

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: October 1, 2025 – September 30, 2026

1) Employment Unit: Spanish Broadcasting System, Inc./MIAMI-TV

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

Miami TV: WSBS-CD (FCC FIN: 29547), WSBS-TV (FCC FIN: 72053)

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 Director
	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	Zip Recruiter
(b)	TV News Anchor	Word of Mouth

(a) Job Title: Account Executive Referral Source(s) of Hire: Zip Recruiter

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@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1165	0	No

Job Boards: Indeed, Zip Recruiter	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1165	3	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1165	0	No

(b) Job Title: TV News Anchor 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@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1165	0	No
Job Boards: Indeed, Zip Recruiter	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1165	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1165	1	No

5) **Total # of Interviewees Referred:** For the period from **October 1, 2025 – September 30, 2026**, 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**

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.

b) FCC Compliance

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”.

d) Initiative: Sales Training – Digital Advertising (AdCellerant)

Sales staff at the employment unit participated in a series of digital advertising training sessions conducted by AdCellerant between January 13 and February 5. The sessions covered digital marketing products and sales strategies including display advertising, geofencing, streaming TV advertising, local SEO, Google search engine marketing (SEM), email marketing, campaign strategy, reporting, and campaign renewal strategies.