

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 23, 2013 – September 21, 2014.

- 1) **Employment Unit:** Spanish Broadcasting System, Inc./Miami
- 2) **Unit Members (Stations and Communities of License):** WSBS-TV, Key West, FL (FCC Facility ID #72053)
WSBS-CA, Miami, FL (FDD Facility ID#29547)
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: 7007 NW 77 th Avenue Miami, FL 33166	Telephone Number: (786) 394-9205
	Contact Person/Title: Yanin Mesa – Business Manager/HR Liaison
	E-mail Address: YMesa@SBSMiami.com

- 4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
(a) <u>Infomercial Assistant</u>	<u>Word of Mouth</u>
(b) <u>Sales Assistant</u>	<u>CareerBuilder</u>
(c) <u>On Air Talent</u>	<u>Word of Mouth</u>
(d) <u>Account Executive</u>	<u>Word of Mouth</u>
(e) <u>Traffic Coordinator</u>	<u>Re-hire</u>
(f) <u>Sales Assistant</u>	<u>SBS Website</u>
(g) <u>Account Executive</u>	<u>Word of Mouth</u>
(h) <u>Sales Assistant</u>	<u>SBS Website</u>
(i) <u>Producer/Sales</u>	<u>Word of Mouth</u>
(j) <u>On Air Talent</u>	<u>Word of Mouth</u>
(k) <u>Account Executive</u>	<u>Word of Mouth</u>

Station(s) WSBS are Equal Opportunity Employer(s).

(a) Job Title: Infomercial Assistant

Referral Source(s) of Hiree: Word of Mouth

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aii.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenherandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259	2	No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
Miami Dade College Hialeah Campus Student Job Placement Center	Valenzuela, Maria mvalenzu@mdc.edu	https://mdc.optimalresume.com/employers/index.php 1776 W. 49 th Street Hialeah, FL 33012	(305) 237-8745		No
Connecticut School Broadcasting Campus Director	Jessica Becerra jbecerra@gocsb.com	https://go.csb.com 8600 NW 36 Street Miami, FL 33166	(305) 592-7133		No
Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa ymesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901	4	No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida WorkForce Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	https://www.employflorida.com/ 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careerepo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	3	No

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(b) Job Title: Sales Assistant

Referral Source(s) of Hiree: CareerBuilder

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aui.edu	http://www.alumnicconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenhernandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259	8	No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
Miami Dade College Hialeah Campus Student Job Placement Center	Valenzuela, Maria mvalenzu@mdc.edu	https://mdc.optimalresume.com/employers/index.php 1776 W. 49 th Street Hialeah, FL 33012	(305) 237-8745		No
Connecticut School Broadcasting Campus Director	Jessica Becerra jbecerra@goesb.com	https://go.csb.com 8600 NW 36 Street Miami, FL 33166	(305) 592-7133		No
Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa ymesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901	5	No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida WorkForce Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	https://www.employflorida.com/ 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careere expo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	3	No

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(c) Job Title: **On-Air Talent/TV Personality/Reporter**

Referral Source(s) of Hiree: **Word of Mouth**

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AI Miami International University of Art & Design	David Silveti fsilveti@aii.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenherandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
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National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfairst.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa ymesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901		No
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University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	3	No

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(d) Job Title: Account Executive

Referral Source(s) of Hiree: Word of Mouth

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Center for Cinematography Arts and Television	Arturo Sande karenhernandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
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CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
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Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncaires.com	http://www.nationalcareerfaairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa yimesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
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University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	6	No

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(e) Job Title: Traffic Coordinator

Referral Source(s) of Hiree: Word of Mouth/Re-hire

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aii.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenhernandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
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Connecticut School Broadcasting Campus Director	Jessica Becerra jbecerra@goesb.com	https://go.csb.com 8600 NW 36 Street Miami, FL 33166	(305) 592-7133		No
Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
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Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida WorkForce Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	https://www.employflorida.com/ 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	3	No

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(f) Job Title: Sales Assistant

Referral Source(s) of Hiree: SBS Website

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aui.edu	http://www.alumnicconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenherandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
Miami Dade College Hialeah Campus Student Job Placement Center	Valenzuela, Maria mvalenzu@mdc.edu	https://mdc.optimalresume.com/employers/index.php 1776 W. 49 th Street Hialeah, FL 33012	(305) 237-8745		No
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Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa ymesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901	5	No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
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Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	4	No

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(g) Job Title: Account Executive

Referral Source(s) of Hiree: Word of Mouth

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aui.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenherandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediaschool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
Miami Dade College Hialeah Campus Student Job Placement Center	Valenzuela, Maria mvalenzu@mdc.edu	https://mdc.optimalresume.com/employers/index.php 1776 W. 49 th Street Hialeah, FL 33012	(305) 237-8745		No
Connecticut School Broadcasting Campus Director	Jessica Becerra Jbecerra@gocsb.com	https://go.csb.com 8600 NW 36 Street Miami, FL 33166	(305) 592-7133		No
Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa ymesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida WorkForce Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	https://www.employflorida.com/ 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	4	No

Station(s) WSBS are Equal Opportunity Employer(s).

(h) Job Title: Sales Assistant

Referral Source(s) of Hiree: SBS Website

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aui.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenherandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
Miami Dade College Hialeah Campus Student Job Placement Center	Valenzuela, Maria mvalenzu@mdc.edu	https://mdc.optimalresume.com/employers/index.php 1776 W. 49 th Street Hialeah, FL 33012	(305) 237-8745		No
Connecticut School Broadcasting Campus Director	Jessica Becerra Jbecerra@gocsb.com	https://go.csb.com 8600 NW 36 Street Miami, FL 33166	(305) 592-7133		No
Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfaairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa ymesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901	7	No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida WorkForce Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	https://www.employflorida.com/ 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	2	No

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(i) Job Title: Producer/Sales Integration Referral Source(s) of Hiree: Word of Mouth

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aui.edu	http://www.alumnicconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenherandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
Miami Dade College Hialeah Campus Student Job Placement Center	Valenzuela, Maria mvalenzu@mdc.edu	https://mdc.optimalresume.com/employers/index.php 1776 W. 49 th Street Hialeah, FL 33012	(305) 237-8745		No
Connecticut School Broadcasting Campus Director	Jessica Becerra jbecerra@gocsb.com	https://go.csb.com 8600 NW 36 Street Miami, FL 33166	(305) 592-7133		No
Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa ymesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida WorkForce Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	https://www.employflorida.com/ 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	2	No

Station(s) WSBS are Equal Opportunity Employer(s).

(j) Job Title: On Air Personality

Referral Source(s) of Hiree: Word of Mouth

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aii.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenhernandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
Miami Dade College Hialeah Campus Student Job Placement Center	Valenzuela, Maria mvalenzu@mdc.edu	https://mdc.optimalresume.com/employers/index.php 1776 W. 49 th Street Hialeah, FL 33012	(305) 237-8745		No
Connecticut School Broadcasting Campus Director	Jessica Becerra jbecerra@goesb.com	https://go.csb.com 8600 NW 36 Street Miami, FL 33166	(305) 592-7133		No
Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa yimesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida WorkForce Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	https://www.employflorida.com/ 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	2	No

Station(s) WSBS are Equal Opportunity Employer(s).

(k) Job Title: Account Executive

Referral Source(s) of Hiree: Word of Mouth

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	David Silveti fsilveti@aii.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
Center for Cinematography Arts and Television	Arturo Sande karenhernandez@ccat.edu	http://www.ccatmiami.com 1637 NW 27 th Avenue, Miami, FL 33125	(305) 634-0550		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Miami Media School	Jason Lopez jlopez@beonair.com	http://www.miamimediashool.com 901 S. Miami Avenue, #303 Miami, FL 33130	(305) 728-1120		No
St. Thomas University Career Services	Cristina Lopez clopez@stu.edu	http://career.stu.edu 16401 NW 37 Avenue Miami Gardens, FL 33054	(305) 474-6834		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue, Miami, FL 33166	(305) 644-4800		No
CareerBuilder Client Support Specialist	Meghan Wood Meghan.Wood@careerbuilder.com	5550-A Peachtree Parkway, #200 Norcross, GA 30092	(877) 267-1259		No
Miami Dade College North Campus Student Job Placement Center	Josefa Lorenzo josefa.lorenzo@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11380 NW 27 Avenue Miami, FL 33167	(305) 237-3052		No
Miami Dade College Hialeah Campus Student Job Placement Center	Valenzuela, Maria mvalenzu@mdc.edu	https://mdc.optimalresume.com/employers/index.php 1776 W. 49 th Street Hialeah, FL 33012	(305) 237-8745		No
Connecticut School Broadcasting Campus Director	Jessica Becerra jbecerra@goesb.com	https://go.csb.com 8600 NW 36 Street Miami, FL 33166	(305) 592-7133		No
Miami Dade College Kendall Campus Student Job Placement Center	Maria de Armas mdearmas@mdc.edu	https://mdc.optimalresume.com/employers/index.php 11011 SW 104 Street Miami, FL 33176	(305) 237-2439		No
National Career Fairs	Peggy Hillman Peggy@ncfairs.com	http://www.nationalcareerfairs.com/ http://www.localhires.com/	(702) 818-8896		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
Randstad USA	Nicole Mestre nicole.mestre@randstadusa.com	http://www.randstadstaffin.com 3750 NW 87 Avenue, #620 Doral, FL 33178	(786) 331-7073		No
SBS web site	Yanin Mesa yimesa@sbsmiami.com	http://www.spanishbroadcasting.com/jobs.shtml 7007 NW 77 Avenue Miami, FL 33166	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida WorkForce Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	https://www.employflorida.com/ 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Barry University Career Services	Connie Hicks chicks@mail.barry.edu	http://www.telemundo51.com/index.html 11300 NE 2 Avenue Miami Shores, FL 33161	(305) 899-3456		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth		7007 NW 77 Avenue, Miami, FL 33166	(786) 394-9200	5	No

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6) **Total # of Interviewees Referred:** For the period from September 22, 2013, through September 21, 2014, this Employment Unit interviewed 71 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) **Initiative:** Employee Trainings

Description of the initiative, including the nature of the activity, the scope of participation by the station (include station personnel involved by title) and specific date/time/place information.

During the reporting period, the Employment Unit held numerous training sessions designed to enable station personnel to upgrade and/or acquire skills that could qualify them for higher level positions. Training sessions 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 covering PPM Weeklies on Friday, February 14, 2014 and Thursday, April 17, 2014, Nielsen provided training on Thursday, May 1, 2014. Miller Kaplan X-ray provided training on market expenditures and station analysis per market on Wednesday, August 6, 2014. On Wednesday March 12 we provided an internal training for all GSM's, LSM's and A/E's on Digital capabilities and how to properly market this product.

(b) **Initiative:** Internship Program

During the reporting period, the Employment Unit hosted three (3) interns in TV production department. A total of 3 interns completed internships during this time. Each student received educational credit for participation in the program.

(c) **Initiative:** Management Training

The station's business manager participated in a SBS Compliance Training session which focused on legal issues with respect to hiring and EEO compliance (September 25, 2014).