

## **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, 2018 (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  | Dixaly Castro  | P. O. Box 9, Mayaguez, PR 00681   | 787-832-3749  | Y                        | 0              |
| Pontificia Universidad Catolica Dept. de Comunicaciones                             | Dr. Jose Lucas   | 2250 Ave Las Americas Suite 628 Ponce, PR 00717   | 787-841-2000 Ext. 2542  | 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<br>787-892-6442<br>daisyn1@hotmail.com   | Y                        | 0              |
| Ramey Job Corps Center  | Osvaldo Ubiñas<br>Director<br>Virginia Aviles<br>Reclutadora | P. O. Box 250463 Aguadilla, PR 00604-0463   | 787-890-2030<br>Fax 787- 890-4749<br>www.rameyjobcorps.com  | Y                        | 0              |
| Arecibo Job Corps Center  | Miguelina Torres   | P. O. Box 644 Garrochales PR 00652  | 787-881-2300 Ext. 5565<br><a href="mailto:areci@cdc.jobcorps.org">areci@cdc.jobcorps.org</a>                          | Y                        | 0              |
| RHSOS   | Ivonne Cortes  | PO BOX 2207<br>San German, PR 00683   | 787 448-4026<br>ivonnehrs@gmail.com   | Y                        | 0              |
| Universidad de PR Recinto de Mayaguez   | Nancy Nieves<br>Oficina Colocaciones                         | Call Box 9000 Mayaguez, PR 00681  | 787-265-3858<br>787-265-3898<br>Fax. 834-5115<br><a href="http://www.uprm.edu">www.uprm.edu</a><br>Placement@uprm.edu | Y                        | 0              |
| Departamento del Trabajo  | Ireliza Ortiz  | Departamento del Trabajo<br>Edif. Villa Capitan 1<br>Suite 2 830 Ave. Eugenio Maria de Hostos<br>Mayaguez, PR 00682 | 787-832-3228<br>787-265-3394fax   | Y                        | 0              |
|   |  |   |   |                          |                |

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

#### A) Option (2) Hosting of at least one (1) job fair-

On September 12, 2018 WAEL FM hosted a Job Fair in Borinquen Room in the Marriott Hotel in Aguadilla, Puerto Rico. More than 75 participated in the Fair. Personnel from the Radio Station participated giving advice to the participants of the Job Fair.

#### B) 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.

Luis Pirallo hosted a visit of 80 students from Colegio La Milagrosa in Mayaguez on May, 2018. They enjoyed a tour of the facilities of the radio stations and were shown the whole operations of WAEL, INC., emphasizing the different careers in radio.

#### C) 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 ( 2 ) persons took advantage of our program:

- Brandon Lebron –( October 4 – November 23, 2017)(
- Genesis Rivera Lagares –Pontificia Universidad Catolica de Puerto Rico (February 26-April 25, 2018)
- Nathaniel Melendez – Pontificia Universidad Catolica de Puerto Rico

#### D) 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.

Personnel from the Radio Station attended the Webinar “Powerful Self Healing in 5 simple steps” Bu Melissa Crowhurst on UDEMY on October 21, 2017.

On 2018 Luis Pirallo (PD and VP) attended these webinars :

January 17 2018 10am AI: The 2018 Master Trend Eric Bleeker, The Motley Fool and 2pm Discover how you can start Profitably Training Ross Cameron, Warrior Trading

January 25, 2018 The 10 trends we learned at CES 2018 (that will impact Radio) Paul Jacobs, Jacobs Media and Fred Jacobs, Inside Radio

June 21, 2018 2pm 30 minutes. Webinar: Smart Speakers 101: What Broadcasters Should Know Presentado por: Paul Jacobs y Bob Kernen de Jacobs Media

July 30, 2018 End User Security Awareness by Kelly Handerhan on Cybrary

August 1, 2018 Migrating to the cloud A Practical Guide DuWayne D Harrison at CompTIA Channel Con 2018

August 2, 2018 The State of Cybersecurity by Tim Brown from Solarwinds and Cody Mercer from Malwarebytes Moderator Dr James Stanger CompTIA on CompTIA Channel Con 2018

August 2, 2018 Endpoint Detection and Response: the Next Frontier of Security Stephen Cobb on CompTIA Channel

August 11, 2018 End User: Social Engineering by Kelly Handerhan on Cybrary One hour

August 15, 2018 End User Physical Security by Kelly Handerhan on Cybrary One hour

August 21, 2018 Persuasion Skills Basics by Management Study Guide Narrated by Kelly Martin 33 minutes

August 30, 2018 2pm - 50 minutes. Radio's First Talent on Talent Survey by Fred Jacobs de Jacobs Media

September 7, 2018 Persuade con tu voz Emma Rodero en TEDx and Nos enseñan a hablar, pero no a usar la voz Virginia Carmona en TEDx

September 20, 2018 Si cabe en tu mente, cabe en tu mundo David Rodriguez en TEDx

September 21, 2018 End User Cyber Fundamentals by kelly Handerhan on Cybrary

E) 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.

During the month of May, 2018 Lydia Vargas was trained by Maria Pirallo to work with accounting program Quickbooks 2018. She learned how to use this new program.

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

On August 17, 2018 Maria Pirallo, President attended the Seminar “ Beneficio de retencion de empleados” that highlighted the procedure necessary for employers to benefit from the Federal Government retention of employee after Hurricane Irma and Maria in Puerto Rico .

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 February 3, 2018 Luis Pirallo participated as a speaker talking about radio and Communications to the National Council of Public matters of the Church of Jesus Christ of latter-day Saints of Puerto Rico and the Caribbean in the Sheraton Hotel in Caguas, PR.

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 September 12, 2018 WAEL FM hosted a Job Fair in the Marriott Hotel in Aguadilla, Puerto Rico. During two hour the radio station transmitted “La hora del Comelon” live with DJ Jose Mendez and Rousty Rodriguez . They interview participants and speakers giving information about employment opportunities in broadcasting.

