

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2008 – September 30, 2009.

1) Employment Unit: Spanish Broadcast System, Inc./Miami

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

- WCMQ-FM, Hialeah, Florida (FCC Facility ID No. 61640)
- WRMA-FM, Ft. Lauderdale, Florida (FCC Facility ID No. 66376)
- WXDJ-FM, North Miami Beach, Florida (FCC Facility ID No. 48368)
- WRAZ-FM, Leisure City, Florida (FCC Facility ID No. 61646)*

*/ Programming for WRAZ-FM is provided by the Employment Unit pursuant to a local marketing agreement.

3) EEO Contact Information for Employment Unit:

Mailing Address: 7007 NW 77 th Avenue Miami, FL 33166	Telephone Number: (786) <u>394-9200</u>
	Contact Person/Title: Ana Levy, Executive Assistant to VP/GM & Office Manager
	E-mail Address: alevy@sbsmiami.com

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

Job Title	Recruitment Source Referring Hiree
1. <u>Assistant Engineer (9/8/08)¹</u>	<u>WKIS-FM Referral</u>
2. <u>Director of Talent (10/6/08)</u>	<u>Radio Ink - Hispanic Radio Conference</u>
3. <u>WXDJ <i>El Vacilón</i> Producer (10/6/08)</u>	<u>DMG Solutions Adv. Agency</u>
4. <u>WRMA On-Air Personality (3/30/09)</u>	<u>Word of Mouth Referral</u>
5. <u>WRMA On-Air Personality (3/30/09)</u>	<u>Word of Mouth Referral</u>
6. <u>WRMA On-Air Personality (4/13/09)</u>	<u>Word of Mouth Referral</u>
7. <u>WRMA On-Air Personality (4/13/09)</u>	<u>Telemundo 51</u>
8. <u>Programming Operations Manager (5/6/09)</u>	<u>Radio Ink - Hispanic Radio Conference</u>
9. <u>WXDJ Account Executive (8/24/09)</u>	<u>Word of Mouth Referral</u>

¹ Position was filled during 2007-2008 reporting period but was inadvertently omitted from the prior report.

Job Title: Assistant Engineer

Referral Source(s) of Hiree: WKIS-FM Referral

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	Maria Carballo mcarballo@aii.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
America TV 41	Vladimir Gomez gomez.vladimir@gmail.com	http://www.americateve.com/ 13001 NW 107 Avenue Hialeah Gardens, FL 33018	(305) 592-4141		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Connecticut School of Broadcasting	Nestor Paz	http://www.gocsb.com/en/ 8600 NW 36 Street, Suite 100 Doral, FL 33166	(305) 403-3800		No
DMG Solutions Adv. Agency	Jose Perez	2900 SW 28 Terrace Miami, FL 33142	(305) 669-6799		No
Florida International University University Park Campus (GC 230) Career Services	Olga C. Magnusen career@fiu.edu	http://www.fiu.edu/%7Ecareer/employers/index.html 11200 SW 8 Street Miami, FL 33199	(305) 348-2423 Fax (305) 348-3829		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue Miami, FL 33166	(305) 644-4800		No
Mega Films	Armando Castro acastro@mega.tv	7007 NW 77 Avenue Miami, FL 33166	(305) 444-9292		No
Miami Dade College North Campus Student Job Placement Center	Sonya Johnson-Bain Carmen Casal studentemployment@mdc.edu	https://careerservices.mdc.edu/4disapi.dll/4DCGI/rLogin&sRand=29696558 11380 NW 27 Avenue Miami, FL 33167	(305) 237-1044		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 http://www.radioink.com/hispanicconference/contactus.asp 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
SBS Miami Radio Stations El Zol 95.7FM, Romance 106.7FM, & Clasica 92.3FM	Alberto Rodriguez arodriguez@sbsmiami.com	http://www.clasica92fm.com http://www.elzol.com http://www.romancefm.com 7007 NW 77 Avenue, Miami, FL 33166	(305) 533-9200	1	No
SBS web site	Ivette Davidson IDavidson@sbscorporate.com	http://www.spanishbroadcasting.com/jobs.shtml 2601 S Bayshore Drive, PH2 Coconut Grove, FL 33133	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida Work Force Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	http://www.southfloridaworkforce.com 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
University of Miami Toppel Career Center	careere expo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Telemundo 51 (A Division of NBC Universal)	Desiree Colomina dcolomina@nbcuni.com	http://www.telemundo51.com/index.html 150000 SW 27 Street Miramar, FL 33027	(954) 622-6000		No
WKIS-FM Referral	George Corso	WKIS-FM 194 NW 187 Street Miami, FL 33169	(305) 654-1700	1	No

Job Title: Director of Talent

Referral Source(s) of Hire: Radio Ink Hispanic Radio Conference

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America TV 41	Vladimir Gomez gomez.vladimir@gm ail.com	http://www.americateve.com/ 13001 NW 107 Avenue Hialeah Gardens, FL 33018	(305) 592-4141		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Connecticut School of Broadcasting	Nestor Paz	http://www.gocsb.com/en/ 8600 NW 36 Street, Suite 100 Doral, FL 33166	(305) 403-3800		No
DMG Solutions Adv. Agency	Jose Perez	2900 SW 28 Terrace Miami, FL 33142	(305) 669-6799	2	No
Florida International University University Park Campus (GC 230) Career Services	Olga C. Magnusen career@fiu.edu	http://www.fiu.edu/%7Ecareer/employers/index.html 11200 SW 8 Street Miami, FL 33199	(305) 348-2423 Fax (305) 348-3829		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue Miami, FL 33166	(305) 644-4800		No
Mega Films	Armando Castro acastro@mega.tv	7007 NW 77 Avenue Miami, FL 33166	(305) 444-9292		No
Miami Dade College North Campus Student Job Placement Center	Sonya Johnson-Bain Carmen Casal studentemployment@mdc.edu	https://careerservices.mdc.edu/4disapi.dll/4DCG/!rLogin&sRand=29696558 11380 NW 27 Avenue Miami, FL 33167	(305) 237-1044		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 http://www.radioink.com/hispanicconference/contactus.asp 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778	2	No
SBS Miami Radio Stations El Zol 95.7FM, Romance 106.7FM, & Clasica 92.3FM	Alberto Rodriguez arodriguez@sbsmiami.com	http://www.clasica92fm.com http://www.elzol.com http://www.romancefm.com 7007 NW 77 Avenue, Miami, FL 33166	(305) 533-9200		No
SBS web site	Ivette Davidson IDavidson@sbscorporate.com	http://www.spanishbroadcasting.com/jobs.shtml 2601 S Bayshore Drive, PH2 Coconut Grove, FL 33133	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida Work Force Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	http://www.southfloridaworkforce.com 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Telemundo 51 (A Division of NBC Universal)	Desiree Colomina dcolomina@nbcuni.com	http://www.telemundo51.com/index.html 150000 SW 27 Street Miramar, FL 33027	(954) 622-6000		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No

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DMG Solutions Adv. Agency	Jose Perez	2900 SW 28 Terrace Miami, FL 33142	(305) 669-6799	2	No
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La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue Miami, FL 33166	(305) 644-4800		No
Mega Films	Armando Castro acastro@mega.tv	7007 NW 77 Avenue Miami, FL 33166	(305) 444-9292	1	No
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University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symphlicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word Of Mouth		7007 NW 77 Avenue Miami, FL 33166	(786) 394-9200		No

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Connecticut School of Broadcasting	Nestor Paz	http://www.gocsb.com/en/ 8600 NW 36 Street, Suite 100 Doral, FL 33166	(305) 403-3800		No
DMG Solutions Adv. Agency	Jose Perez	2900 SW 28 Terrace Miami, FL 33142	(305) 669-6799	1	No
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Word Of Mouth	Gabby Villanueva, val@avatarrecords.com	Val Valdez, Management & Publicity Avatar Management 2029 Hyperion Ave, Los Angeles, CA 90027	(323) 906-1500	2	No

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University of Miami Toppel Career Center	careexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word Of Mouth	Leticia del Monte ldelmonte@sbsmiami.com	7007 NW 77 Avenue Miami, FL 33166	(786) 394-9227	2	No

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La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue Miami, FL 33166	(305) 644-4800		No
Mega Films	Armando Castro acastro@mega.tv	7007 NW 77 Avenue Miami, FL 33166	(305) 444-9292	1	No
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Word Of Mouth	Leticia del Monte (ldelmonte@sbsmiami.com)	7007 NW 77 Avenue Miami, FL 33166	(786) 394-9227	2	No

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SBS Miami Radio Stations El Zol 95.7FM, Romance 106.7FM, & Clasica 92.3FM	Alberto Rodriguez arodriguez@sbsmiami.com	http://www.clasica92fm.com http://www.elzol.com http://www.romancefm.com 7007 NW 77 Avenue, Miami, FL 33166	(305) 533-9200		No
SBS web site	Ivette Davidson IDavidson@sbscorporate.com	http://www.spanishbroadcasting.com/jobs.shtml 2601 S Bayshore Drive, PH2 Coconut Grove, FL 33133	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida Work Force Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	http://www.southfloridaworkforce.com 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Telemundo 51 (A Division of NBC Universal)	Desiree Colomina dcolomina@nbcuni.com	http://www.telemundo51.com/index.html 150000 SW 27 Street Miramar, FL 33027	(954) 622-6000	2	No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word Of Mouth		7007 NW 77 Avenue Miami, FL 33166	(786) 394-9200		No

Job Title: Programming Operations Manager **Referral Source(s) of Hire:** Radio Ink Hispanic Radio Conference

Name of Recruitment Source Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AI Miami International University of Art & Design	Maria Carballo mcarballo@aui.edu	http://www.alumniconnections.com/artinstitutes/ 1501 Biscayne Blvd., Suite 100 Miami, FL 33132	(305) 428-5653		No
America TV 41	Vladimir Gomez gomez.vladimir@gmail.com	http://www.americateve.com/ 13001 NW 107 Avenue Hialeah Gardens, FL 33018	(305) 592-4141		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Connecticut School of Broadcasting	Nestor Paz	http://www.gocsb.com/en/ 8600 NW 36 Street, Suite 100 Doral, FL 33166	(305) 403-3800	1	No
DMG Solutions Adv. Agency	Jose Perez	2900 SW 28 Terrace Miami, FL 33142	(305) 669-6799	1	No
Florida International University University Park Campus (GC 230) Career Services	Olga C. Magnusen career@fiu.edu	http://www.fiu.edu/%7Ecareer/employers/index.html 11200 SW 8 Street Miami, FL 33199	(305) 348-2423 Fax (305) 348-3829		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue Miami, FL 33166	(305) 644-4800		No
Mega Films	Armando Castro acastro@mega.tv	7007 NW 77 Avenue Miami, FL 33166	(305) 444-9292		No
Miami Dade College North Campus Student Job Placement Center	Sonya Johnson-Bain Carmen Casal studentemployment@mdc.edu	https://careerservices.mdc.edu/4disapi.dll/4DCG/rLogin&sRand=29696558 11380 NW 27 Avenue Miami, FL 33167	(305) 237-1044		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 http://www.radioink.com/hispanicconference/contactus.asp 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778	1	No
SBS Miami Radio Stations El Zol 95.7FM, Romance 106.7FM, & Clasica 92.3FM	Alberto Rodriguez arodriguez@sbsmiami.com	http://www.clasica92fm.com http://www.elzol.com http://www.romancefm.com 7007 NW 77 Avenue, Miami, FL 33166	(305) 533-9200		No
SBS web site	Ivette Davidson IDavidson@sbscorporate.com	http://www.spanishbroadcasting.com/jobs.shtml 2601 S Bayshore Drive, PH2 Coconut Grove, FL 33133	(305) 441-6901		No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida Work Force Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	http://www.southfloridaworkforce.com 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Telemundo 51 (A Division of NBC Universal)	Desiree Colomina dcolomina@nbcuni.com	http://www.telemundo51.com/index.html 150000 SW 27 Street Miramar, FL 33027	(954) 622-6000		No
University of Miami Toppel Career Center	careexpo@miami.edu	https://miami-csm.symphlicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word Of Mouth		7007 NW 77 Avenue Miami, FL 33166	(786) 394-9200		No

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America TV 41	Vladimir Gomez gomez.vladimir@gmail.com	http://www.americateve.com/ 13001 NW 107 Avenue Hialeah Gardens, FL 33018	(305) 592-4141		No
Century Entertainment & Talent Agency	Juan Carlos Collazos Century@jccollazos.com	2025 NE 164 Street, Suite 917 North Miami Beach, FL 33162	(786) 286-9316		No
Connecticut School of Broadcasting	Nestor Paz	http://www.gocsb.com/en/ 8600 NW 36 Street, Suite 100 Doral, FL 33166	(305) 403-3800		No
DMG Solutions Adv. Agency	Jose Perez	2900 SW 28 Terrace Miami, FL 33142	(305) 669-6799		No
Florida International University University Park Campus (GC 230) Career Services	Olga C. Magnusen career@fiu.edu	http://www.fiu.edu/%7Ecareer/employers/index.html 11200 SW 8 Street Miami, FL 33199	(305) 348-2423 Fax (305) 348-3829		No
La Música	Rene Solorio	http://lamusica.com/ 7007 NW 77 Avenue Miami, FL 33166	(305) 644-4800		No
Mega Films	Armando Castro acastro@mega.tv	7007 NW 77 Avenue Miami, FL 33166	(305) 444-9292		No
Miami Dade College North Campus Student Job Placement Center	Sonya Johnson-Bain Carmen Casal studentemployment@mdc.edu	https://careerservices.mdc.edu/4disapi.dll/4DCGI/rLogin&sRand=29696558 11380 NW 27 Avenue Miami, FL 33167	(305) 237-1044		No
Radio Ink Hispanic Radio Conference	Tom Elmo	http://www.radioink.com/jobs.asp#Scene_1 http://www.radioink.com/hispanicconference/contactus.asp 224 Datura St., Suite 1015 West Palm Beach, FL 33401	(561) 655-8778		No
SBS Miami Radio Stations El Zol 95.7FM, Romance 106.7FM, & Clasica 92.3FM	Alberto Rodriguez arodriguez@sbsmiami.com	http://www.clasica92fm.com http://www.elzol.com http://www.romancefm.com 7007 NW 77 Avenue, Miami, FL 33166	(305) 533-9200	2	No
SBS web site	Ivette Davidson IDavidson@sbscorporate.com	http://www.spanishbroadcasting.com/jobs.shtml 2601 S Bayshore Drive, PH2 Coconut Grove, FL 33133	(305) 441-6901	1	No
Sae Institute Miami – School of Audio Engineering	saemiami@sae.edu	http://miami.sae.edu/en-us/home/ 16051 W. Dixie Highway, #200 North Miami Beach, FL 33160	(305) 944-7494		No
South Florida Work Force Employment Specialist	Hernan Gutierrez hgutierrez@southfloridaworkforce.com	http://www.southfloridaworkforce.com 7900 NW 27 th Avenue, 200 North Plaza, Miami, FL 33147	(305) 693-2060 Ext. 5236		No
Telemundo 51 (A Division of NBC Universal)	Desiree Colomina dcolomina@nbcuni.com	http://www.telemundo51.com/index.html 150000 SW 27 Street Miramar, FL 33027	(954) 622-6000		No
University of Miami Toppel Career Center	careerexpo@miami.edu	https://miami-csm.symplicity.com/employers/toppel@miami.edu 1306 Stanford Dr., Whitten University Center Coral Gables, FL 33124	(305) 284-5451		No
Word of Mouth	Silvio Leon	The Power Group 11401 SW 40 Street, Suite 303 Miami, FL 33165	(305) 225-0500	1	No

6) **Total # of Interviewees Referred:** For the period from October 1, 2008 through September 30, 2009, this Employment Unit interviewed 34 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:** **Miami Dade College-North Campus Job Fair 2009...Take Care of Your Future Today!**

On March 4, 2009, from 9:00 am to 12:00 noon, Ana Levy, Executive Assistant to the Vice President-General Manager/Office Manager and EEO Liaison, and Dyana Nieto, Accounting Clerk and Human Resources Liaison, spoke, participated, and represented the radio stations at the "Miami Dade College-North Campus Job Fair 2009...Take Care of Your Future Today!" located at 11380 NW 27th Avenue, North Miami, Florida

(b) **Initiative:** **National Career Fairs – 2009 Fort Lauderdale Career Fair**

On June 11, 2009, from 11:00 am to 2:00 pm, Ana Levy, Executive Assistant to the Vice President-General Manager/Office Manager and EEO Liaison, and Dyana Nieto, Accounting Clerk and Human Resources Liaison, spoke, participated, and represented the radio stations at the 2009 Fort Lauderdale Career Fair, which took place at the Fort Lauderdale Convention Center located at 1950 Eisenhower Blvd, Ft. Lauderdale, Florida 33316, in conjunction with the National Career Fairs.

(c) **Initiative:** **Internship Program**

During the reporting period, the Employment Unit hosted four interns in the programming department. One intern was a student at the University of Florida and three interns were students at the Connecticut School of Broadcasting. Each student received educational credit for participation in the program.

(d) **Initiative:** **Employee Training**

During the reporting period, the Employment Unit held numerous training sessions designed to enable station personnel to acquire skills that could qualify them for higher level positions. Training was provided by Hipcricket to the General Manager, General Sales Manager, Local Sales Managers, Sales Assistants, Program Director, Promotions Manager, Promotions Assistant, On-Air Talent and Producers. Eight separate training sessions were provided by Arbitron to the General Manager, General Sales Manager, Local Sales Managers, Account Executives, Sales Assistants, Program Director, Promotions Manager, Promotions Assistant, On-Air Talent and Producers.