

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2008 – September 30, 2009.

Employment Unit: **WSBS Licensing, Inc.**
 Spanish Broadcast System, Inc.
 MEGA Media Holding (MEGA TV Division)

Unit Members (Stations and Communities of License):

WSBS-TV, Key West, FL (FCC Facility ID No. 72053)
WSBS-CA, Miami, FL (FCC Facility ID No. 29547)

EEO Contact Information for Employment Unit: Isabel C. Gonzalez

Mailing Address: Spanish Broadcasting Systems, Inc. c/o Mega Media Holdings (MEGA TV) 2601 South Bayshore Drive, Penthouse 2 Coconut Grove, FL 33133-5417	Telephone Number: (305) 441 - 6901
	Contact Person/Title: Isabel Gonzalez, Business Manager
	E-mail Address: IGonzalez@sbscorporate.com

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

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. Jr. Master Control Operator (9/08)	Internal Promotion (Freelancer converted to Employee)
2. Producer / Actor (12/08)	Internal Promotion (Freelancer converted to Employee)
3. Video Editor (3/09)	Internal Promotion (Freelancer converted to Employee)
4. On Air Talent (3/09)	Exigent hire
5. On Air Talent (5/09)	Exigent hire
6. Creative Producer (7/09)	Exigent hire

Total # of Interviewees Referred: For the period from October 1, 2008 through September 30, 2009, this Employment Unit interviewed 5 interviewees for full-time job vacancies.

Supplemental Recruitment Initiatives:

(a) Initiative: Miami Dade College-North Campus Job Fair 2009, Take Care of Your Future Today!

On March 4, 2009, from 9:00 am to 12:00 noon, Ana Levy, Executive Assistant to the Vice President-General Manager/Office Manager and EEO Liaison, and Dyana Nieto, Accounting Clerk and Human Resources Liaison, spoke, participated, and represented the company at the “Miami Dade College-North Campus Job Fair 2009...Take Care of Your Future Today!” located at 11380 NW 27th Avenue, North Miami, Florida.

(b) Initiative: National Career Fairs – 2009 Fort Lauderdale Career Fair

On June 11, 2009, from 11:00 am to 2:00 pm, Ana Levy, Executive Assistant to the Vice President-General Manager/Office Manager and EEO Liaison, and Dyana Nieto, Accounting Clerk and Human Resources Liaison, spoke, participated, and represented the company at the 2009 Fort Lauderdale Career Fair, which took place at the Fort Lauderdale Convention Center located at 1950 Eisenhower Blvd, Ft. Lauderdale, Florida 33316, in conjunction with the National Career Fairs.

(c) Initiative: Internship Program

During the reporting period, the Employment Unit secured three interns in the programming and on air promotions department. One intern was a student at Florida International University and the other two from the University of Florida where each received educational credit for their participation in the program.

(d) Initiative: Employee Training

During the reporting period, the Employment Unit held numerous training sessions designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training was provided by Hipcricket to the General Manager, General Sales Manager, Local Sales Managers, Sales Assistants, Program Director, Promotions Manager, Promotions Assistant, On-Air Talent and Producers. Eight separate training sessions were provided by Arbitron to the General Manager, General Sales Manager, Local Sales Managers, Account Executives, Sales Assistants, Program Director, Promotions Manager, Promotions Assistant, On-Air Talent and Producers.