

## 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):**

**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)-441-6901
	Contact Person/Title: Alexandra Del Ray – HR Operations Manager
	E-mail Address: <a href="mailto:adelrey@sbscorporat.com">adelrey@sbscorporat.com</a>

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

	<b>Job Title</b>	<b>Recruitment Source Referring Hire</b>
(a)	<b>Account Executive</b>	<b>SBS Career Center</b>
(b)	<b>VP Programming &amp; Production</b>	<b>SBS Career Center</b>
(c)	<b>Editor</b>	<b>Internal Promotion</b>
(d)	<b>Producer</b>	<b>Internal Promotion</b>
(e)	<b>Engineer Camera Shading and Lighting Technician</b>	<b>Internal Promotion</b>
(f)	<b>Make up Artist</b>	<b>Internal Promotion</b>
(g)	<b>Creative Producer</b>	<b>Internal Promotion</b>
(h)	<b>Camera Operator</b>	<b>Internal Promotion</b>
(i)	<b>Artist Relations/ Talent Booker</b>	<b>Internal Promotion</b>
(j)	<b>TV Director</b>	<b>Internal Promotion</b>
(k)	<b>Prompter Operator</b>	<b>Internal Promotion</b>

(d) Job Title: Producer

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 Website	Ima Villatoro <a href="mailto:ivillatoro@bscorpreate.com">ivillatoro@bscorpreate.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	2	No
Job Boards: Indeed, Glassdoor, ZipRecruiters	Ima Villatoro <a href="mailto:ivillatoro@bscorpreate.com">ivillatoro@bscorpreate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word Of Mouth	Ima Villatoro <a href="mailto:ivillatoro@bscorpreate.com">ivillatoro@bscorpreate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

(e) Job Title: Engineer Camera Shading and Lighting Technician

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SBS Career Website	Ima Villatoro <a href="mailto:ivillatoro@bscorpreate.com">ivillatoro@bscorpreate.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	1	No
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Word of Mouth	Ima Villatoro <a href="mailto:ivillatoro@bscorpreate.com">ivillatoro@bscorpreate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

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

(b) Job Title: VP Programming & Production Editor

Referral Source(s) of Hire: SBS Career Center

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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	1	No
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(c) Job Title: Editor

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(F) Job Title: Make-up Artist

Referral Source(s) of Hire: Word of Mouth

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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
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(g) Job Title: Creative producer

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(h) Job Title: Camera Operator

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(i) Job Title: Artist Relations/Talent Booker

Referral Source(s) of Hire: Internal Promotion

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(j) Job Title: TV Director Referral Source(s) of Hire: Internal Promotion

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(k) Job Title: Prompter Operator Referral Source(s) of Hire: Internal Promotion

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5) **Total # of Interviewees Referred:** For the period from **October 1, 2023 – September 30, 2024**, this Employment Unit interviewed **0** 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**

FCC Compliance Training programming & EEO reports.

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

All new hires participate in taking the Sexual Harassment Course.

c) **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”.

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