

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **October 1, 2023 – September 30, 2024**

1) Employment Unit: Spanish Broadcasting System, Inc./ Tampa

2) Unit Members (Stations and Communities of License):

WSUN-FM/Tampa, Florida (FCC FIN: 67136)

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 Operations 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)	Sales Assistant	Rehire
(b)	Account Executive	Referral
(c)	Board Operator	SBS Website

(a) Job Title: **Sales Assistant** **Referral Source(s) of Hire:** **Rehire**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Rehire	Fernando Bauermeister fbauermeister@sbscorporate.com	1000 Universal Studios Plaza Bldg. 17, Ste. 210 Orlando, FL 32819	(689) 240-7100	1	No
Referral	Fernando Bauermeister fbauermeister@sbscorporate.com	1000 Universal Studios Plaza Bldg. 17, Ste. 210 Orlando, FL 32819	(689) 240-7100	1	No

SBS Website	Alexandra Del Rey adelrey@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
Job Boards: Indeed, Glassdoor, ZipRecruiters	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

b) Job Title: Account Executive Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
SBS Website	Alexandra Del Rey adelrey@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
Referral	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
Referral	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
Indeed	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No

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

c) Job Title: Board Operator Referral Source(s) of Hire: SBS 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 Website	Alexandra Del Rey adelrey@sbscorporate.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	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Referral	Alexandra Del Rey adelrey@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No

5) **Total # of Interviewees Referred:** For the period from **October 1, 2023 – September 30, 2024**, this Employment Unit interviewed 8 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.

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(a) Initiative: 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, Account Executives, Traffic and Promotions employees.

On September 16th, 23rd and 30th , 2024, we trained the Sales staff on the importance of non-verbal communication and business etiquette. The training was led by Comm4Success.

Gemini for Google Workspace

On August 5th, 2024 we provided training for team on how to use Google Workspace.

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”.

Political Ads Training

On August 5th, 2024, SBS provided training to Sales Managers and Sales Executives on the importance of following FCC guidelines with regards to Political advertising.

Nielsen Training

On July 26th, Nielsen Audio provided training to Sales Managers and Sales Executives on how to effectively pull Qualitative reports.

Telos Aircheck Training

On April 9th, Gabriel Castro provided training to Sales Managers and Sales Executives on how to pull airchecks.

Miller Kaplan Training

On February 12th, Sherry Paradise from Miller Kaplan trained our Sales staff on how to use MK Reports to grow revenue.

(b) 2024 Diversity Job Fair

On November 18, 2022, our Promotions Manager attended the 2022 Diversity Job Fair in the Amway Center to connect with local job seekers and to promote SBS.