

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2018 – January 31, 2019.

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 <sup>th</sup> St. New York, NY 10010	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:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. General Manager	Exigent circumstances
2. Account Executive	Referral
3. Local Sales Manager	NYMRAD
4. On Air Talent	Exigent circumstances

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

**5(a) Job Title: General Manager****Referral Source(s) of Hiree: Exigent Circumstance**

In connection with a sudden change of upper management at Stations WPAT-FM & WSKQ-FM in the New York market, a replacement was needed immediately and the need for confidentiality was paramount. An experienced general manager in the market was identified and hired. Recruitment was not conducted for this position, due to the need for confidentiality and immediate action.

**5(b) 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 (NYMRAD) 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	2	No
SBS Website	Josefina De Los Santos	2601 S. Bayshore Dr. PH2 Coconut Grove, FL 33133 <a href="http://www.SpanishBroadcasting.com">www.SpanishBroadcasting.com</a>	305-441-6901	2	No
Word of Mouth/Internal Referral	N/A	N/A	N/A	1	No
Lehman College	Nancy Cintron	<a href="mailto:Nancy.cintron@lehman.cuny.edu">Nancy.cintron@lehman.cuny.edu</a>	718-960-8366	0	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	0	No
Rutgers University	James A. Marino	<a href="mailto:jmarino@camden.rutgers.edu">jmarino@camden.rutgers.edu</a>	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	1	No
Marymount Manhattan College	Diana Nash	<a href="mailto:dnash@mmm.edu">dnash@mmm.edu</a>	212-774-4860	0	No

**5(c) Job Title: Local Sales Manager****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 (NYMRAD) 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	2	No
SBS Website	Josefina De Los Santos	2601 S. Bayshore Dr. PH2	305-441-6901	1	No

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		Coconut Grove, FL 33133 <a href="http://www.SpanishBroadcasting.com">www.SpanishBroadcasting.com</a>			
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	0	No
NYU	Trudy Steinfeld	<a href="mailto:Trudy.steinfeld@nyu.edu">Trudy.steinfeld@nyu.edu</a>	212-998-4730	1	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	<a href="mailto:jmarino@camden.rutgers.edu">jmarino@camden.rutgers.edu</a>	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
Marymount Manhattan College	Diana Nash	<a href="mailto:dnash@mmm.edu">dnash@mmm.edu</a>	212-774-4860	0	No

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

**Referral Source(s) of Hire: Exigent circumstances**

In connection with a sudden change in on air talent at Station WSKQ-FM in the New York market employment unit, a new morning show on air talent was hired under exigent circumstances. Recruitment was not conducted for this position. The unique talent hired was part of an existing broadcast team and the need for confidentiality was paramount.

**6) Total # of Interviewees Referred:** For the period from February 1, 2018 through January 31, 2019, this Employment Unit interviewed 12 interviewees for full-time job vacancies.

## **7) Supplemental Recruitment Initiatives.**

### **(a) Initiative: Participation in Career Expo for College Students**

WSKQ-FM & WPAT-FM participated in a career expo October, 2018 conducted by the International Radio and Television Society (IRTS) in conjunction with New York Market Radio (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 Forum at College**

WSKQ-FM & WPAT-FM participated in a career forum at Baruch College in March 2018. 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 the CUNY College Fair in September 2018. 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 Seminar at Convention Center**

WSKQ-FM & WPAT-FM participated in a career seminar at the Jacob Javits Convention Center in November 2018. The career seminar served as a career day for 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 open all students that were attending college and receiving college credit for the internship. The interns were placed in various departments based on their interests and learned the necessary skills to obtain future broadcast employment. During the reporting period, the stations had 9 interns participating in the internship program.