

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2011 – January 31, 2012.

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 26 West 56 th Street New York, NY 10019	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. Account Executive	NYMRAD
2. Account Executive	Word of Mouth
3. Account Executive	Internal Referral
4. On-Air Talent	Exigent circumstances
5. Administrative Assistant	Internal Referral
6. Traffic Assistant	Exigent circumstances
7. Promotions Assistant	SBS Website
8. Marketing Manager	Internal Referral
9. Account Executive	SBS Website

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

5(a) Job Title: Account Executive**Referral Source(s) of Hiree: NYMRAD**

(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 Market Radio media job bank	Debbie Beagan	125 W. 55 th St. 21 st Floor New York, NY 10019 WWW.NYMRAD.com	646-254-4493	5	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 www.SpanishBroadcasting.com	305-441-6901	3	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	5	No
Lehman College	Nancy Cintron	Nancy.cintron@lehman.cuny.edu	718-960-8366	0	No
NYU	Trudy Steinfeld	Trudy.steinfeld@nyu.edu	212-998-4730	0	No
Rutgers University	James A. Marino	jmarino@camden.rutgers.edu	856-225-6046	0	No
Marymount Manhattan College	Diana Nash	dnash@mmm.edu	212-774-4860	0	No
St. John's University	Bill Keating / Rosanne Sorensen / Patricia McManus	keatingw@stjohns.edu / jobs@stjohns.edu / careers@stjohns.edu	212-341-9373 / 718-390- 4438 / 718-990-6375	1	No
Long Island University	Career Services	careerservices@brooklyn.liu.edu / jeanette.grill@liu.edu	718-488-1039 / 516-299- 2251	0	No
Baruch College	Barbara Lambert	Barbara_lambert@baruch.cuny.edu	646-312-4684	2	No
Columbia University	Kavita Sharma	KS2173@columbia.edu	212-854-5609	0	No

5(b) Job Title: Account Executive**Referral Source(s) of Hiree: Word of Mouth**

(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 Market Radio media job bank	Debbie Beagan	125 W. 55 th St. 21 st Floor New York, NY 10019 WWW.NYMRAD.com	646-254-4493	5	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 www.SpanishBroadcasting.com	305-441-6901	3	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	5	No
Lehman College	Nancy Cintron	Nancy.cintron@lehman.cuny.edu	718-960-8366	0	No

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NYU	Trudy Steinfeld	Trudy.steinfeld@nyu.edu	212-998-4730	0	No
Rutgers University	James A. Marino	jmarino@camden.rutgers.edu	856-225-6046	0	No
Marymount Manhattan College	Diana Nash	dnash@mmm.edu	212-774-4860	0	No
St. John's University	Bill Keating / Rosanne Sorensen / Patricia McManus	keatingw@stjohns.edu / jobs@stjohns.edu / careers@stjohns.edu	212-341-9373 / 718-390- 4438 / 718-990-6375	1	No
Long Island University	Career Services	careerservices@brooklyn.liu.edu / jeanette.grill@liu.edu	718-488-1039 / 516-299- 2251	0	No
Baruch College	Barbara Lambert	Barbara_lambert@baruch.cuny.edu	646-312-4684	2	No
Columbia University	Kavita Sharma	KS2173@columbia.edu	212-854-5609	0	No

5(c) Job Title: Account Executive

Referral Source(s) of Hiree: 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 Market Radio media job bank	Debbie Beagan	125 W. 55 th St. 21 st Floor New York, NY 10019 WWW.NYMRAD.com	646-254-4493	5	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 www.SpanishBroadcasting.com	305-441-6901	3	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	5	No
Lehman College	Nancy Cintron	Nancy.cintron@lehman.cuny.edu	718-960-8366	0	No
NYU	Trudy Steinfeld	Trudy.steinfeld@nyu.edu	212-998-4730	0	No
Rutgers University	James A. Marino	jmarino@camden.rutgers.edu	856-225-6046	0	No
Marymount Manhattan College	Diana Nash	dnash@mmm.edu	212-774-4860	0	No
St. John's University	Bill Keating / Rosanne Sorensen / Patricia McManus	keatingw@stjohns.edu / jobs@stjohns.edu / careers@stjohns.edu	212-341-9373 / 718-390- 4438 / 718-990-6375	1	No
Long Island University	Career Services	careerservices@brooklyn.liu.edu / jeanette.grill@liu.edu	718-488-1039 / 516-299- 2251	0	No
Baruch College	Barbara Lambert	Barbara_lambert@baruch.cuny.edu	646-312-4684	2	No
Columbia University	Kavita Sharma	KS2173@columbia.edu	212-854-5609	0	No

5(d) Job Title: On-Air Talent Referral Source(s) of Hiree: Exigent Circumstances

Due to exigent circumstances related to the need for confidentiality in hiring for this position, no recruitment was conducted.

5(e) Job Title: Administrative Assistant Referral Source(s) of Hiree: 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 Market Radio media job bank	Debbie Beagan	125 W. 55 th St. 21 st Floor New York, NY 10019 WWW.NYMRAD.com	646-254-4493	2	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 www.SpanishBroadcasting.com	305-441-6901	0	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	3	No
Lehman College	Nancy Cintron	Nancy.cintron@lehman.cuny.edu	718-960-8366	0	No
NYU	Trudy Steinfeld	Trudy.steinfeld@nyu.edu	212-998-4730	0	No
Fordham University	Career Plan	careerplan@fordham.edu	800-999-8725	0	No
Rutgers University	James A. Marino	jmarino@camden.rutgers.edu	856-225-6046	2	No
Marymount Manhattan College	Diana Nash	dnash@mmm.edu	212-774-4860	0	No
St. John's University	Bill Keating / Rosanne Sorensen / Patricia McManus	keatingw@stjohns.edu / jobs@stjohns.edu / careers@stjohns.edu	212-341-9373 / 718-390- 4438 / 718-990-6375	2	No
Long Island University	Career Services	careerservices@brooklyn.liu.edu / jeanette.grill@liu.edu	718-488-1039 / 516-299- 2251	0	No
Baruch College	Barbara Lambert	Barbara_lambert@baruch.cuny.edu	646-312-4684	1	No
Columbia University	Kavita Sharma	KS2173@columbia.edu	212-854-5609	0	No

5(f) Job Title: Traffic Assistant Referral Source(s) of Hiree: Exigent Circumstances

Due to exigent circumstances related to the need for an immediate replacement for this position, no recruitment was conducted and a former employee who held the position was re-hired.

5(g) Job Title: Promotions Assistant**Referral Source(s) of Hiree: SBS Website**

(i) 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	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 www.SpanishBroadcasting.com	305-441-6901	5	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	2	No
Lehman College	Nancy Cintron	Nancy.cintron@lehman.cuny.edu	718-960-8366	1	No
NYU	Trudy Steinfeld	Trudy.steinfeld@nyu.edu	212-998-4730	0	No
Rutgers University	James A. Marino	jmarino@camden.rutgers.edu	856-225-6046	0	No
Marymount Manhattan College	Diana Nash	dnash@mmm.edu	212-774-4860	0	No
St. John's University	Bill Keating / Rosanne Sorensen / Patricia McManus	keatingw@stjohns.edu / jobs@stjohns.edu / careers@stjohns.edu	212-341-9373 / 718-390- 4438 / 718-990-6375	0	No
Long Island University	Career Services	careerservices@brooklyn.liu.edu / jeanette.grill@liu.edu	718-488-1039 / 516-299- 2251	0	No
Baruch College	Barbara Lambert	Barbara_lambert@baruch.cuny.edu	646-312-4684	2	No
Columbia University	Kavita Sharma	KS2173@columbia.edu	212-854-5609	0	No

5(h) Job Title: Marketing Manager**Referral Source(s) of Hiree: 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 Market Radio media job bank	Debbie Beagan	125 W. 55 th St. 21 st Floor New York, NY 10019 WWW.NYMRAD.com	646-254-4493	2	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 www.SpanishBroadcasting.com	305-441-6901	3	No

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Word of Mouth/Internal Referral	N/A	N/A	N/A	4	No
Lehman College	Nancy Cintron	Nancy.cintron@lehman.cuny.edu	718-960-8366	0	No
NYU	Trudy Steinfeld	Trudy.steinfeld@nyu.edu	212-998-4730	0	No
Rutgers University	James A. Marino	jmarino@camden.rutgers.edu	856-225-6046	2	No
Marymount Manhattan College	Diana Nash	dnash@mmm.edu	212-774-4860	0	No
St. John's University	Bill Keating / Rosanne Sorensen / Patricia McManus	keatingw@stjohns.edu / jobs@stjohns.edu / careers@stjohns.edu	212-341-9373 / 718-390- 4438 / 718-990-6375	1	No
Long Island University	Career Services	careerservices@brooklyn.liu.edu / jeanette.grill@liu.edu	718-488-1039 / 516-299- 2251	0	No
Baruch College	Barbara Lambert	Barbara_lambert@baruch.cuny.edu	646-312-4684	0	No
Columbia University	Kavita Sharma	KS2173@columbia.edu	212-854-5609	1	No

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5(i) Job Title: Account Executive**Referral Source(s) of Hiree: SBS Website**

(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 Market Radio media job bank	Debbie Beagan	125 W. 55 th St. 21 st Floor New York, NY 10019 WWW.NYMRAD.com	646-254-4493	2	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 www.SpanishBroadcasting.com	305-441-6901	3	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	2	No
Lehman College	Nancy Cintron	Nancy.cintron@lehman.cuny.edu	718-960-8366	0	No
NYU	Trudy Steinfeld	Trudy.steinfeld@nyu.edu	212-998-4730	0	No
Rutgers University	James A. Marino	jmarino@camden.rutgers.edu	856-225-6046	0	No
Marymount Manhattan College	Diana Nash	dnash@mmm.edu	212-774-4860	0	No
St. John's University	Bill Keating / Rosanne Sorensen / Patricia McManus	keatingw@stjohns.edu / jobs@stjohns.edu / careers@stjohns.edu	212-341-9373 / 718-390- 4438 / 718-990-6375	0	No
Long Island University	Career Services	careerservices@brooklyn.liu.edu / jeanette.grill@liu.edu	718-488-1039 / 516-299- 2251	0	No
Baruch College	Barbara Lambert	Barbara_lambert@baruch.cuny.edu	646-312-4684	0	No
Columbia University	Kavita Sharma	KS2173@columbia.edu	212-854-5609	0	No

6) Total # of Interviewees Referred: For the period from February 1, 2011 through January 31, 2012, this Employment Unit interviewed 56 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participation in Job Fair

WSKQ-FM & WPAT-FM participated in a job fair function at Baruch College in April 2011. The job fair was in conjunction with a magazine client of the station. The stations had a booth and participated in a question and answer seminar, where as an account executive and on-air talent spoke and took questions from participants in relation to the media field.

(b) Initiative: HACER Scholarship

WSKQ-FM and WPAT-FM sponsored and participated in a yearly program called “HACER Scholarship Program” where scholarships are awarded to Hispanic high school seniors who plan to enroll in college. The stations contributed \$10,000.00 toward the Scholarship fund and promoted the event with radio commercials & banners on the websites. The scholarship awarding event was in August 2011. WSKQ-FM and WPAT-FM sponsor the HACER program so as to create awareness within the Hispanic youth community on the possibilities of furthering their education and creating a potential career in the broadcasting industry.

(c) Initiative: Participation in Expo

WSKQ-FM & WPAT-FM highlighted and participated in a day of information, trade booth, and free seminars in alliance with the New York City Hispanic Chamber of Commerce on September 22, 2011. This expo reaches out to the public to help small businesses and career seekers. The stations offer career information in the media field.

(d) Initiative: Internship Program

WSKQ-FM & WPAT-FM conduct an internship program where college students intern at the station in various departments, acquiring skills necessary for successful broadcast employment. There were 1 intern this past year from Berkeley College.

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