

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **October 1, 2022 – September 30, 2023**

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

Sales Assistant

Referral

Social Media Coordinator

Jobs Boards

5) Job Title: Sales Assistant

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)
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	0	No
Jobs Boards: SBS Website, Indeed, Zip Recruiter and Glassdoor	Rosa Espinosa	www.spanishbroadcasting.com/careers/	786-470-1760	3	No
Referral/Rehire	N/A	N/A	N/A	1	Yes

5) Job Title: Social Media Coordinator

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)
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	0	No
Jobs Boards: SBS Website, Indeed, Zip Recruiter and Glassdoor	Arisha Vázquez	www.spanishbroadcasting.com/careers/	786-470-1760	9	No
Referral/Rehire	N/A	N/A	N/A	1	Yes

6) Total # of Interviewees / Referred:

For the period from October 1, 2022, through September 30, 2023, this Employment Unit interviewed 14 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 ten (10) interns:

- i. Four (4) interns in the promotion department from “Universidad de Puerto Rico Recinto de Arecibo”; from September 2023 through present.
- ii. Three (3) interns in the promotion department from “Universidad de Puerto Rico Recinto de Arecibo”; from October 2022 through December 2022.
- iii. One (1) intern in the sales department from “Universidad de Puerto Rico Recinto de Rio Piedras”; from March 2023 through May 2023.
- iv. Two (2) interns in the MegaTV promotion department from “Universidad Sagrado Corazón”; from January 2023 through April 2023.

(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 “Phish Alert Button Training” and receive certificates upon completion.

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

All Puerto Rico employment units are required to participate in a Mandatory Online Course on “Your Role: Internet Security and You” and receive certificates upon completion.

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

On June 6, 7 & 8, 2023, DIGIDEA Training. This training program included information about how to work with the Digital Target Drive and its goal.