

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: October 1, 2024 – September 30, 2025

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)-441-6901
	Contact Person/Title: Alexandra Del Rey – HR Operations Manager
	E-mail Address: adelrey@sbscorporate.com

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

	Job Title	Recruitment Source Referring Hire
(a)	Account Executive	SBS Career Center Website
(b)	Creative Producer	SBS Career Center Website
(c)	Cameraman	SBS Career Center Website
(d)	Editor	Word of Mouth
(e)	Director	Word of Mouth
(f)	Sales Assistant	Word of Mouth
(g)	Account Executive	SBS Career Center Website
(h)	Creative Producer	SBS Career Center Website

(a) Job Title:

Account Executive

Referral Source(s) of Hire:

SBS Career Center 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 Career Center Website	Alexandra Del Rey adelrey@sbscorp.orate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	2	No
Job Boards: Indeed, Glassdoor, ZipRecruiters	Alexandra Del Rey adelrey@sbscorp.orate.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth	Alexandra Del Rey	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No

(b) Job Title:

Creative Producer

Referral Source(s) of Hire:

SBS Career Center 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 Career Website	Alexandra Del Rey adelrey@sbscorpor.ate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorpor.ate.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorpor.ate.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No

Station(s) Spanish Broadcasting System, Inc. are Equal Opportunity Employer(s).

(c) Job Title: Cameraman

Referral Source(s) of Hire: SBS Career Center

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruit ment Source Reques t Notific ation? (Yes or No)
SBS Career Website	Alexandra Del Rey adelrey@sbscorporation.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorporation.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporation.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No

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(d) Job Title: Editor

Referral Source(s) of Hire: Word of Mouth

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruit ment Source Request Notificat ion? (Yes or No)
SBS Career Website	Alexandra Del Rey <a href="mailto:adelrey@sbscorpor
ate.com">adelrey@sbscorpor ate.com	<a href="https://www.spanishbroadcas
ting.com/careers/">https://www.spanishbroadcas ting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey <a href="mailto:adelrey@sbscorpor
ate.com">adelrey@sbscorpor ate.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth	Alexandra Del Rey <a href="mailto:adelrey@sbscorpor
ate.com">adelrey@sbscorpor ate.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No

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(e) Job Title: Director

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	Alexandra Del Rey adelrey@sbscorporated.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorporated.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporated.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No

(g) Job Title: Account Executive

Referral Source(s) of Hire: SBS Career 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 Career Website	Alexandra Del Rey adelrey@sbscorporated.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	2	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorporated.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporated.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No

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(h) Job Title: Creative Producer

Referral Source(s) of Hire: SBS Career 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 Career Website	Alexandra Del Rey adelrey@sbscorporated.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorporated.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporated.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No

(f) 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)
SBS Career Website	Alexandra Del Rey adelrey@sbscorporated.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	2	No
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Word of Mouth	Alexandra Del Rey adelrey@sbscorporated.com	7007 NW 77th Ave Miami, FL 33166	(305) 441-6901	1	No

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- 5) **Total # of Interviewees Referred:** For the period from **October 1, 2024 – September 30, 2025**, this Employment Unit interviewed **19** 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**

1. **Initiative: Sexual Harassment Training** All new hires participate in taking the Sexual Harassment Course.

2. **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”.

3. **Initiative: Accelerant Training** February 25th-28th, 2025, SBS provided training to Sales Managers and Account Executives to learn skills in Digital marketing using the Accelerant platform.