

## 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 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 <sup>th</sup> Avenue Miami, FL 33166	Telephone Number: (305)-441-6901
	Contact Person/Title: Gleni Rinzivillo – HR Operations Manager
	E-mail Address: <a href="mailto:Grinzivillo@sbscorporate.com">Grinzivillo@sbscorporate.com</a>

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

	Job Title	Recruitment Source Referring Hire
(a)	Sales Assistant	Word of Mouth
(b)	Senior Account Executive	Rehire
(c)	On Air Talent	Rehire
(d)	Traffic Coordinator	Rehire

(a) Job Title: Sales Assistant 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)
SBS Career Website	Rosa Espinosa <a href="mailto:respinosa@sbscorporate.com">respinosa@sbscorporate.com</a>	<a href="https://www.spanishbroadcasting.com/careers/">https://www.spanishbroadcasting.com/careers/</a> 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

Job Boards: Indeed, Zip Recruiter and Glassdoor	Rosa Espinosa <a href="mailto:respinosa@sbscorp rate.com">respinosa@sbscorp rate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word of Mouth	Rosa Espinosa <a href="mailto:respinosa@sbscorp rate.com">respinosa@sbscorp rate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No

(b) Job Title: **Sr. Account Executive**

Referral Source(s) of Hire: **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	Rosa Espinosa <a href="mailto:respinosa@sbscorp rate.com">respinosa@sbscorp rate.com</a>	<a href="https://www.spanishbroadcasting.com/careers/">https://www.spanishbroadcasting.com/careers/</a> 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Rosa Espinosa <a href="mailto:respinosa@sbscorp rate.com">respinosa@sbscorp rate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word of Mouth	Rosa Espinosa <a href="mailto:respinosa@sbscorp rate.com">respinosa@sbscorp rate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Rehire	Rosa Espinosa <a href="mailto:respinosa@sbscorp rate.com">respinosa@sbscorp rate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No

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

(c) Job Title: On Air Talent

Referral Source(s) of Hire: Rehire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitm ent Source Request Notificati on? (Yes or No)
Rehire	Rosa Espinosa <a href="mailto:respinosa@sbscorp-orate.com">respinosa@sbscorp-orate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
SBS Career Website	Rosa Espinosa <a href="mailto:respinosa@sbscorp-orate.com">respinosa@sbscorp-orate.com</a>	<a href="https://www.spanishbroadcasting.com/careers/">https://www.spanishbroadcasting.com/careers/</a> 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Job Boards: Indeed, Zip Recruiter and Glassdoor	Rosa Espinosa <a href="mailto:respinosa@sbscorp-orate.com">respinosa@sbscorp-orate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Word of Mouth	Rosa Espinosa <a href="mailto:respinosa@sbscorp-orate.com">respinosa@sbscorp-orate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

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(c) Job Title: Traffic Coordinator

Referral Source(s) of Hire: Rehire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Rehire	Rosa Espinosa <a href="mailto:respinosa@sbscorporate.com">respinosa@sbscorporate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
SBS Career Website	Rosa Espinosa <a href="mailto:respinosa@sbscorporate.com">respinosa@sbscorporate.com</a>	<a href="https://www.spanishbroadcasting.com/careers/">https://www.spanishbroadcasting.com/careers/</a> 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
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Word of Mouth	Rosa Espinosa <a href="mailto:respinosa@sbscorporate.com">respinosa@sbscorporate.com</a>	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

5) **Total # of Interviewees Referred:** For the period from **October 1, 2022 – September 30, 2023**, this Employment Unit interviewed **4** 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.

On February 21-23, 2023, this training program included a Digital training course by DigIdea, AdCellerant, and Center for Sales strategy. Station personnel in the employment unit participated in the 3-day off-site training.

b) **Initiative: Miller Kaplan X-Ray Training**

Webinar training for Sales team.

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**c) Initiative: EEO/Discrimination Training for Management and Personnel**

All new hires participate in taking the Sexual Harassment Course.

**d) 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”.