

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: October 1, 2021 – September 30, 2022

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)	Sr. Master Control Operator	SBS Website
(b)	NTR Sales Manager/ Account Executive	SBS Website

a) **Job Title:** Sr. Master Control Operator **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)
Word of Mouth	Arisha Vazquez avazquez@sbscorporate.com	7007 NW 77 th Avenue Miami, FL 33166	(786) 470-1769	1	No
SBS Website	Arisha Vazquez avazquez@sbscorporate.com	http://www.spanishbroadcasting.com/careers 7007 NW 77 th Avenue, Miami, FL 33166	(786) 470-1769	1	No
Jobs Boards: Indeed, Zip Recruiter and Glassdoor	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77 th Avenue Miami, FL 33166	(786)-470-1769	0	No

b) Job Title: NTR Sales Manager/ Account Executive 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)
Word of Mouth	Arisha Vazquez avazquez-cw@sbscorporat e.com	7007 NW 77 th Avenue Miami, FL 33166	(305) 470-1769	1	No
SBS Website	Arisha Vazquez avazquez-cw@sbscorporat e.com	http://www.spanishbroadcasting.com/career 7007 NW 77 th Avenue, Miami, FL 33166	(786)-470-1769	2	No
Jobs Boards: Indeed, Zip Recruiter and Glassdoor	Arisha Vazquez avazquez-cw@sbscorporat e.com	7007 NW 77 th Avenue Miami, FL 33166	(786)-470-1769	0	No

5) **Total # of Interviewees Referred:** For the period from **October 1, 2020 – September 30, 2021** this Employment Unit interviewed 5 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.

Employee Trainings

During the reporting period, the employment unit held training sessions designed to enable station personnel to upgrade and/or acquire skills that could qualify them for higher level positions. All the training sessions included Managers, Local Sales Manager, Sales Assistant and Account Executives.

(a) **Initiative: SBS Political Webinar**

Webinar to discuss Deciphering Political Broadcasting Requirements.

(b) **Initiative: TopLine Training**

Training Seminar for use of new TopLine software.

(c) **Initiative: FCC Compliance Webinar**

Webinar attended by assistants to discuss FCC Political Broadcasting Rules and Requirements.

(d) **Initiative: IT Security Awareness Training**

All new hires at the employment unit are required to participate in a Mandatory Online Course “IT Security Awareness Training: Social Engineering Red Flags”.

(e) **Initiative: EEO/Discrimination Training for Management and Personnel**

All new hires review and receive employee manual that outlines equal opportunity and harassment policy.

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