

**EEO PUBLIC FILE REPORT
FOR STATION WSBS-TV-DT
KEY WEST, FLORIDA**

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

Spanish Broadcasting System, Inc. became the licensee of WSBS-TV-DT on February 28, 2006 and changed the station's programming to Spanish-language. Consequently, it became essentially a brand new TV station which created and originated its own new programming. As a result, the licensee required many new employees immediately and, therefore, relied heavily on industry referrals and personal recommendations. In a sense, all of the station's hires were "exigent."

During the period beginning on February 28, 2006 and ending on October 1, 2006, the station filled the following full-time vacancies:¹ Administrative Assistant, Production Analysts, Production Finance Coordinator, Producer, General Producers, Traffic Manager, Assistant Editor, Receptionist, Promotions Director, Account Executive, Graphic Designers and Editors.

The station interviewed a total of 15 people for all 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: See Attached

On-Air Recruitment	0
Industry Referrals	8
Internal Referrals	5
Ajilon Finance Staffing	1
Staffing Now, Inc.	1

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

- The recruitment source(s) used to fill each vacancy, identified by name, address, and telephone number; (see attached)

¹ The station deemed the positions of Executive Vice President and Director of Marketing as "exigent" and therefore performed no recruitment for these positions.

- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu options activities 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 Magie Martin at:

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c/o 2601 South Bayshore Drive
PH #2
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FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **PRODUCER**

Recruitment Source That Referred the Hire: **Internal Referral**

Date Vacancy filled: **3/06/06**

Total Number of Persons Interviewed for the Vacancy: **1**

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?
Internal Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: EDITOR

Recruitment Source That Referred the Hiree:
Internal Referral

Date Vacancy filled: 3/13/06

Total Number of Persons Interviewed for the
Vacancy: 1

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?
Internal Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **GRAPHIC DESIGNER** Recruitment Source That Referred the Hiree: **Industry Referral**

Date Vacancy filled: **3/13/06** Total Number of Persons Interviewed for the Vacancy: **1**

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?
Industry Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **GENERAL PRODUCER** Recruitment Source That Referred the Hiree: **Industry Referral**

Date Vacancy filled: **3/14/06** Total Number of Persons Interviewed for the Vacancy: **1**

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?
Industry Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: EDITOR

Recruitment Source That Referred the Hiree:
Industry Referral

Date Vacancy filled: 3/27/06

Total Number of Persons Interviewed for the
Vacancy: 1

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?
Industry Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **PRODUCTION FINANCE COORDINATOR**

Recruitment Source That Referred the Hiree:
Ajilon Finance Staffing

Date Vacancy filled: **4/ 4/06**

Total Number of Persons Interviewed for the
Vacancy: **1**

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?
Ajilon Finance Staffing	2 Alhambra Plaza, Suite 648, Coral Gables, FL		305-443-9333	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **ADMINISTRATIVE ASST**

Recruitment Source That Referred the Hiree: **Internal Referral**

Date Vacancy filled: **4/26/06**

Total Number of Persons Interviewed for the Vacancy: **1**

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?
Internal Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: PRODUCTION ANALYST

Recruitment Source That Referred the Hiree: Industry Referral

Date Vacancy filled: 5/25/06

Total Number of Persons Interviewed for the Vacancy: 1

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?
Industry Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: GRAPHIC DESIGNER Recruitment Source That Referred the Hire: Industry Referral

Date Vacancy filled: 5/29/06 Total Number of Persons Interviewed for the Vacancy: 1

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?
Industry Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: TRAFFIC MANAGER Recruitment Source That Referred the Hire: Industry Referral

Date Vacancy filled: 5/30/06 Total Number of Persons Interviewed for the Vacancy: 1

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?
Industry Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **RECEPTIONIST** Recruitment Source That Referred the Hiree:
Staffing Now, Inc.

Date Vacancy filled: **6/ 26/06** Total Number of Persons Interviewed for the
 Vacancy: **1**

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?
Staffing Now, Inc.	300 N.W. 79 th Ave, Miami, FL	-	305-358-1333	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **DIR. OF PROMOTIONS** Recruitment Source That Referred the Hiree: **Industry Referral**

Date Vacancy filled: **9/01/06** Total Number of Persons Interviewed for the Vacancy: **1**

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?
Industry Referral	-	-	-	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: ACCOUNT EXECUTIVE

Recruitment Source That Referred the Hiree: Industry Referral

Date Vacancy filled: 9/11/06

Total Number of Persons Interviewed for the Vacancy: 1

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?
Industry Referral	-	-	-	1	No