

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2017 – September 30, 2018

1) **Employment Unit: Spanish Broadcast System, Inc. Puerto Rico Market**

2) **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 Pabon, 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:

<u>Job Title</u>	<u>Recruitment Source Referring Hire</u>
<u>Content Producer - MegaTV</u>	<u>Radio Advertisement and Rehire</u>
<u>On Air Talent - Radio</u>	<u>Exigent Circumstances</u>
<u>On Air Talent - Radio</u>	<u>Exigent Circumstances</u>
<u>On Air Talent - Radio</u>	<u>Exigent Circumstances</u>
<u>Receptionist</u>	<u>Referral</u>

5) Job Title: Content Producer Referral Source(s) of Hire: Radio Ad and Rehire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral/Rehire	N/A	N/A	N/A	2	Yes
Radio Advertisement (SBS Stations- WIOB, WODA, WNOD, WMEG, WEGM, WRXD, WZMT, WZNT)	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	1	No
El Nuevo Dia Newspaper	Sylvia Levison	N/A	N/A	0	No

5) Job Title: On Air Talent Referral Source(s) of Hire: Exigent Circumstances

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral	The on-air talent was hired from another station and there was a need for confidentiality.				

**5) Job Title: On Air Talent****Referral Source(s) of Hiree: Exigent Circumstances**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral	The on-air talent in the position that was filled died suddenly and needed to be replaced immediately. The hiree was working as a consultant in a part-time capacity for the station and was hired as an immediate replacement.				

**5) Job Title: On Air Talent****Referral Source(s) of Hiree: Exigent Circumstances**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
	The open position was for a high-level talent position and the hiree had formerly worked for SBS. Due to the need for confidentiality, no recruitment was done.				

**5) Job Title: Receptionist****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- WIOB, WODA, WNOD, WMEG, WEGM, WRXD, WZMT, WZNT)	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	0	No
Referral/Rehire	N/A	N/A	N/A	1	Yes

**6) Total # of Interviewees / Referred:**

For the period from October 1, 2017 through September 30, 2018, this Employment Unit interviewed 7 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: Participation in Job Fairs**

During the relevant period, personnel from the employment unit attended and participated in the following job fairs: (i) Universidad de Puerto Rico, Recinto de Bayamon (May 2018)

**(b) 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 two interns:

- i. One intern in the production/programming department of Radio from “Universidad de Puerto Rico, Recinto de Carolina”; from March 2018 through May 2018.
- ii. One intern in the production/programming department of Radio from “Universidad de Puerto Rico, Recinto de Carolina”; from May 2018 through June 2018.

**(c) Initiative: Training Management Level Personnel to Prevent Discrimination**

All New Hires at the Puerto Rico employment unit are required to participate in a Mandatory Online Course on “Sexual Harassment Training” and receive certificates upon completion.