

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **October 1, 2024 – September 30, 2025**

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) *Programmed by Employment Unit pursuant to an LMA.

WRAZ-FM/ Leisure City, Florida (FCC FIN: 61646) *Programmed by Employment Unit pursuant to an LMA.

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 Manager
	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)	National and Local Sales Assistant	Internal Promotion
(b)	Finance Administrative Assistant	Internal Promotion
(c)	Chief Communications Officer	Word of Mouth
(d)	Chief Revenue Office	Word of Mouth
(e)	On-Air Talent / Host	Word of Mouth
(f)	Director of Engineering	SBS Career Website
(g)	Maintenance	SBS Career Website
(h)	A/R and Billing Representative	SBS Career Website
(i)	Senior Accountant	SBS Career Website
(j)	Administrative Assistant	SBS Career Website
(k)	Promotions Assistant	Word of Mouth
(l)	VP of National Sales	Word of Mouth
(m)	On-Air Talent	Word of Mouth

(a) Job Title: National and Local Sales Assistant Referral Source(s) of Hire: Internal Promotion

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@sbscorporation.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorporation.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporation.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No

(b) Job Title: Finance Administrative Assistant Referral Source(s) of Hire: Internal Promotion

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@sbscorporation.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorporation.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporation.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No

Station(s) Spanish Broadcasting System, Inc. are Equal Opportunity Employer(s).

(c) Job Title: Chief Communications Officer Referral Source(s) of Hire: Word of Mouth/ Exigent Circumstance (Confidential Hire)

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	Alexandra Del Rey adelrey@sbscorp rate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No

(d) Job Title: Chief Revenue Officer Referral Source(s) of Hire: Word of Mouth/ Exigent Circumstance (Confidential Hire)

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	Alexandra Del Rey adelrey@sbscorp rate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No

(e) Job Title: On-Air Talent / Host Referral Source(s) of Hire: Word of Mouth/ Exigent Circumstance (Confidential Hire)

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	Ima Villatoro ivillatoro@bscorp rate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Ima Villatoro ivillatoro@bscorp rate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

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Word of Mouth	Ima Villatoro ivillatoro@bscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
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(f) Job Title: **Director of Engineering** Referral Source(s) of Hire: **SBS Career Website**

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	(305)441-6901	3	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No

(g) Job Title: **Maintenance** Referral Source(s) of Hire: **SBS Career Website**

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	Ima Villatoro ivillatoro@bscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	2	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Ima Villatoro ivillatoro@bscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word of Mouth	Ima Villatoro ivillatoro@bscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

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(h) Job Title: A/R and Billing Representative

Referral Source(s) of Hire: SBS Career Website

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@sbscorpor ate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorpor ate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorpor ate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No

(i) Job Title: Senior Accountant

Referral Source(s) of Hire: SBS Career Website

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	Ima Villatoro ivillatoro@bscorp rate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	3	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Ima Villatoro ivillatoro@bscorp rate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word of Mouth	Ima Villatoro ivillatoro@bscorp rate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

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(j) Job Title: Administrative Assistant Referral Source(s) of Hire: SBS Career Website

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	Ima Villatoro ivillatoro@bscorporate.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	Ima Villatoro ivillatoro@bscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word of Mouth	Ima Villatoro ivillatoro@bscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No

(k) Job Title: Promotions Assistant Referral Source(s) of Hire: Word of Mouth / Rehire

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	(305)441-6901	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No

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(l) Job Title: VP of National Sales Referral Source(s) of Hire: Word of Mouth/ Rehire (Less than 1Yr)

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@sbscorpor ate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorpor ate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorpor ate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No

(m) Job Title: On-Air Talent Referral Source(s) of Hire: Word of Mouth / Rehire (Less than 1Yr)

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@sbscorpor ate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Alexandra Del Rey adelrey@sbscorpor ate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	0	No
Word of Mouth	Alexandra Del Rey adelrey@sbscorpor ate.com	7007 NW 77th Ave Miami, FL 33166	(305)441-6901	1	No

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5) **Total # of Interviewees Referred:** For the period from **October 1, 2024 – September 30, 2025**, this Employment Unit interviewed **22** 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.

Initiative: Digital Training

SBS offers ongoing bi-weekly DIGITAL training. In 2025, the first session was held on February 6th. Recurring sessions happened every 2 weeks.

Initiative: Radio Sales Training

Jessica Martinez trained Maria Vera and Gerardo Cierra on Radio Sales and Marketing 101 on January 15th. Miller Kaplan training took place on March 19th at the Tampa offices.

Initiative: IT 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”.

Initiative: Accelerant Training

From February 25th – 28th, 2025, SBS provided training to Sales Managers and Sales Executives the benefits of Digital marketing using the Accelerant platform.

Initiative: Training for Management and Personnel

All new hires participate in taking the Sexual Harassment Course.

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”.

7) **Internship: 1** IT and Human Resources 2 week Training internship in February 2025.