

**EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period: October 1, 2020 – September 30, 2021

**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 <sup>th</sup> 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)	Sr. Account Executive	Word of Mouth
(b)	Traffic Coordinator	Word of Mouth
(c)	Producer	SBS Website

a) Job Title: Sr. Account Executive Referral Source(s) of Hiree: 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	Destinee Maldonado <a href="mailto:jobs@sbscorporatete.com">jobs@sbscorporatete.com</a>	7007 NW 77 <sup>th</sup> Avenue Miami, FL 33166	(305) 441-6901	2	No
SBS Website	Destinee Maldonado <a href="mailto:jobs@sbscorporatete.com">jobs@sbscorporatete.com</a>	<a href="http://www.spanishbroadcasting.com/careers">http://www.spanishbroadcasting.com/careers</a> 7007 NW 77 <sup>th</sup> Avenue, Miami, FL 33166	(305) 441-6901	2	No
Indeed	Destinee Maldonado <a href="mailto:jobs@sbscorporatete.com">jobs@sbscorporatete.com</a>	www.indeed.com 7007 NW 77 <sup>th</sup> Avenue Miami, FL 33166	(305) 441-6901	3	No

b) Job Title: Traffic Coordinator Referral Source(s) of Hiree: 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 <sup>th</sup> Avenue Miami, FL 33166	(305) 441-6901	1	No
SBS Website	Arisha Vazquez <a href="mailto:avazquez-cw@sbscorporat e.com">avazquez-cw@sbscorporat e.com</a>	<a href="http://www.spanishbroadcasting.com/career">http://www.spanishbroadcasting.com/career</a> 7007 NW 77 <sup>th</sup> Avenue, Miami, FL 33166	(786)-470-1769	0	No
Jobs Boards: Indeed, Zip Recruiter and Glassdoor	Arisha Vazquez <a href="mailto:avazquez-cw@sbscorporat e.com">avazquez-cw@sbscorporat e.com</a>	7007 NW 77 <sup>th</sup> Avenue Miami, FL 33166	(786)-470-1769	0	No

d) Job Title: Producer Referral Source(s) of Hiree: SBS Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
SBS Website	Arisha Vazquez <a href="mailto:avazquez-cw@sbscorporat e.com">avazquez-cw@sbscorporat e.com</a>	<a href="http://www.spanishbroadcasting.com/career">http://www.spanishbroadcasting.com/career</a> 7007 NW 77 <sup>th</sup> Avenue, Miami, FL 33166	(786)-470-1769	3	No
Jobs Boards: Indeed, Zip Recruiter and Glassdoor	Arisha Vazquez <a href="mailto:avazquez-cw@sbscorporat e.com">avazquez-cw@sbscorporat e.com</a>	7007 NW 77 <sup>th</sup> Avenue Miami, FL 33166	(786)-470-1769	6	

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

5) **Total # of Interviewees Referred:** For the period from **October 1, 2020 – September 30, 2021** this Employment Unit interviewed 17 interviewees for full-time job vacancies.

6) **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.

(d) **Training Programs**

SBS has a formal training program to enable Station personnel to acquire skills that could qualify them for higher level positions. In December 2020, this training program included a seminar on the FCC’s issues/ programs. Station personnel in the employment unit participated in this seminar.

(e) **Training of Management-Level Personnel**

In December 2020, management-level personnel in the employment unit participated in an SBS-sponsored webinar on the FCC’s EEO rules, methods of ensuring equal employment opportunity and preventing discrimination.