

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: October 1, 2019 – September 30, 2020

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 (FCC Facility ID #29547)**

3) EEO Contact Information for Employment Unit:

Mailing Address: 7007 NW 77 th Avenue Miami, FL 33166	Telephone Number: (305) 644-4802
	Contact Person/Title: Irmayrs Rivera-Sanabria -HR Director
	E-mail Address: Irivera-sanabria@SBSCorporate.com

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

	Job Title	Recruitment Source Referring Hiree
(a)	Account Executive	Word of Mouth
(b)	Sales Assistant	Word of Mouth
(c)	Sales Assistant	Word of Mouth
(d)	Sales Assistant	Word of Mouth

a) Job Title: Account Executive Referral Source(s) of Hiree: Word of Mouth (Exigent Circumstances)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Word of Mouth		7007 NW 77 th Avenue Miami, FL 33166	(305) 441-6901	2	No
SBS Website	Dyana Burgess jobs@sbscorporate.com	http://www.spanishbroadcastingsystem.com/jobs.shtml 7007 NW 77 th Avenue, Miami, FL 33166	(305) 441-6901	2	No

Exigent Circumstances: An Account Executive resigned and provided only a week’s notice. This Account Executive needed to be replaced immediately with an experienced high-performing Account Executive in order to continue to service the top advertising accounts at the stations. An experienced account executive was hired to fill this immediate need. Advertisements of the position appeared only on the SBS website.

b) Job Title: Sales Assistant

Referral Source(s) of Hire: Word of Mouth

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Word of Mouth		7007 NW 77 th Avenue Miami, FL 33166	(305) 441-6901	2	No
SBS Website	Dyana Burgess jobs@sbscorporate.com	http://www.spanishbroadcastingsystem.com/jobs.shtml 7007 NW 77 th Avenue, Miami, FL 33166	(305) 441-6901	5	No
Linkedin	Dyana Burgess jobs@sbscorporate.com	7007 NW 77 th Avenue Miami, FL 33166	(305) 441-6901	1	No
Careerbuilder.com	Denisse Soto Denisse.soto@careerbuilder.com	www.careerbuilder.com 200 N LaSalle Blvd, #1100 Chicago, IL 60601	(312)270-8610	2	No

c) Job Title: Sales Assistant

Referral Source(s) of Hire: Word of Mouth

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Word of Mouth		7007 NW 77 th Avenue Miami, FL 33166	(305) 441-6901	2	No
SBS Website	Dyana Burgess jobs@sbscorporate.com	http://www.spanishbroadcastingsystem.com/jobs.shtml 7007 NW 77 th Avenue, Miami, FL 33166	(305) 441-6901	5	No
Linkedin	Dyana Burgess jobs@sbscorporate.com	7007 NW 77 th Avenue Miami, FL 33166	(305) 441-6901	1	No
Careerbuilder.com	Denisse Soto Denisse.soto@careerbuilder.com	www.careerbuilder.com 200 N LaSalle Blvd, #1100 Chicago, IL 60601	(312)270-8610	2	No

For this Job Vacancy of Sales Assistant, the Company used the same pool of talent as Job Title 4 (b) as it was a replacement for the resignation of the incumbent.

d) Job Title: Sales Assistant

Referral Source(s) of Hire: Word of Mouth

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Word of Mouth		7007 NW 77 th Avenue Miami, FL 33166	(305) 441-6901	1	No
SBS Website	Dyana Burgess jobs@sbscorporate.com	http://www.spanishbroadcastingsystem.com/jobs.shtml 7007 NW 77 th Avenue, Miami, FL 33166	(305) 441-6901	1	No

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

6) **Total # of Interviewees Referred:** For the period from **October 1, 2019 – September 30, 2020** this Employment Unit interviewed 16 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

During the reporting period, the employment unit held training sessions for each employee at the time each employee was hired. All the training sessions included Managers, Local Sales Manager, Account Executives and Sales Assistants.

(b) **Initiative:** Internship Program

The Company normally hosts interns in the Sales and Programming Department where the students receive education credit for participation in the Program, but this year due to the impact of COVID-19 we were unable to host students.

(c) **Initiative:** Training Management Level Personnel to Prevent Discrimination

All new hires at the employment unit are required to participate in a Mandatory Online Course on “Workplace Harassment Training” and receive a certificate upon completion.