

## **ANNUAL EEO PUBLIC FILE REPORT**

### **For: WAEL, INC.**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WAEL-FM and is required to be placed in the public inspection files of these stations, and posted on their web site, if they have one.

The information contained in this Report covers the time period for the year ending September, 30, 2017 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with-such vacancies; and,
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections I, II, and III which follow have been designed, to provide the required information.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

#### **I. Vacancy Information**

Full Time Positions	- Recruitment Source of Hiree	- Total Number of
Filled by Job Title	-	- Interviewees from
-	-	- all Sources for this position
-None	- None	- None

Total Number of Persons Interviewed During Applicable Period: 0

## II. Recruitment Sources

Name of Recruitment Source Notified of Vacancy	Contact Name	Address	Telephone, Fax, Internet Address	Entitled to Notification	Referred by RS
Camara de Comercio del Oeste	Ms. GloriaHall	P. O. Box 9 Mayaguez, PR 00681	787-832-3749	Y	0
Pontificia Universidad Catolica Dept. de Comunicaciones	Irem Pubentud	2250 Ave Las Americas Suite 628 Ponce, PR 00717	787-841-2000 Ext. 1273 ipubentud@email.pucpr.edu	Y	0
Universidad Interamericana de PR San German – Servicio Empleo/Centro de Orientacion	Daisy Perez	P. O. Box 5100 San German, PR 00863	787-264-1912 Ext. 7285 787-892-6442 daisyn1@hotmail.com	Y	0
Ramey Job Corps Center	Osvaldo Ubiñas Director Virginia Aviles Reclutadora	P. O. Box 250463 Aguadilla, PR 00604-0463	787-890-2030 Fax 787- 890-4749 www.rameyjobcorps.com	Y	0
Arecibo Job Corps Center	Miguelina Torres	P. O. Box 644 Garrochales PR 00652	787-881-2300 Ext. 5565 <a href="mailto:areci@cdc.jobcorps.org">areci@cdc.jobcorps.org</a>	Y	0
RHSOS	Ivonne Cortes	PO BOX 2207 San German, PR 00683	787 448-4026 ivonnehrs@gmail.com	Y	0
Universidad de PR Recinto de Mayaguez	Nancy Nieves Oficina Colocaciones	Call Box 9000 Mayaguez, PR 00681	787-265-3858 787-265-3898 Fax. 834-5115 <a href="http://www.uprm.edu">www.uprm.edu</a> Placement@uprm.edu	Y	0
Departamento del Trabajo	Ireliza Ortiz	Departamento del Trabajo Edif. Villa Capitan 1 Suite 2 830 Ave. Eugenio Maria de Hostos Mayaguez, PR 00682	787-832-3228 787-265-3394fax	Y	0

### III. Supplemental (non-vacancy specific) Recruitment Activities Undertaken by SEU

A) Option (4). Participation in at least four events sponsored by community groups active in broadcasting employment issues, including conventions, career days, workshops and similar activities.

Employees participating in career days.

On March 9, 2017 Luis Pirallo and Ulises Espinosa hosted a visit of 27 students from Colegio La Milagrosa in Mayaguez, PR. They enjoyed a tour of the facilities and also participated in a Live Show. They were oriented about career opportunities in Radio, the importance of Radio in the community.

Employees participating in Conventions

Maria Pirallo, President participated in the Puerto Rico Radio Show on August 24, 2017 in the colegio de Ingenieros in San Juan, Puerto Rico. She attended various seminars and activities

B) Option (5). Establishment of an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment;

Wael Inc.'s internship program has been established for a number of years and continues on a year round basis. Current Interns are receiving training and experience in various areas of broadcasting including News, Programming, Production, Promotion, Events and Sales.

During the past year ( 3 ) persons took advantage of our program:

- Emmanuel Morales Perez – UPR January 16- May 29 2017
- Exor Rullan Vargas –Pontificia Universidad Catolica de Puerto Rico (February 17-April 5, 2017)
- Isaac Nair Vargas Jimenez- Escuel Hostos, Mayaguez November 14,2016- January 11, 2017
- Brandon Lebron Torres – October 4- November 23 ,2016

C) Option (8). The establishment of training programs designed to enable employment unit personnel to acquire skill that could qualify them for higher level positions; Employees participate in ongoing job training. Some employees attend seminars, workshops and conferences to further develop the skills needed for their position and to enable them to perform other jobs of interest.

On april 26, 2017, Lydia Vargas attended the Seminars in the activity “Expo Secretarial 2017” at Costa Bahia resort in Guayanilla,PR. She attended:

“La influencia de la personalidad e imagen personal en el ambiente laboral” and Grupal Dinamics in the work place.

On august 1, 2017 Elvin Seguinot atteneded the Seminar “Servicio al Cliente en terminos de cambio” presented by Ivonne Cortes of RHSOS . Mr Seguinot is a Sales representative of WAEL, INC.

Maria Pirallo, President attended the Puerto Rico Radio Show 2017 on Augst 24, 2017. There she assisted to the following seminars and workshops:

9:45 am “El Vendedor Exitoso” , Carlos Cusnier Sinergy Dynamics International

11:00am “Uniendonos en la Radio Para la era digital” section 1 and 2Marta Benitez, Social Media Startegy Boutique

4:00 pm “Mercado Actual y proyecciones de Puerto Rico” Andres Claudio, President of Heart and Science.

On April 8, 2017 Maria Pirallo, President attended a Bussiness Boot Camp. Given by Ivonne Cortes of RHSOS .

Maria Pirallo, President attended “Academia de Recursos Humanos” in the Salon Flamboyen, in Aguadilla Shopping Center. RHSOS Ivonne Cortes was the main speaker. April 19, 2017.

D) Option (9). The establishment of mentoring programs designed to enable employment unit personnel to acquire skills that could qualify them for higher level positions; From time to time outstanding employees are selected to take part in a mentoring program in order to improve their chances of promotion within the company.

A Mentorship program was created by RHSOS for WAEL, Inc. about Human Resources. Lydia Vargas and Maria Pirallo attended the seminar in our facilities. November 10, 2016.

During the month of May, 2017 Lydia Vargas was trained by Marines Sanchez to work with the module of Payroll and with the new Labor Legislation in Puerto Rico.

Claribel Libran was trained by Maria Pirallo in the use of WORD and EXCEL for business on March, 2017.

E). Option (10). Participation in at least four events or programs related to career opportunities in broadcasting sponsored by educational institutions;

Maria Pirallo, President of WAEL, Inc. recorded a video about Radio History and job opportunities in the Radio Industry with Brenda Guzman/DECEP for an event about Careers in Communications Hosted by The University of Puerto Rico, Mayaguez Campus. Monday June 12, 2017

F) Option (14). Providing training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

On March 23, 2017 Maria Pirallo attended the “Orientacion sobre Laboral in Puerto Rico 2017”. The secretary of Labor Carlos Saavedra Gutierrez was the lead speaker. Also the presentation of CPA Lourdes Diaz and Senator Evelyn Vazquez.

G) Option (15) Providing training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that will enable them to better refer job candidates for broadcast positions.

On May 5, 2017 Luis Pirallo participated in a Communications class of Professor Jonathan Rosado Nieves talking about radio and Communications at the Catholic University Mayaguez, Puerto Rico.

H) Option (16) Participation in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

On March 1, 2017, Maria del Pilar Pirallo, President in Aliance with the Municipality of Aguadilla and RHSOS hosted the Orientation for Labor Reform in Puerto Rico in the Amphitheater of the Municipality of Aguadilla. Presenting the Secretary of Labor Carlos J Saavedra Gutierrez who answers to questions for the attendees. There were proximately 100 attendants from radio station and other business in the area. March 1,2017 from 9:00am-12:00m