



# **“Equal Employment Opportunity Public File Report”**

*Employment Unit Covered:*  
WORA-TV, W10BG, WORA-DT & WRFB

*Reporting Period:*  
September 30, 2018 – September 29, 2019



TELECINCO, INC.

PO BOX 9986, SAN JUAN, PR 00908-0986 • TEL (787)721-4054 • FAX (787)724-1554  
PO BOX 43, MAYAGÜEZ, PR 00681-0043 • TEL(787)831-5555 • FAX (787)833-0075

## **WORA-TV, W10BG, WORA-DT & WRFB FULL-TIME JOB VACANCIES**

From: September 30, 2018 thru September 29, 2019

<b>POSITION</b>	<b>DATE OPENED</b>	<b>DATE CLOSED</b>
General Manager	September 26, 2018	November 13, 2019
Director of Business Development & Digital Sales	July 29, 2019	August 2, 2019

## **WORA-TV, W10BG, WORA-DT & WRFB Professional Services JOB VACANCIES**

<b>POSITION</b>	<b>DATE OPENED</b>	<b>DATE CLOSED</b> March 18, 2019
General Producer	January 8, 2019	January 21, 2019
Graphic Designer	January 16, 2019	January 31, 2019
Cameraman	March 18, 2019	April 1, 2019
Production Assistant	July 22, 2019	July 26, 2019





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## WORA-TV, W10BG, WORA-DT & WRFB RECRUITMENT SOURCES UTILIZED

**Online (wora.com job opportunities' webpage and clasificadosonline.com website)  
Businessmen and Colleagues and Universities Referrals**

### RECRUITMENT SOURCES UTILIZED IN FILLING VACANCIES

POSITION	SOURCE USED
General Manager	Businessmen and Colleagues Referrals, Recruiting Services Company
Director of Business Development & Digital Sales	Internal Referral
Graphic Designer (Prof. Serv.)	Online (wora.com job opportunities' webpage and clasificadosonline.com)
General Producer (Prof. Serv.)	Businessmen and Colleagues Referrals,
Camerman (Prof. Serv.)	Businessmen Referrals, University Job Fair
Production Assistant (Prof. Serv.)	Internal Referral





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## TOTAL NUMBER OF PERSONS INTERVIEWED

POSITION	RECRUITMENT SOURCE	NUMBER OF REFERRALS	NUMBER OF INTERVIEWS
General Manager	Businessmen and Colleagues Referrals	1	1
	Recruiting Services Company	8	8
Director of Business Development and Digital Sales	Internal Referrals	1	1
Graphic Designer (Prof. Serv)	Online (wora.com job opportunities' webpage and clasificadosonline.com)	11	4
General Producer (Prof. Serv.)	Businessmen and Colleagues Referrals	4	2
Cameraman (Prof. Serv.)	Internal Referrals University of Sacred Heart Job Fair	2	2
Production Assistant (Prof. Serv.)	Internal Referral	1	1



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## SUPPLEMENTAL OUTREACH INITIATIVES

Though WORA TV is located in a small regional market (part of Puerto Rico DMA), as part of it, Wora is involved in various outreach initiatives:

- ❖ 195-hours internship in the New Department for three students for the Television and Radio Production Program of the Pontificia Universidad Católica in Ponce.
- ❖ 162-hours internship for one student for the Programming Department of the University of Sacred Heart.
- ❖ 270-hours internship for one student for the Graphic Design Department of the Atlantic University College.
- ❖ 273-hours internship for one student for the Graphic Design Department of the Atlantic University College.
- ❖ 195-hours internship for two students for the Television and Radio Production Program of the Pontificia Universidad Católica de Puerto Rico.
- ❖ Voluntary internship for one student for the Production Department as a Production Assistant to the General Producer.
- ❖ Voluntary internship for one student for the Production Department as a Production Assistant to the General Producer.
- ❖ Production Manager received and oriented a group of seven students and their teacher from Emma's Beauty Academy.
- ❖ Production Manager received and oriented a group of thirty students and their teacher from Sabana Grande, Puerto Rico.
- ❖ University of Sacred Heart Job Fair participation on February 28, 2019. Ninety-five students visited our booth and were oriented about our company. Resumes were collected for future openings.

All employees at WORA TV are minorities (Hispanics).