

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

**2) 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:**

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

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

Job Title	Recruitment Source Referring Hire
<u>Sales Assistant</u>	<u>Referral</u>
<u>Receptionist</u>	<u>Newspaper Ad</u>
<u>Broadcast Engineer</u>	<u>Radio Ad</u>
<u>Agency Sales Manager</u>	<u>Exigent Circumstance*</u>
<u>Digital Sales Manager</u>	<u>Exigent Circumstance*</u>
<u>Receptionist</u>	<u>Radio Ad</u>

5) Job Title: Sales Assistant

Referral Source(s) of Hire: Referral

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	3	No
El Vocero Newspaper	Sylvia Levison	N/A	N/A	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No
Referral/Rehire	N/A	N/A	N/A	1	Yes

5) Job Title: Receptionist

Referral Source(s) of Hire: Newspaper Advertisement

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,	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	3	No

WZET, WZNT)					
El Vocero Newspaper	Sylvia Levison	N/A	N/A	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	Yes
Referral/Rehire	N/A	N/A	N/A	1	No

**5) Job Title: Broadcast Engineer**

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

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	4	Yes
El Vocero Newspaper	Sylvia Levison	N/A	N/A	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No
Referral/Rehire	N/A	N/A	N/A	0	No

**5) Job Title: Agency Sales Manager**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
*Exigent Circumstances: The Agency Sales Manager position is a management-level position and a qualified individual for the position became available in the market and we hired immediately due to the need for the confidentiality.					

**5) Job Title: Digital Sales Manager**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
*Exigent Circumstances: The Digital Sales Manager position is a management-level position and decided rehire of Former Employee.					

**5) Job Title: Receptionist**

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
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					(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	4	Yes
El Vocero Newspaper	Sylvia Levison	N/A	N/A	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No
Referral/Rehire	N/A	N/A	N/A	0	No

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

For the period from October 1, 2020, through September 30, 2021, this Employment Unit interviewed 17 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 three interns:

- i. One intern in the production department of MegaTV from “Universidad de Puerto Rico en Arecibo”; from September 2021 through present.
- ii. One intern in the radio production for Radio Station from “Universidad de Sagrado Corazón”; from August 2021 through present.
- iii. One intern in the production department of MegaTV from “Colegio de Cinematografía, Artes y Televisión”; from February 2021 through May 2021.

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

All New Hires at the Puerto Rico employment unit are required to participate in a Mandatory Online Course on “Sexual Harassment Training” and receive certificates upon completion.

**(c) 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 rules. Station personnel in the employment unit participated in this seminar.

**(d) 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.