

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2013 – September 30, 2014.

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)
WZET (FM), HORMIGUEROS MAYAGUEZ, PUERTO RICO (FCC Facility ID No. 61579)
WMEG (FM), GUAYAMA, PUERTO RICO (FCC Facility ID No. 32157)
WIOA (FM), SAN JUAN, PUERTO RICO (FCC Facility ID No. 8151)
WIOB (FM), MAYAGUEZ, PUERTO RICO (FCC Facility ID No. 8153)
WIOC (FM), SAN GERMAN, PUERTO RICO (FCC Facility ID No. 8152)
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)¹
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:

Mailing Address: Spanish Broadcasting System, Inc/ Puerto Rico Frances St Lot 42 Amelia Industrial Park Guaynabo PR 00969	Telephone Number: (787)622-9700
	Contact Person/Title: Sixto Pabon, Market Operation Manager
	E-mail Address: spabon@sbspuertorico.com

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

Job Title

Recruitment Source Referring Hire

Social Media Coordinator

Radio Advertisement

General Sales Manager Mega TV

Radio Advertisement

Account Executive

Radio Advertisement

Account Executive

Radio Advertisement

5) Job Title: Social Media Coordinator Referral Source(s) of Hire: Radio Advertisement

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- WIOA, WIOB, WIOC, WODA, WNOD, WMEG, WEGM, WRXD, WZMT, WZET, WZNT)	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	2	No
University of Puerto Rico - Recinto Río Piedras	Sra. Ivis Aponte	Ave. Ponce de Leon Rio Piedras, PR 00926	(787) 764-0000	0	No
Universidad Interamericana	Sra. Colón			0	No
Sagrado Corazón University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
El Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	No
Referral/Rehire	N/A	N/A	N/A	1	No

5) Job Title: General Sales Manager Mega TV Referral Source(s) of Hiree: Radio Advertisement

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- WIOA,WIOB,WIOC, WODA, WNOD, WMEG, WEGM,WRXD,WZMT, WZET, WZNT)	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	1	No
Clasificadosonline.com		N/A	N/A	0	No
Referral/Rehire	N/A	N/A	N/A	1	No

5) Job Title: Account Executive Referral Source(s) of Hiree: Radio Advertisement

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- WIOA,WIOB,WIOC, WODA, WNOD, WMEG, WEGM,WRXD,WZMT, WZET, WZNT)	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	4	No
University of Puerto Rico - Recinto Río Piedras	Sra. Ivis Aponte	Ave. Ponce de Leon Rio Piedras, PR 00926	(787) 764-0000	0	No
Universidad Interamericana	Sra. Colón			0	No
Sagrado Corazon University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No

5) Job Title: Account Executive Referral Source(s) of Hiree: Radio Advertisement

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- WIOA, WIOB, WIOC, WODA, WNOD, WMEG, WEGM, WRXD, WZMT, WZET, WZNT)	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	4	No
University of Puerto Rico - Recinto Río Piedras	Sra. Ivis Aponte	Ave. Ponce de Leon Rio Piedras, PR 00926	(787) 764-0000	0	No
Universidad Interamericana	Sra. Colón			0	No
Sagrado Corazon University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No

6) Total # of Interviewees Referred:

For the period from October 1, 2013 through September 30, 2014, this Employment Unit interviewed 14 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) University of Puerto Rico Bayamón (October 2013); (ii) Universidad Del Sagrado Corazón (November 2013); y (iii) Universidad Central Bayamón (April 2014).

(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 four interns:

- i. Two interns in the production department, one from "Colegio de Cinematografía, Artes y Televisión (CCAT)", and another one from University of Puerto Rico, Carolina, from June to July 2014.
- ii. One intern from Universidad Católica in the programming department, Z-93 radio station from February to April 2014.
- iii. One intern from "Universidad Interamericana" in the Promotion Department from September 2014, is not finished yet.

(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.

(d) Initiative: Management Training

The station's business manager participated in a SBS Compliance Training session which focused on legal issues with respect to hiring and EEO compliance (September 25, 2014)

¹ Pursuant to a Television Programming Agreement dated September 1, 2014 between Spanish Broadcasting System Holding Company, Inc. ("SBSHC") and International Broadcasting Corp. ("IBC"). SBSHC began providing programming to the IBC stations listed as of September 15, 2014. As of that date, the employment unit will include the television stations listed above.