Annual EEO Public File Report Form

Stations
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

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
KVVF (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 **August 1, 2010** to and including **July 31, 2011** (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 **August 1, 2010** to **July 31, 2011**

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	Account Executive	Univision (Inter-company)
2	Account Executive	Industry
3	Retail Sales Coordinator	Craigslist.org
4	Traffic Continuity Coordinator	Univision Radio in-house

Total Number of Persons Interviewed During Applicable Period: 23

Appendix 2 to

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Covering the Period from **August 1, 2010** to **July 31, 2011**

Station(s) Comprising Station Employment Unit

KSOL (98.9 FM) San Francisco, CA
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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 Sean Day 1911 Addison St Berkeley, CA 94704 TEL: 510.548.6700 FAX: 510.548.9300	0	1, 2
B	Alliance for Women in Media Golden Gate Chapter 7207 Altura Place Oakland, CA 94605 510.772.9012	0	1, 2, 3
C	Chinese Center Employment Agency Job Posting Notices 128 Waverly Pl San Francisco, CA 94108 415.362.4782 FAX: 415.433.2966	0	1, 2, 3, 4
D	City College of SF Career Center Indiana Quadra 50 Phelan Avenue San Francisco, CA 94112 415.239.3117 FAX: 415.239.3247 eseymore@ccsf.edu	0	1, 2, 3, 4
E	City College of SF Job Match Program School of Business 1860 Hayes St San Francisco, CA 94117 415.561.1949 citycollegejobdev@yahoo.com	0	1, 2, 3, 4

F	DeAnza College Career Planning & Placement Cindy Lister 21250 Stevens Creek Blvd Cupertino, CA 95014 408.864.5711 FAX: 408.864.5607 careercenter@deanza.edu	0	1, 2, 3, 4
G	EDD San Francisco Job Service Robert Stevenson 801 Turk Street San Francisco, CA 94102 415.749.7500 FAX: 415.749.7477 sfjobs@edd.ca.gov	0	1, 2, 3, 4
H	CA Employment Development Dept. Job Posting Notices 2450 S Bascom Ave Campbell, CA 95008 408.369.3600 roberto.barrandeguy@edd.ca.gov	0	1, 2, 3, 4
I	Employment Information Center Bernadette Santos P.O. Box 7988 San Francisco, CA 94120 415.557.5636 FAX: 415.557.5640 Bernadette_Santos@sfgov.org	0	1, 2, 3, 4
J	Filipinos for Affirmative Action Eduardo Valladares 310 8th St., Ste 306 Oakland, CA 94607 510.465.9876 FAA@filipinos4action.org	0	1, 2, 3, 4
K	Goodwill Staffing Solutions 1500 Mission St San Francisco, CA 94103 415.575.2101 business_services@sfgoodwill.org	0	1, 2, 3, 4
L	Laney College Student Employment Services Cleo Griffin 900 Fallon Street Oakland, CA 94607 510.464.3126 FAX: 510.464.3559 cgriffin@peralta.edu	0	1, 2, 3, 4

M	Merritt College Career Center Horace Graham 12500 Campus Drive, Bldg Q202 Oakland, CA 94619 510.436.2445 FAX: 510.434.3825 hgraham@peralta.edu	0	1, 2, 3, 4
N	Tri-Cities One Stop Career Center (partner with Ohlone College) 39155 Liberty Street, Ste B200 Fremont, CA 94538 510.794.3669 FAX: 510.794.2400 -	0	1, 2, 3, 4
O	One Stop: Career Link-Mission Job Posting Notices 3120 Mission Street San Francisco, CA 94110 415.401.4803 FAX: 415.401.4839	0	1, 2, 3, 4
P	San Francisco State University Career Center 1600 Holloway Ave San Francisco, CA 94132 415.338.1761 FAX: 415.338.2979 recruit@sfsu.edu	0	1, 2, 3, 4
Q	San Jose City College Career Center Job Placement 2100 Moorpark Avenue San Jose, CA 95128 408.288.3794 FAX: 408.286.0412	0	1, 2, 3, 4
R	San Jose State University Career Planning & Placement Career Center One Washington Square San Jose, CA 95112 408.924.6031 FAX: 408.924.6052 careerhelp@sjsu.edu	0	1, 2, 3, 4

S	Skyline College Career Center Linda Allen 3300 College Drive San Bruno, CA 94066 650.738.4337 FAX: 650.738.4260 allen@smccd.net	0	1, 2, 3, 4
T	University of San Francisco Career Center Citas de Guzman 2130 Fulton Street San Francisco, CA 94117 415.422.2165 FAX: 415.422.6470 deguzmanc@usfca.edu	0	1, 2, 3, 4
U	Upwardly Global Cecily Victor 582 Market St Ste 1207 San Francisco, CA 94104 415.834.9902 FAX: 415.840.0334 cecily@upwardlyglobal.org	1	1, 2, 3, 4
V	Veteran Industries Anita Yoskowitz 205 13th Street San Francisco, CA 94103 415.551.7360 FAX: 415.861.0323 anita.yoskowitz@med.va.gov	0	1, 2, 3, 4
W	Catholic Charities of the East Bay Job Posting Notices 433 Jefferson Street Oakland, CA 94607-3539	0	1, 2, 3, 4
X	Oakland Private Industry Council, Inc Attn: Employer Svcs. Representative 1212 Broadway, Suite #100 Oakland, CA 94612	0	1, 2, 3, 4
Y	College of San Mateo Job Posting Notices 342 Sonora Drive San Mateo, CA 94402	0	1, 2, 3, 4
Z	Black Native America Association Job Posting Notices 2228 E. 15th Street Oakland, CA 94601	0	1, 2, 3, 4
AA	United Negro College Fund Job Posting Notices 220 Montgomery Street, Ste. 1120 San Francisco, CA 94105	0	1, 2, 3, 4

AB	National Asian American Telecommunications Assoc. Job Posting Notices 145 Ninth St., Ste 350 San Francisco, CA 94103	0	1, 2, 3, 4
AC	Hispanic Scholarship Fund Job Posting Notices 55 2nd St., #1500 San Francisco, CA 94104	0	1, 2, 3, 4
AD	Mission Language Vocational Center Attn: Rafael Zuniga 2929 19th Street San Francisco, CA 94110	0	1, 2, 3, 4
AE	Arriba Juntos Attn: Job Posting Notice 1850 Mission Street San Francisco, CA 94103	0	1, 2, 3, 4
AF	C.E.O. for Women Job Posting Notices 405 14th St Ste 712 Oakland, CA 94612-2706	0	1, 2, 3, 4
AG	Centro de Servicios Job Posting Notices 525 H Street Union City, CA 94587	0	1, 2, 3, 4
AH	Centro de Juventud Job Posting Notices 3209 Galindo Street Oakland, CA 94601	0	1, 2, 3, 4
AI	San Jose Silicon Valley NAACP Job Posting Notices 304 N. 6th Street San Jose, CA 95112	0	1, 2, 3, 4
AJ	CET Careers Job Posting Notices 701 vine Street San Jose, CA 95111	0	1, 2, 3, 4
AK	Asian Americas/Pacific Islanders in Philanthropy (AAPIP) 211 Sutter St Ste 600 San Francisco, CA 94108-4435	0	1, 2, 3, 4
AL	Greenlining Institute Job Posting Notices 1918 University Ave., 2nd Floor Berkeley, CA 94704	0	1, 2, 3, 4
AM	Chicana Latina Foundation Job Posting Notices 1419 Burlingame Ave., Suite N Burlingame, CA 94010	0	1, 2, 3, 4

AN	Bay Area Black Journalist Association Job Posting Notices 1714 Franklin St., Suite 100-260 Oakland, CA 94612	0	1, 2, 3, 4
AO	American Diabetes Assn Att: Carlos Serrano-Quan 492 9th st ste 300 Oakland, CA 94607-4055	0	1, 2, 3, 4
AP	College of Marin Career Center - Job Postings 835 College Avenue Kentfield, CA 94904	0	1, 2, 3, 4
AQ	Filipino American Chamber of Commerce 1046 W. Taylor St, Ste 206 San Jose, CA 95126	0	1, 2, 3, 4
AR	The Unity Council Attn: Employment Specialist 1900 Fruitvale Av., Ste 1B Oakland, CA 94601	0	1, 2, 3, 4
AS	Hispanic Chamber of Marin Job Posting Notices PO Box 4423 San Rafael, CA 94913	0	1, 2, 3, 4
AT	Women's Initiative for Self-Employment-ALAS Job Posting Notices 1398 Valencia St San Francisco, CA 94110	0	1, 2, 3, 4
AU	Asian American Journalist/National Job Posting Notices 1182 Market St. Ste 320 San Francisco, CA 94102	0	1, 2, 3, 4
AV	Chabot College Attn: Ginger Ripplinger 25555 Hesperian Blvd Hayward, CA 94545	0	1, 2, 3, 4
AW	Bay Area Star Karie Kindred 855 Battery Street San Francisco, CA 94108 415.765.8702 bayareastar@comcast.net	0	1, 2, 3, 4
AY	Northern California Broadcasters Association (NCBA) 50 Francisco St, Ste 450 San Francisco, CA 94133 415.292.5700 arobillard@ncradio.com	0	1, 2, 3, 4

AZ	Craigslist.org Marcia Estarija P.O. Box 225159 San Francisco, CA 94122 415.566.9844 www.craigslist.org	9	1, 2, 3, 4
BA	Univision (Inter-company) Human Resources 5999 Center Drive Los Angeles, CA 90045 310.410.5678	1	1, 2, 3, 4
BB	Univision Radio-in house posting KSOL/KSQL/KVVF/KVVZ/KBRG 750 Battery St Ste 200 San Francisco, CA 94111 415.989.5765	2	1, 2, 3, 4
BC	UnivisionRadio.com 800 Douglas Rd., Suite 111 Annex Bldg, Coral Gables, FL 33134 www.univision.com	0	1, 2, 3, 4
BD	Careerbuilder.com 8420 W Bryn Mawr Ave, Ste 900 Chicago, IL 60631 800.891.8880 www.careerbuilder.com	3	1, 2, 3, 4
BE	Greater San Jose Hispanic Chamber of Commerce San Jose, CA info@gsjhcc.org	0	1, 2, 3, 4
BF	Hispanic Chamber of Commerce of Silicon Valley San Jose, CA info@hccsv.com	0	1, 2, 3, 4
BG	San Francisco Hispanic Chamber of Commerce San Francisco, CA info@sfhcc.com	0	1, 2
BH	Hispanic Chamber of Commerce of Alameda County Job Posting Notices 1840 Embarcadero, Ste # 7 Oakland, CA 94606 info@hccac.com	0	1, 2, 3, 4

BI* *	Media Alliance Oakland, CA www.media-alliance.org jobfile@media-alliance.org	0	1, 2, 3, 4
BJ* *	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
BK* *	Unity Council, Resource & Employment Services Carmen Torres, Coordinator 1900 Fruitvale Avenue Oakland, CA 94601 510.535.7184 ctorres@unitycouncil.org		3, 4
BL	Employee referrals	2	3
BM	Industry, word of mouth	5	1,2

* Indicates sources that have requested notification of job openings.
Note: BK asked for posting notifications after positions 1 and 2 were posted.

Appendix 3 to

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
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

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/KVVF/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 and 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 Alliance for Women in Media, the Bay Area Society for Television and Radio (STAR), Northern California Broadcasting Association and Media Alliance.

3. 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".

4. Univision Radio San Francisco designed an internship program for a SF Academy of Art College multimedia communications student. The 12-week internship lasted from 8/30/10 to 11/24/10. 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 San Jose State University public relations student. The 12-week internship lasted from 9/20/10 to 12/10/10. Her internship was in the Marketing and Public Relations Department.

6. On 11/5/10, 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.

7. On 4/8/11, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in San Francisco State University's Career 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.

8. On 4/12/11, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in San Jose State University's 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 4/20/11, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in City College of San Francisco's Ocean Campus Career Information Fair in San Francisco, CA. Kari Swanson, Office Manager, was on-site to discuss radio opportunities and recruit for open positions within our organization.

10. On 4/20/11, 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.

11. On 4/29/11, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) participated in Goodwill's 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.

12. On 5/11/11, Univision Radio (KSOL/KSQL/KVVF/ KVVZ/KBRG) hosted a recruitment fair for our three properties specifically looking for on-air talent and board operators. Candidates participated in on-air and on-camera auditions. Jose Luis Gonzalez, Operations Manager and Program Director and Luz Maria Rodriguez, Marketing/Public Relations Manager reviewed all applications. Univision Radio supported the event with on-air announcements, PSAs, and Univision Online.