

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **February 1, 2023 – January 31, 2024.**

1) Employment Unit: Spanish Broadcasting System/New York, NY

2) Unit Members (Stations and Communities of License): WSKQ-FM, FIN 61641, New York, NY
WPAT-FM, FIN 51663, Paterson, NJ

3) EEO Contact Information for Employment Unit:

Mailing Address: WSKQ and WPAT 11 E. 26 th St. New York, NY 10010	Telephone Number: 212/541-9200
	Contact Person/Title: Jose Cartagena/Station Manager
	E-mail Address: JCartag@sbsnewyork.com

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

Job Title	Recruitment Source Referring Hiree
1. Multi-Media Manager	Exigent Circumstances

Stations WSKQ-FM and WPAT-FM are Equal Opportunity Employers.

5(a) Job Title: Multi-Media Manager**Referral Source(s) of Hiree: Exigent Circumstances**

In response to an unforeseen and critical adjustment within our sales department, we engaged in a strategic hiring process under exigent circumstances. This approach was essential to address immediate operational needs and maintain competitive confidentiality. Consequently, the usual recruitment procedures were not feasible for this specialized position, which covers the format's digital platforms as well as terrestrial radio, leading to a direct appointment of a highly qualified sales professional from the industry

6) Total # of Interviewees Referred: For the period from February 1, 2023 through January 31, 2024, this Employment Unit interviewed 1 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.**(a) Initiative: Participation in Career Expo / Fair / Forum for College Students**

WSKQ-FM and WPAT-FM station representatives on August 14, 2023, engaged in a college outreach program at Brooklyn College with the objective of enhancing diversity among those pursuing careers in broadcasting. Our participation in this initiative reflects our dedication to cultivating a varied and inclusive talent pool in the broadcasting sector.

(b) Initiative: Participation in Career Expo / Fair / Forum for College Students

WSKQ-FM and WPAT-FM station representatives on August 30, 2023, actively participated in a college outreach program at La Guardia Community College with its goal to enrich the diversity of candidates aspiring to careers in broadcasting. Our engagement in this program highlights our commitment to fostering a diverse pool of talent within the broadcasting industry.

(c) Initiative: Co-Sponsoring Job Fair with Minority Organization

WSKQ-FM & WPAT-FM station representatives on October 6, 2023, participated in a sponsorship of the Urban Radio Forum with the National Association of Black Owned Broadcasters providing information on the diversity of the broadcasting industry and a scholarship is awarded to diverse students.

(d) Initiative: Participation in Career Expo / Fair / Forum for College Students

WSKQ-FM & WPAT-FM station representatives on October 26, 2023, participated in a college career outreach program with the New York State Broadcasters Association providing information and free seminars regarding careers in Local media.

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(e) Initiative: Internship Program

WSKQ-FM & WPAT-FM traditionally offers an internship program, accessible to all college students who are eligible to receive academic college credit for their internship. The interns are aligned with departments that match their interests, providing them with essential skills for future careers in broadcasting. Following a hiatus due to Covid-19, we were pleased to reinstate this valuable program. In the past year, we successfully integrated 1 intern into our stations, marking the resumption of our commitment to nurturing the next generation of broadcasting professionals.

(f) Initiative: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

All new hires participate in taking the Sexual Harassment course on Preventing Workplace Harassment.

(g) Initiative: Provision of training to management level personnel as to methods of Cyber Security

All employees participate in taking the annual Cyber Security training on Minimizing Cyber threats.