

**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 Broadcast System, Inc. Puerto Rico Market**

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

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

**WRXD (FM), FAJARDO, PUERTO RICO (FCC Facility ID No. 51428)**  
**WMEG (FM), GUAYAMA, PUERTO RICO (FCC Facility ID No. 32157)**  
**WIOB (FM), MAYAGUEZ, PUERTO RICO (FCC Facility ID No. 8153)**  
**WNOD (FM), MAYAGUEZ, PUERTO RICO (FCC Facility ID No. 53554)**  
**WODA (FM), BAYAMON, PUERTO RICO (FCC Facility ID No. 54471)**  
**WZNT (FM), SAN JUAN, PUERTO RICO (FCC Facility ID No. 74552)**  
**WZMT (FM), PONCE, PUERTO RICO (FCC Facility ID No. 53076)**  
**WEGM (FM), SAN GERMAN, PUERTO RICO (FCC Facility ID No. 1890)**

**WTCV-DT, SAN JUAN, PUERTO RICO (FCC Facility ID No. 28954)**  
**WVEO-DT, AGUADILLA, PUERTO RICO (FCC Facility ID No. 61573)**  
**WVOZ-DT, PONCE, PUERTO RICO (FCC Facility ID No. 29000)**

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

<p style="text-align: center;">Mailing Address:</p> Spanish Broadcasting System, Inc/ Puerto Rico Frances St Lot 42 Amelia Industrial Park Guaynabo PR 00969	<p>Telephone Number:</p> (787) 622-9700
	<p>Contact Person/Title:</p> Sixto Pabón, VP of Operations
	<p>E-mail Address:</p> spabon@sbspuertorico.com

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

Job Title Recruitment Source Referring Hire

**On Air Talent** Re-Hire

**Account Executive** Re-Hire

**Administrative and Finance Clerk** Radio Ad

**Receptionist/Traffic Assistant** Radio Ad

**Multi-Platform Editor** Referral

5) Job Title: **On Air Talent** Referral Source(s) of Hiree: **Re-Hire**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral/Rehire	N/A	N/A	N/A	1	Yes
Jobs Boards: SBS Website, Indeed, Zip Recruiter and Glassdoor	Rosa Espinosa	<a href="http://www.spanishbroadcasting.com/careers/">www.spanishbroadcasting.com/careers/</a>	786-470-1760	0	No

5) Job Title: **Account Executive** Referral Source(s) of Hiree: **Re-Hire**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral/Rehire	N/A	N/A	N/A	1	Yes
Jobs Boards: SBS Website, Indeed, Zip Recruiter and Glassdoor	Rosa Espinosa	<a href="http://www.spanishbroadcasting.com/careers/">www.spanishbroadcasting.com/careers/</a>	786-470-1760	0	No

**Job Title: Administrative and Finance Clerk**

**Referral Source(s) of Hiree: Radio Ad**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Radio Advertisement (SBS Stations- WIOA, WIOB, WIOC, WODA, WNOD, WMEG, WEGM, WRXD, WZMT, WZET, WZNT)	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	1	Yes
Jobs Boards: SBS Website, Indeed, Zip Recruiter and Glassdoor	Rosa Espinosa	<a href="http://www.spanishbroadcasting.com/careers/">www.spanishbroadcasting.com/careers/</a>	786-470-1760	7	No
Referral/Rehire	N/A	N/A	N/A	0	No

**Job Title: Receptionist/Traffic Assistant**

**Referral Source(s) of Hiree: Radio Ad**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Radio Advertisement (SBS Stations- WIOA, WIOB, WIOC, WODA, WNOD, WMEG, WEGM, WRXD, WZMT, WZET, WZNT)	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	1	No
Jobs Boards: SBS Website, Indeed, Zip Recruiter and Glassdoor	Rosa Espinosa	<a href="http://www.spanishbroadcasting.com/careers/">www.spanishbroadcasting.com/careers/</a>	786-470-1760	3	No
Referral/Rehire	N/A	N/A	N/A	3	Yes

**5) Job Title: Multi-Platform Editor**

**Referral Source(s) of Hiree: Referral**

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: SBS Website, Indeed, Zip Recruiter and Glassdoor	Arisha Vázquez	<a href="http://www.spanishbroadcasting.com/careers/">www.spanishbroadcasting.com/careers/</a>	786-470-1760	0	No
Referral/Rehire	N/A	N/A	N/A	1	Yes

**6) Total # of Interviewees / Referred:**

For the period from October 1, 2023, through September 30, 2024, this Employment Unit interviewed 18 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this report.

**(a) Initiative: Internship Program**

The employment unit operates an internship program which allows interns to gain experience in many areas of the radio industry. Internships are available year-round, and students generally earn academic credits. During the period covered by this report, the employment unit had eight (8) interns:

- i. Five (5) interns in the radio social media department from “Atlantic University”; in December 2023.
- ii. Three (3) interns in the promotion department from “Colegio Cinematografía de Artes y Televisión”; in May 2024.

**(b) Initiative: Training Programs for Employees to Acquire Skills for Higher Level Positions**

All Puerto Rico employment units are required to participate in a Mandatory Online Course on “2024 Security Awareness Training” and receive certificates upon completion.

On November 20, 2023, and May 7th, 2024, station personnel participated in a training webinar on the FCC Political Advertising Rules.

**(c) Initiative: Training Programs for HR Employees to Acquire Skills for Higher Level Positions**

HR employees was required to participate in an Online Course on “Navigating New Pay Transparency Policies: A look across the U.S.” on March 28, 2024, and receive certification upon completion.