

**WIAC-FM, INC.
WTOK-FM
EEO Public File Report
October 1, 20017 -September 30, 2018**

I. VACANCY LIST

See Section II "Master Recruitment Source List" for recruitment source data

Job Title	Amount of job vacancy	Recruitment Sources ("RS") used to fill vacancy	Amount of people interviewed	RS that referred hire
Announcer / Control	3	Internal Announcement Direct Applicant Employee Referral	3	Internal Applicant & Employee Referral

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II MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
1	Puerto Rico Radio Broadcaster's Association Calle Delta 1305, Caparra Terrace San Juan, PR 00920 787.783.8810	Y	0
2	Internal (Employee) referral	Y	1
3	University of Puerto Rico Río Piedras Campus & Aguadilla Campus PO Box 21907 San Juan, PR 00931-1907 Tel. (787) 764-0000 / 764-3680 fax	Y	0
4	Metropolitan University PO Box 21345 San Juan, PR 00928-1345 Tel. (787) 766-1717	Y	0
5	Other Radio Stations	N	0
6	On Air Advertising – Commercial Announcements on Licensee stations	Y	0
7	Careers, Inc 208, Ave Ponce de Leon Suite 1100 San Juan PR 00918-1036	Y	0

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
8	Direct Applicant (submitted resume unsolicited – either mailed/dropped off or submitted at prior Job Fairs)	Y	0
9	Internal Applicant	Y	2
10	Clasificados Online www.clasificadosonline.com	Y	0
11	US Army www.postajob.directemployers.com	N	0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	Internship	WIAC-FM, Inc. maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility
2	Mentoring young advertising executives	WIAC-FM, Inc.'s upper management continually mentors junior advertising executives for management positions
3	Job Banks/Internet Programs	WIAC-FM, Inc. participates in job banks through Careers, Inc., and online at www.clasificadosonline.com designed to promote general outreach as well as specific vacancies.
4	Training Programs	WIAC-FM, Inc. has its employees regularly attend various training programs to increase their job proficiency and skills and enable employees to obtain the skills necessary for job advancement