

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2016 – January 31, 2017.

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 <sup>th</sup> Street New York, NY 10019	Telephone Number: 212/541-9200
	Contact Person/Title: Jose Cartagena/Station Manager
	E-mail Address: <a href="mailto:JCartag@sbsnewyork.com">JCartag@sbsnewyork.com</a>

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

Job Title	Recruitment Source Referring Hiree
1. On Air Talents	Exigent circumstances
2. Traffic Assistant	Word of Mouth/Internal Referral
3. *Account Executive	SBS Website
4. *Account Executive	Referral
5. *Account Executive	SBS Website
6. *Account Executive	NYMRAD

\*4 Account Executive hires from same applicant pool

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

**5(a) Job Title: On Air Talent**

**Referral Source(s) of Hiree: Exigent Circumstance**

**Due to exigent circumstances** Additional Programming Department Hires:

In connection with programming and format changes at the station WPAT-FM in the New York Market employment unit, a new programming director (consisting of one employee), a new morning show (consisting of two employees), were hired under exigent circumstances. Recruitment was not conducted for these positions, as the unique talents were part of existing broadcast teams and the need for confidentiality was paramount.

**5(b) Job Title: Traffic Assistant**

**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 Market Radio media job bank	Debbie Beagan	125 W. 55 <sup>th</sup> St. 21 <sup>st</sup> 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	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	<a href="mailto:careerplan@fordham.edu">careerplan@fordham.edu</a>	800-999-8725	0	No
Rutgers University	James A. Marino	jmarino@camden.rutgers.edu	856-225-6046	0	No
Baruch College	Barbara Lambert	<a href="mailto:Barbara_lambert@baruch.cuny.edu">Barbara_lambert@baruch.cuny.edu</a>	646-312-4684	0	No

**5(c) 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 <sup>th</sup> St. 21 <sup>st</sup> Floor New York, NY 10019 <a href="http://WWW.NYMRAD.com">WWW.NYMRAD.com</a>	646-254-4493	5	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 <a href="http://www.SpanishBroadcasting.com">www.SpanishBroadcasting.com</a>	305-441-6901	6	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	2	No
Lehman College	Nancy Cintron	<a href="mailto:Nancy.cintron@lehman.cuny.edu">Nancy.cintron@lehman.cuny.edu</a>	718-960-8366	1	No
NYU	Trudy Steinfeld	<a href="mailto:Trudy.steinfeld@nyu.edu">Trudy.steinfeld@nyu.edu</a>	212-998-4730	0	No
Fordham University	Career Plan	<a href="mailto:careerplan@fordham.edu">careerplan@fordham.edu</a>	800-999-8725	2	No
Rutgers University	James A. Marino	<a href="mailto:jmarino@camden.rutgers.edu">jmarino@camden.rutgers.edu</a>	856-225-6046	0	No
Marymount Manhattan College	Diana Nash	<a href="mailto:dnash@mmm.edu">dnash@mmm.edu</a>	212-774-4860	0	No
Baruch College	Barbara Lambert	<a href="mailto:Barbara_lambert@baruch.cuny.edu">Barbara_lambert@baruch.cuny.edu</a>	646-312-4684	0	No

**5(d) Job Title: Account Executive**

**Referral Source(s) of Hiree: 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 <sup>th</sup> St. 21 <sup>st</sup> Floor New York, NY 10019 <a href="http://WWW.NYMRAD.com">WWW.NYMRAD.com</a>	646-254-4493	5	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 <a href="http://www.SpanishBroadcasting.com">www.SpanishBroadcasting.com</a>	305-441-6901	6	No

Word of Mouth/Internal Referral	N/A	N/A	N/A	2	No
<b>Lehman College</b>	Nancy Cintron	<a href="mailto:Nancy.cintron@lehman.cuny.edu">Nancy.cintron@lehman.cuny.edu</a>	718-960-8366	1	No
<b>NYU</b>	Trudy Steinfeld	<a href="mailto:Trudy.steinfeld@nyu.edu">Trudy.steinfeld@nyu.edu</a>	212-998-4730	0	No
Fordham University	Career Plan	<a href="mailto:careerplan@fordham.edu">careerplan@fordham.edu</a>	800-999-8725	2	No
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Baruch College	Barbara Lambert	<a href="mailto:Barbara_lambert@baruch.cuny.edu">Barbara_lambert@baruch.cuny.edu</a>	646-312-4684	0	No
Marymount Manhattan College	Diana Nash	<a href="mailto:dnash@mmm.edu">dnash@mmm.edu</a>	212-774-4860	0	No

**5(e) 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 <sup>th</sup> St. 21 <sup>st</sup> Floor New York, NY 10019 <a href="http://WWW.NYMRAD.com">WWW.NYMRAD.com</a>	646-254-4493	5	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 <a href="http://www.SpanishBroadcasting.com">www.SpanishBroadcasting.com</a>	305-441-6901	6	No
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<b>Lehman College</b>	Nancy Cintron	<a href="mailto:Nancy.cintron@lehman.cuny.edu">Nancy.cintron@lehman.cuny.edu</a>	718-960-8366	1	No
<b>NYU</b>	Trudy Steinfeld	<a href="mailto:Trudy.steinfeld@nyu.edu">Trudy.steinfeld@nyu.edu</a>	212-998-4730	0	No
Fordham University	Career Plan	<a href="mailto:careerplan@fordham.edu">careerplan@fordham.edu</a>	800-999-8725	2	No

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Rutgers University	James A. Marino	<a href="mailto:jmarino@camden.rutgers.edu">jmarino@camden.rutgers.edu</a>	856-225-6046	0	No
Marymount Manhattan College	Diana Nash	<a href="mailto:dnash@mmm.edu">dnash@mmm.edu</a>	212-774-4860	0	No
Baruch College	Barbara Lambert	<a href="mailto:Barbara_lambert@baruch.cuny.edu">Barbara_lambert@baruch.cuny.edu</a>	646-312-4684	0	No

**5(f) 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 <sup>th</sup> St. 21 <sup>st</sup> Floor New York, NY 10019 <a href="http://WWW.NYMRAD.com">WWW.NYMRAD.com</a>	646-254-4493	5	No
SBS Website	Maggie Martin	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 <a href="http://www.SpanishBroadcasting.com">www.SpanishBroadcasting.com</a>	305-441-6901	6	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	2	No
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NYU	Trudy Steinfeld	<a href="mailto:Trudy.steinfeld@nyu.edu">Trudy.steinfeld@nyu.edu</a>	212-998-4730	0	No
Fordham University	Career Plan	<a href="mailto:careerplan@fordham.edu">careerplan@fordham.edu</a>	800-999-8725	2	No
Rutgers University	James A. Marino	<a href="mailto:jmarino@camden.rutgers.edu">jmarino@camden.rutgers.edu</a>	856-225-6046	0	No
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Baruch College	Barbara Lambert	<a href="mailto:Barbara_lambert@baruch.cuny.edu">Barbara_lambert@baruch.cuny.edu</a>	646-312-4684	0	No

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**6) Total # of Interviewees Referred:** For the period from February 1, 2016 through January 31, 2017, this Employment Unit interviewed 24 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Participation in Expo**

WSKQ-FM & WPAT-FM participated in an expo in December, 2016 conducted by IRTS in conjunction with NYMRAD. The expo provided information, trade booths, and free seminars in various radio careers. The promotions and programming staff of WSKQ-FM and WPAT-FM spoke to college students interested in a career in the radio industry.

**(b) Initiative: Participation in Career Fair at College**

WSKQ-FM & WPAT-FM participated in a career fair at Five Towns College in February, 2016. The college fair served as a career day for the students. The radio station representatives spoke to the students on various radio careers. The station representatives offered in depth advice and recommendations to the students interested in this field.

**(c) Initiative: Participation in Career Fair at College**

WSKQ-FM & WPAT-FM participated in a career fair at Lehman College in May, 2016. The college fair served as a career day for the students. The radio station representatives spoke to the students on various radio careers. The station representatives offered in depth advice and recommendations to the students interested in this field.

**(d) Initiative: Participation in Career Fair at College**

WSKQ-FM & WPAT-FM participated in a career fair at Cuny College Fair in October, 2016. The college fair served as a career day for the students. The radio station representatives spoke to the students on various radio careers. The station representatives offered in depth advice and recommendations to the students interested in this field.

**(e) Initiative: Internship Program**

WSKQ-FM & WPAT-FM conducted an internship program to all students that were attending college and receiving college credit for the internship. The interns were placed in various departments based on their interests where they learned the necessary skills to obtain future broadcast employment. This past year we had 20 interns that participated with the stations in this internship program.

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