

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: October 1, 2020 – September 30, 2021

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)
- WRAZ-FM/ Leisure City, Florida (FCC FIN: 61646)

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: Irmays 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)	Account Executive	Word of Mouth
(b)	Social Media Coordinator	Word of Mouth
(c)	Board Operator (7 positions)	SBS Career Website, Miami Media School and Word of Mouth

(a) Job Title: Account Executive **Referral Source(s) of Hiree:** 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)
Word of Mouth	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77 th Ave Miami, FL 33166	(305)441-6901	1	No
SBS Website	Arisha Vazquez avazquez-cw@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Indeed	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

“Pursuant to a Local Programming and Marketing Agreement, (“LMA”), entered into on April 23, 2021, **WMFM (FM)**, Key West, FL, FCC Facility ID No. 14665 and **WRAZ-FM**, Leisure City, FL, FCC Facility ID No. 61646 are programmed by WRMA Licensing, Inc. and are therefore part of the SBS Miami Employment Unit.”

b) Job Title: Social Media Coordinator

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)
Jobs Boards: Indeed, Zip Recruiter and Glassdoor	Arisha Vazquez avazquez-cw@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	5	No
Word of Mouth	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	6	No
LinkedIn	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	4	No

c) Job Title: Board Operator

Referral Source(s) of Hire: 1 SBS Career Website, 3 Miami Media School & 3 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 Website	Arisha Vazquez avazquez-cw@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166		3	No
Miami Media School	Angel Llamazares allamazares@beonair.com	www.beonair.com 901 S Miami Ave, #303 Miami, FL 33130	(305) 676-6494	17	No
Word of Mouth	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166		4	No

With this position, the Company hired 7 Board Operators using the same talent pool. Of the Board Operators hired 3 came from the Miami Media School, 1 came from SBS Website and 3 were Word of Mouth.

5) Total # of Interviewees Referred: For the period from October 1, 2020 – September 30, 2021 this Employment Unit interviewed 41 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) Initiative: 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. A webinar training session for Miller Kaplan X Ray took place

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

on August 2020 to identify specific initiatives to generate revenue in response to the Covid-19 crisis that may have negatively impacted Radio revenues.

(b) Initiative: Training Management Level Personnel to Prevent Discrimination

All new hires at the employment unit are required to participate in a Mandatory Online Course on “Workplace Harassment Training” and receive a certificate upon completion.

(c) Initiative: SBS WideOrbit Traffic Upgrade Training for Sales

(d) Initiative: IT Security Awareness Training

(e) Initiative: Internship Program

(f) Training Programs

SBS has a formal training program to enable Station personnel to acquire skills that could qualify them for higher level positions. In December 2020, this training program included a seminar on the FCC’s issues/ programs. Station personnel in the employment unit participated in this seminar.

(g) Training of Management-Level Personnel

In December 2020, management-level personnel in the employment unit participated in an SBS-sponsored webinar on the FCC’s EEO rules, methods of ensuring equal employment opportunity and preventing discrimination.