

**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.

During the period beginning on October 1, 2006 and ending on October 1, 2007, the station filled the following full-time vacancies:¹ Promotions Producer, Production Coordinator, Content Writer, Editor, Master Control Supervisor, Production Assistant, Senior Producer, Producer/Writer, Account Executive, Executive Assistant, Receptionist, Library Assistant, Senior Accountant, Senior Production Accountant, Assignment Editor, On-Air Talent, Master Control Operator, Station Manager, Engineer, and Creative Producer.

The station interviewed a total of 64 people for all full-time vacancies² 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

Word of mouth	12
Industry Referrals	14
Staff Referrals	16
Walk-ins	12
Corporate website	2
Miami Dade College	1
Monster.com	1
Staffing Now, Inc.	1
Creative Staffing	1
Casey Daniel Associates	1
Triumph Staffing	1
The Mergis Group	2

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 On-air Talent, Creative Producer and Station Manager as "exigent" and therefore performed no recruitment for these positions.

² Five employees, employed by a subcontractor which went out of business, were retained in the same positions and no recruitment was done 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 Maggie Martin at:

Television Station WSBS-TV-DT
c/o 2601 South Bayshore Drive
PH #2
Coconut Grove, Florida 33133
Telephone: (305) 441-6901
Fax: (305) 446-5148
Email: mmartin@sbscorporate.com

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **PROMOTIONS**
PRODUCER

Recruitment Source That Referred the Hire:
Staff Referral

Date Vacancy filled: **10/2/06**

Total Number of Persons Interviewed for the
 Vacancy: **2**

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?
Staff Referral				2	No
Corporate Website	Spanishbroad casting.com			-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **PRODUCTION
COORDINATOR**

Recruitment Source That Referred the Hire:
Word of Mouth

Date Vacancy filled: **10/2/06**

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?
Word of Mouth				1	No
Corporate Website	Spanishbroadcasting.com			-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **CONTENT WRITER**

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

Date Vacancy filled: **10/2/06**

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
Corporate Website	Spanishbroad casting.com			-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **EDITOR**

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

Date Vacancy filled: **12/1/06**

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?
Staff Referral				1	No
Corporate Website	Spanishbroad casting.com			-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **MASTER CONTROL SUPERVISOR**

Recruitment Source That Referred the Hiree:
Industry Referral

Date Vacancy filled: **12/4/06**

Total Number of Persons Interviewed for the Vacancy: **4**

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				4	No
Corporate Website	Spanishbroad casting.com			1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **MASTER CONTROL OPERATOR**

Recruitment Source That Referred the Hiree:
Miami Dade Community College

Date Vacancy filled: **12/4/06**

Total Number of Persons Interviewed for the Vacancy: **15**

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				7	No
Word of Mouth				7	No
Miami Dade Community College	11380 NW 27 th Ave, Miami, FL	Billy Oliver	305-237-1096	1	No
Corporate Website				-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **SR. PRODUCER**

Recruitment Source That Referred the Hiree:
Staff Referral

Date Vacancy filled: **01/8/07**

Total Number of Persons Interviewed for the
Vacancy: **3**

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?
Staff Referral				2	No
Word of Mouth				1	No
Corporate Website	Spanishbroad casting.com			-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **ACCOUNT EXECUTIVE** Recruitment Source That Referred the Hire: **Staff Referral**

Date Vacancy filled: **01/29/07** Total Number of Persons Interviewed for the Vacancy: **2**

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?
Staff Referral				2	No
Corporate Website	Spanishbroad casting.com			-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **ENGINEER**

Recruitment Source That Referred the Hire:
Word of Mouth

Date Vacancy filled: **03/01/07**

Total Number of Persons Interviewed for the
Vacancy: **4**

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?
Word of Mouth				3	No
Monster.com				1	No
Corporate Website	Spanishbroad casting.com			-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **EXECUTIVE ASS'T**

Recruitment Source That Referred the Hiree:
Creative Staffing

Date Vacancy filled: **4/16/07**

Total Number of Persons Interviewed for the
Vacancy: **2**

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?
Creative Staffing	7700 North Kendall Drive, Suite 300, Miami, FL 33156		(305) 279-7799	1	No
Corporate Website	Spanishbroad casting.com			1	No
Walk-in					No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Sr. Production**
 Accountant

Recruitment Sources That Referred the Hiree:
 The Mergis Group

Date Vacancy Filled: **5/4/07**

Total Number of Persons Interviewed for the
 Vacancy: **4**

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?
Casey Daniel Associates	Park Place II, 1501 Venera Avenue, Coral Gables, FL		(305) 667-5558	1	No
Triumph Staffing	100 West Cypress Creek Road, Ft. Lauderdale, FL 33309		(954) 634-0777	1	No
The Mergis Group	701 Waterford Way, Suite 720, Miami, FL 33126		(305) 265-5300	2	No
Corporate website	Spanish Broadcasting.com				No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **MASTER CONTROL OPERATOR**

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

Date Vacancy filled: **06/11/07**

Total Number of Persons Interviewed for the Vacancy: **4**

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?
Staff Referral				2	No
Walk In				2	No
Corporate Website					No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **MASTER CONTROL OPERATOR**

Recruitment Source That Referred the Hiree:
Staff Referral

Date Vacancy filled: **08/15/07**

Total Number of Persons Interviewed for the Vacancy: **5**

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?
Staff Referral				3	No
Walk In				2	No
Corporate Website				-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **MASTER CONTROL OPERATOR**

Recruitment Source That Referred the Hiree:
Staff Referral

Date Vacancy filled: **08/20/07**

Total Number of Persons Interviewed for the Vacancy: **4**

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?
Staff Referral				2	No
Walk In				2	No
Corporate Website				-	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **PRODUCER/WRITER**

Recruitment Source That Referred the Hire:
Corporate Website

Date Vacancy filled: **08/27/07**

Total Number of Persons Interviewed for the
Vacancy: **4**

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?
Walk In				1	No
Corporate Website	Spanishbroadcasting.com			1	No
Industry Referral				2	No

Outreach Activities

In April 2007, Javier Garcia, Director of Engineering, and Alex Aleman, Vice President of Operations, attended the National Association of Broadcasters Convention in Las Vegas, where they attended seminars regarding engineering, sales, programming, and other operational matters.

On July 19, 2007, Rick Prida, Human Resources Director, attended the Minority MBA and College Career Expo at the Hotel Wyndham at Miami International Airport.