

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./ 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: Gleni Rinzivillo – HR Operations Manager
	E-mail Address: Grinzivillo@sbscorporate.com

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

	Job Title	Recruitment Source Referring Hire
(a)	Production Assistant	SBS Website
(b)	On Air Talent	SBS Website
(c)	Sales Assistant	SBS Website

(a) Job Title: Production Assistant Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77 th Ave Miami, FL 33166	(305)441-6901	1	No
Word of Mouth	Fernando Bauermeister fbauermeister@sbscorporate.com	1000 Universal Studios Plaza Bldg. 17, Ste. 210 Orlando, FL 32819	(407) 310-1280	1	No

SBS Website	Arisha Vazquez avazquez-cw@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No
Job Boards: Indeed, Glassdoor, ZipRecruiters	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

b) Job Title: On Air Talent

Referral Source(s) of Hire: SBS Website

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	Arisha Vazquez avazquez-cw@sbscorporate.com	https://www.spanishbroadcasting.com/careers/ 7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
Referral	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	1	No
Jobs Boards: Indeed, Zip Recruiter and Glassdoor	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166	(786) 470-1769	0	No

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

c) Job Title: Sales Assistant 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	Arisha Vazquez avazquez-cw@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	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166		0	No
Referral	Arisha Vazquez avazquez-cw@sbscorporate.com	7007 NW 77th Ave Miami, FL 33166		1	No

5) **Total # of Interviewees Referred:** For the period from **October 1, 2022 – September 30, 2023**, this Employment Unit interviewed 6 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) **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 March 28-30, 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: The Center for Sales Strategy**

(c) **Initiative: 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”.

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