for Television and Radio (STAR), and Media Alliance.
3. On 4/6/10, the managers of Univision Radio San Francisco (KSOL/KSQL/KVVZ/KBRG) received training on EEO Recruitment, EEO Non-Discriminatory Practices, and Interviewing Processes. It was a two-hour, interactive training program conducted by Astrid Juarez, Univision San Francisco Human Resources Manager.
4. Univision Radio San Francisco designed an internship program for a SF State University broadcasting student. The 12-week internship lasted from 2/9/10 to 4/23/10. Her internship was in conjunction with the morning show "Noticias y mas con Celina Rodriguez."
5. Univision Radio San Francisco designed an internship program for a broadcast journalism student from SF State University. The 12-week internship dates 6/1/10

through 8/24/10. His internship is in conjunction with the morning show “Noticias y mas con Celina Rodriguez”.

6. Roberto Marquez, Business Manager, was interviewed by a Sonoma State University student, Amy Calderon, doing research on Latino radio stations on 3/22/10. The topics included station structure, including types of employment available at a radio station, and marketing techniques to listeners and clients.
7. On 5/10/10, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in the Northern California Broadcasters Association Job Fair in San Francisco, CA. Kari Swanson, Office Manager, was on-site to discuss radio opportunities and recruit for open positions within our organization. Univision Radio also supported the event with PSAs.
8. On 10/15/09, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in San Jose State University’s Fall Job/Internship Fair in San Jose, CA. Astrid Juarez, Human Resource Manager, was on-site to discuss radio opportunities and recruit for open positions within our organization.
9. On 4/9/10, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in San Francisco State University’s Job Fair in San Francisco, CA. Astrid Juarez, Human Resource Manager, was on-site to discuss radio opportunities and recruit for open positions within our organization.
10. On 4/14/10, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in City College of San Francisco’s Ocean Campus Career Fair in San Francisco, CA. Kari Swanson, Office Manager, was on-site to discuss radio opportunities and recruit for open positions within our organization.
11. On 4/14/10, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in San Jose State University’s Job Fair in San Jose, CA. Astrid Juarez, Human Resource Manager, was on-site to discuss radio opportunities and recruit for open positions within our organization.
12. On 4/21/10, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in California State University East Bay’s Job Fair in Hayward, CA. Astrid Juarez, Human Resource Manager, was on-site to discuss radio opportunities and recruit for open positions within our organization.
13. On 8/29/09, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) supported “Celebration del Camp” in Morgan Hill, CA. through PSAs and on-site participation. A grass roots event in appreciation for the migrant farm worker community with various non-profits and agencies on-site offering employment opportunities, job training opportunities and support services.
14. On 8/04/09, Edgar “Shoboy” Sotelo, On-Air Personality Afternoon Drive, KVVF/KVVZ, was the keynote speaker at the Hoffman Via Monte National Night Out at the Hoffman Via Monte Community Center in San Jose, CA to engage 500+

high school students and community members in radio career opportunities, to encourage higher education with recommended educational courses to succeed in radio, and provide scholarship information and availability for various programs offered to minority students. Univision Radio (KSOL/KSQL/KVVF/KVVZ/KBRG) also supported this event through PSAs.

15. On 8/04/09, Edgar “Shoboy” Sotelo, On-Air Personality Afternoon Drive, KVVF/KVVZ, was the keynote speaker at the Councilmember Campos’ National Night Out at Emma Prusch Park in San Jose, CA to engage 1500+ community members in radio career opportunities, to encourage higher education with recommended educational courses to succeed in radio, and provide scholarship information and availability for various programs offered to minority students.
16. On 8/29/09, Edgar “Shoboy” Sotelo, On-Air Personality Afternoon Drive, KVVF/KVVZ, was the keynote speaker at “Exito Escolar” at Mi Pueblo in San Jose, CA to engage 200+ students and their parents in radio career opportunities, to encourage higher education with recommended educational courses to succeed in radio, and provide scholarship information and availability for various programs offered to minority students.
17. On 9/25/09, Edgar “Shoboy” Sotelo, On-Air Personality Afternoon Drive, KVVF/KVVZ, was the keynote speaker at the City of San Jose Summer Jobs for Youth Work Experience Program at the Roosevelt Community Center in San Jose, CA to engage 150+ high school students in radio career opportunities, to encourage higher education with recommended educational courses to succeed in radio, and provide scholarship information and availability for various programs offered to minority students.
18. On 9/27/09, Edgar “Shoboy” Sotelo, On-Air Personality Afternoon Drive, KVVF/KVVZ, was the guest motivational speaker at the Todec Multi Cultural Fair in Peris, CA to engage 1500+ participants in radio career opportunities, to encourage higher education with recommended educational courses to succeed in radio, and provide scholarship information and availability for various programs offered to minority students.
19. On 4/1/10, Edgar “Shoboy” Sotelo, On-Air Personality Afternoon Drive, KVVF/KVVZ, was a guest speaker at Tennyson High School in Hayward, CA to engage 200+ participants in radio career opportunities, to encourage higher education, and provide scholarship information.
20. On 5/12/10, Erick Morales, On-Air Personality Morning Drive, KVVF/KVVZ, was a guest speaker at California State University East Bay Chicano Latino Graduation Program in Hayward, CA to engage 200+ students in radio career opportunities, to encourage higher education, and provide scholarship information.
21. Vamos a Leer, a summer reading program in conjunction with the Es El Momento campaign took place on 6/19/10. Erick Morales, On-Air Personality Morning Drive,

KVVF/KVVZ, hosted an interactive story time with kids encouraging summer reading and reminding parents and kids the importance of reading and an education. It was held at the East San Jose Carnegie Branch Library in San Jose, CA.

22. On 7/10/10, Carmen Ramirez, On-Air Personality Evening Show, KVVF/KVVZ, continued with Vamos a Leer, a summer reading program in conjunction with the Es El Momento campaign held at the East San Jose Carnegie Branch Library in San Jose, CA. She conducted an interactive story time with kids encouraging summer reading and reminding parents and kids the importance of reading and an education.