

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2010 – September 30, 2011

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

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

WRXD (FM), Facility ID No. 51428, FAJARDO, PUERTO RICO
WZET (FM), Facility ID No. 51428, HORMIGUEROS MAYAGUEZ, PUERTO RICO
WMEG (FM), Facility ID No. 51428, GUAYAMA, PUERTO RICO
WIOA (FM), Facility ID No. 8151, SAN JUAN, PUERTO RICO
WIOB (FM), Facility ID No. 8153, MAYAGUEZ, PUERTO RICO
WIOC (FM), Facility ID No. 8152, SAN GERMAN, PUERTO RICO
WNOD (FM), Facility ID No. 53554, MAYAGUEZ, PUERTO RICO
WODA (FM), Facility ID No. 54471, BAYAMON, PUERTO RICO
WZNT (FM), Facility ID No. 74552, SAN JUAN, PUERTO RICO
WZMT (FM), Facility ID No. 53076, PONCE, PUERTO RICO
WEGM (FM), Facility ID No. 1890, SAN GERMAN, PUERTO RICO

3) **EEO Contact Information for Employment Unit:**

Mailing Address: Spanish Broadcasting System, Inc./Puerto Rico Frances St. Lot 42 Amelia Industrial Park Guaynabo, PR 00968	Telephone Number: (787)622-9700
	Contact Person/Title: Sixto Pabon, Business 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 Hiree
1. Senior Account Executive/New Business Dev.	Exigent Circumstances
2. General Sales Manager	Exigent Circumstances
3. On air team (WIOA,WIOB,WIOC)¹	Exigent Circumstances

¹ The on-air team consisted of an existing three-person morning show and their producer who became available on short notice.

4. Production Assistant

Radio Advertisement

5. Executive Assistant

Radio Advertisement

6. Executive Assistant

Radio Advertisement

5) 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 Advertisements SBS Stations- Station WIOA Station WIOB Station WIOC Station WODA Station WNOD Station WMEG Station WEGM Station WRXD Station WZMT Station WZET Station WZNT	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	3	No

5) Job Title: Executive 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 Advertisements SBS Stations- Station WIOA Station WIOB Station WIOC Station WODA Station WNOD Station WMEG Station WEGM Station WRXD Station WZMT Station WZET Station WZNT	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	3	No

5) Job Title: Executive 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 Advertisements SBS Stations- Station WIOA Station WIOB Station WIOC Station WODA Station WNOD Station WMEG Station WEGM Station WRXD Station WZMT Station WZET Station WZNT	Dimari Ramirez	PO Box 949 Guaynabo PR 00970	787-622-9700	3	No

- 6) **Total # of Interviewees Referred:** For the period from October 1, 2010 through September 30, 2011, this Employment Unit interviewed 9 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 Fair

On May 12 and 13, 2011, the Employment Unit co-sponsored a job fair – Expo Empleo 2011 -- at the Centro de Convenciones de P.R. The Employment Unit promoted the job fair through an extensive five-week advertising schedule on nine of its radio stations in Puerto Rico. In addition to extensive promotion of the event, the Employment Unit had a booth at the event and collected resumes from prospective employees.

(b) Initiative: Participation in Job Fair

On September 27, 2011, the Employment Unit participated in the Feria UPR Bayamon 2011 from 9:30 AM – 2:30 PM at the University of Puerto Rico Bayamon, PR. Approximately 3,000 persons attended the job fair. The Employment Unit had a booth at the event and collected resumes from prospective employees.

(c) Initiative: Internship Program

The Employment Unit has an established internship program to provide local students with exposure to careers in broadcasting. During the 2010-2011 reporting period, the Employment Unit hosted two interns from local higher education institutions.

(d) Initiative: Participation in Events Sponsored by Educational Organizations

The Employment Unit regularly hosts school groups by providing tours of the broadcast facilities to students interested in careers in broadcasting. This reporting period, the following groups toured the stations: (i) Strong Institute of Education, (ii) Universidad Interamericana de Ponce PR, and (iii) Universidad Metropolitana Recinto de Cupey (UMET).