

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2009 – January 31, 2010.

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

2) **Unit Members (Stations and Communities of License):** WKSQ-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
	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	On-Air recruitment
2. General Assistant	Internal Referral

6) Total # of Interviewees Referred: For the period from February 1, 2009 through January 31, 2010, this Employment Unit interviewed 32 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: Dissemination of Employment Information to Job Candidates Who Might Otherwise be Unaware of Opportunities

WSKQ-FM and WPAT-FM advertise all job openings with on-air announcements on the stations. Each announcement includes information on the open position and instructions on how to apply for the position. The announcements target the Spanish-speaking audiences of the stations and further the goal of disseminating information to job candidates who might otherwise be unaware of careers in broadcasting.

(b) Initiative: Attendance at Job Fair

Local Sales Manager Donovan Welsh for WSKQ-FM participated in the IRTS Minority Career Workshop on November 20, 2009. Donovan Welsh represented the station at a booth where he spoke with potential job seekers on careers within the broadcasting industry and possibly with Spanish Broadcasting System.

(c) Initiative: HACER Scholarship

WSKQ-FM and WPAT-FM participate in a program "HACER Scholarship Program" where scholarships are awarded to Hispanic high school seniors who plan to enroll in college. SBS NY contributed \$6,000.00 toward the Scholarship fund and promoted the event with radio commercials & banners on the websites. The event where the scholarships are awarded was on August 20, 2009. WSKQ-FM and WPAT-FM sponsor the HACER program to create awareness within the Hispanic youth on the possibilities of furthering their education and create a career perhaps in the broadcasting industry.

(d) Initiative: Seminar at a College or University

Local Sales Manager Donovan Welsh for WSKQ-FM spoke to college students at Norfolk State University in September 2009. He discussed career opportunities in radio specifically in the sales division. Donovan also talked about preparing oneself for opportunity and how finding a mentor can be beneficial to a career.

(e) Initiative: Listing of Positions in Media Job Banks with Significant Participation of Women and Minorities

WSKQ-FM and WPAT-FM use two media job banks for recruitment efforts of all upper-level positions. These media job banks include NYMRAD (New York Market Radio) & the NYSBA (New York State Broadcasters Association). These job banks are very popular recruitment sources for the media industry and have significant membership and/or use by women and minority candidates.