

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2014 – September 30, 2015.

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, 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)¹
WVOZ-DT, PONCE, PUERTO RICO (FCC Facility ID No. 29000)¹

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, VP of Operations PR
	E-mail Address: spabon@sbspuertorico.com

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.

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>
1. VP of Sales	Referral
2. General Sales Manager	Referral
3. VP of Productions	Referral
4. Sales, New Business Dev Assistant	Radio Advertisement
5. On Air Talent	Radio Advertisement
6. On Air Talent	Radio Advertisement
7. Music Spot Coordinator	Radio Advertisement
8. MegaTV Engineer & Tech Supervisor	Re Hired
9. MegaTV Executive Producer	Referral
10. MegaTV General Producer	Newspaper Advertisement
11. MegaTV Production Assistant	Internship
12. MegaTV Production Assistant	Referral
13. MegaTV Promotion Producer	Radio Advertisement
14. MegaTV Journalist/Talent	Radio Advertisement
15. MegaTV General Producer	Newspaper Advertisement
16. MegaTV Creative Producer/Librettist	Referral
17. MegaTV Production Assistant	Radio Advertisement
18. MegaTV On Air Talent	Radio Advertisement

1. Job Title: VP of Sales 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/Rehire	N/A	N/A	N/A	1	No

2. Job Title: General Sales Manager 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/Rehire	N/A	N/A	N/A	1	No

3. Job Title: VP of Productions 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/Rehire	N/A	N/A	N/A	1	No

Note: Positions 1 (VP of Sales), 2 (General Sales Manager) and 3 (VP of Productions) were exigent hires and handled at the SBS corporate level. No local recruiting was conducted.

4. Job Title: Sales, New Business Dev Assistant 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	3	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
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No

Referral/Rehire	N/A	N/A	N/A	1	No
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5. Job Title: On Air Talent 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	4	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No

6. Job Title: On Air Talent 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	4	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No

7. Job Title: Music Spot 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 Corazon University	Zenaida	Depto. Colocaciones	(787) 728-1515	0	No

	Hance				
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	2	No
Referral/Rehire	N/A	N/A	N/A	1	No
Internet	N/A	N/A	N/A	1	No

8. Job Title: MegaTV Engineer & Tech Supervisor Referral Source(s) of Hire: Rehired

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	1	No

9. Job Title: MegaTV Executive Producer 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)
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 Corazon University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	No
Referral/Rehire	N/A	N/A	N/A	1	No
Internship	N/A	N/A	N/A	2	No

10. Job Title: MegaTV General Producer Referral Source(s) of Hire: Newspaper Advertisement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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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 Corazon University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	No
Referral/Rehire	N/A	N/A	N/A	1	No
Internship	N/A	N/A	N/A	2	No

11. Job Title: MegaTV Production Assistant Referral Source(s) of Hire: Internship

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 Corazon University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	No
Internship	N/A	N/A	N/A	2	No
Referral/Rehire	N/A	N/A	N/A	1	No

12. Job Title: MegaTV 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)
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 Corazon University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	No
Internship	N/A	N/A	N/A	2	No
Referral/Rehire	N/A	N/A	N/A	1	No

13. Job Title: Promotion Producer 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 Corazon University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	No
Internship	N/A	N/A	N/A	2	No
Referral/Rehire	N/A	N/A	N/A	1	No

14. Job Title: Journalist/Talent 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 Corazon University	Zenaida Hance	Depto. Colocaciones	(787) 728-1515	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	No
Internship	N/A	N/A	N/A	2	No
Referral/Rehire	N/A	N/A	N/A	1	No

15. Job Title: MegaTV General Producer Referral Source(s) of Hire: Newspaper 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	0	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	1	No

16. Job Title: Creative Producer/Libretist 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)
Radio Advertisement (SBS Stations- WIOA, WIOB, WIOC,	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	0	No

WODA, WNOD, WMEG, WEGM, WRXD, WZMT, WZET, WZNT)					
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No
Referral/Rehire	N/A	N/A	N/A	1	No

17. Job Title: Production Assistant 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	1	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

18. Job Title: MegaTV On Air Talent 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	14	No
Le Nuevo Día Newspaper	Sylvia Levison	N/A	N/A	0	No

6) Total # of Interviewees / Referred:

For the period from October 1, 2014 through September 30, 2015, this Employment Unit interviewed 37 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 del Sagrado Corazón (October 2014)
- ii. Universidad Central de Bayamón (February 2015)

(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. Seven interns in the radio production department: three the University of PR Carolina Campus - Jan 2015 to March 2015; one from Universidad Católica de Ponce - February to March 2015; one from Universidad Interamericana de Bayamón – March 2015 to May 2015; two from Columbia Centro Universitario Caguas – October – December 2014.
- ii. Two interns in the MegaTV production department from University of PR Arcibo Campus

(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.