

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **February 1, 2022 – January 31, 2023.**

1) Employment Unit: Spanish Broadcasting System/New York, NY

2) Unit Members (Stations and Communities of License): WSKQ-FM, FIN 61641, New York, NY
WPAT-FM, FIN 51663, Paterson, NJ

3) EEO Contact Information for Employment Unit:

Mailing Address: WSKQ and WPAT 11 E. 26 th St. New York, NY 10010	Telephone Number: 212/541-9200
	Contact Person/Title: Jose Cartagena/Station Manager
	E-mail Address: JCartag@sbsnewyork.com

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

Job Title	Recruitment Source Referring Hiree
1. On Air Talent	Word of Mouth / Internal Referral
2. Traffic Coordinator	Word of Mouth / Internal Referral

Stations WSKQ-FM and WPAT-FM are Equal Opportunity Employers.

5(a) Job Title: On Air Talent**Referral Source(s) of Hiree: Word of Mouth / Internal Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
New York State Broadcasters Association	Carolyn Jung	1805 Western Avenue Albany, NY 12203 www.nysbroadcasters.org	518-456-8888	0	No
SBS Website	Arisha Vazquez	7007 NW 77 th Ave. Miami, FL 33166 www.SpanishBroadcasting.com	305-441-6901	1	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	2	No
Indeed, Zip Recruiter	Arisha Vazquez	7007 NW 77 th Ave. Miami FL 333166 www.linkedin.com	305-441-6901	0	

5(b) Job Title: Traffic Coordinator**Referral Source(s) of Hiree: Word of Mouth / Internal Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
New York State Broadcasters Association	Carolyn Jung	1805 Western Avenue Albany, NY 12203 www.nysbroadcasters.org	518-456-8888	0	No
SBS Website	Arisha Vazquez	7007 NW 77 th Ave. Miami, FL 33166 www.SpanishBroadcasting.com	305-441-6901	0	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	4	No
Indeed, ZipRecruiter	Arisha Vazquez	7007 NW 77 th Ave. Miami FL 333166 www.linkedin.com	305-441-6901	0	No

6) Total # of Interviewees Referred: For the period from February 1, 2022 through January 31, 2023, this Employment Unit interviewed 7 interviewees for full-time job vacancies.

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7) Supplemental Recruitment Initiatives.

(a) Initiative: Participation in Career Expo / Fair / Forum for College Students

WSKQ-FM & WPAT-FM station representatives on April 26, 2022 participated in a college outreach program with the Harlem School of Arts with its goal to enhance the diversity of those seeking employment in broadcasting. In addition, WSKQ-FM & WPAT-FM donated tickets to shows on Broadway.

(b) Initiative: Participation in Career Expo / Fair / Forum for College Students

WSKQ-FM & WPAT-FM station representatives on October 13, 2022 participated in a college career outreach program with the New York State Broadcasters Association providing information and free seminars regarding careers in Local media.

(c) Initiative: Participation in Career Expo / Fair / Forum for College Students

WSKQ-FM & WPAT-FM station representatives on October 20, 2022 participated in a sponsorship of the Urban Radio Forum with the National Association of Black Owned Broadcasters providing information on the diversity of the broadcasting industry and a scholarship is awarded to diverse students.

(d) Initiative: Internship Program

WSKQ-FM & WPAT-FM normally hosts an internship program open to all students attending college and receiving college credit for the internship. The interns are placed in various departments based on their interests and learned the necessary skills to obtain future broadcast employment. This year due to the impact of Covid-19 we were unable to host the internship program.

(e) Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

SBS, the owner of WSKQ-FM and WPAT-FM, has a formal training program to enable Station personnel to acquire skills that could qualify them for higher level positions. On May 18, 2022, this training program included a webinar on the FCC's Political broadcasting rules. Station personnel in the employment unit participated in this webinar.

(f) Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

SBS, the owner of WSKQ-FM and WPAT-FM, has a formal training program to enable Station personnel to acquire skills that could qualify them for higher level positions. On June 23, 2022, this training program included a webinar on the FCC's Legal broadcasting rules. Station personnel in the employment unit participated in this webinar.

(g) Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

SBS, the owner of WSKQ-FM and WPAT-FM, has a formal training program to enable Station personnel to acquire skills that could qualify them for higher level positions. On July 1, 2022, this training program included a webinar on the FCC's Programming broadcasting rules. Station personnel in the employment unit participated in this webinar.

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- (h) Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.**

SBS, the owner of WSKQ-FM and WPAT-FM, has a formal training program to enable Station personnel to acquire skills that could qualify them for higher level positions. On October 6, 2022, this training program included a webinar on the FCC's Contests and Promotions rules. Station personnel in the employment unit participated in this webinar.

- (i) Initiative: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**

All new hires participate in taking the Sexual Harassment course on Preventing Workplace Harassment.

- (j) Initiative: Provision of training to management level personnel as to methods of Cyber Security**

All employees participate in taking the annual Cyber Security training on Minimizing Cyber threats.