

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: October 1, 2023 – September 30, 2024

**1) Employment Unit: Spanish Broadcasting System, Inc./Miami**

**2) Unit Members (Stations and Communities of License):**

**WCMQ-FM/Hialeah, Florida (FCC FIN: 61640)**

**WRMA-FM/North Miami Beach, Florida (FCC FIN: 48368)**

**WXDJ-FM/Ft. Lauderdale, Florida (FCC FIN: 66376)**

**WMFM-FM/ Key West, Florida (FCC FIN: 14665)** \*Programmed by Employment Unit pursuant to an LMA.

**WRAZ-FM/ Leisure City, Florida (FCC FIN: 61646)** \*Programmed by Employment Unit pursuant to an LMA.

**3) EEO Contact Information for Employment Unit:**

Mailing Address:  7007 NW 77 <sup>th</sup> Avenue Miami, FL 33166	Telephone Number: (305)-441-6901
	Contact Person/Title: Alexandra Del Rey – HR Manager
	E-mail Address: <a href="mailto:adelrey@sbsscorporate.com">adelrey@sbsscorporate.com</a>

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

	Job Title	Recruitment Source Referring Hire
(a)	<b>Multi-Platform Editor / On Air Talent</b>	<b>Internal Promotion</b>
(b)	<b>On Air Talent</b>	<b>Word of Mouth</b>
(c)		
(d)		

**(a) Job Title:** Multi-Platform Editor / On Air Talent      **Referral Source(s) of Hire:** Internal Promotion

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
SBS Career Website	Ima Villatoro <a href="mailto:ivillatoro@sbsscorporate.com">ivillatoro@sbsscorporate.com</a>	<a href="https://www.spanishbroadcasting.com/careers/">https://www.spanishbroadcasting.com/careers/</a> 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	3	No

Job Boards: Indeed, Zip Recruiter and Glassdoor	Ima Villatoro <a href="mailto:ivillatoro@bscorporate.com">ivillatoro@bscorporate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word of Mouth	Ima Villatoro <a href="mailto:ivillatoro@bscorporate.com">ivillatoro@bscorporate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

(b) Job Title: On Air Talent

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)
SBS Career Website	Ima Villatoro <a href="mailto:ivillatoro@bscorporate.com">ivillatoro@bscorporate.com</a>	<a href="https://www.spanishbroadcasting.com/careers/">https://www.spanishbroadcasting.com/careers/</a> 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Ima Villatoro <a href="mailto:ivillatoro@bscorporate.com">ivillatoro@bscorporate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word of Mouth	Ima Villatoro <a href="mailto:ivillatoro@bscorporate.com">ivillatoro@bscorporate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No

5) Total # of Interviewees Referred: For the period from **October 1, 2023 – September 30, 2024**, this Employment Unit interviewed 4 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) Employee Trainings

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

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, Digital Managers, and Account Executives.

On October 11, 2023, this training program included a webinar training course by Nielsen. Station personnel in the employment unit participated in the 45 minutes session.

October 18, 2023, this training program included a webinar training course by Nielsen. Station personnel in the employment unit participated in the 45 minutes session.

**Initiative: Opportunity for growth with Black podcast listeners**  
**Opportunity for growth with Hispanic Podcast listeners**

Webinar training for Sales team.

- b) Digital Training by Dara Kalvort with DIGIDEA.**
- c) FCC Compliance Political season**
- d) Initiative: EEO/Discrimination Training for Management and Personnel**

All new hires participate in taking the Sexual Harassment Course.

- e) Initiative: 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”.