

**WKAQ, San Juan, PR
WKAQ-FM, San Juan, PR
WUKQ, Ponce, PR
WUKQ-FM, Mayaguez, PR
WYEL-AM, Mayaguez, PR**

Annual EEO Public File Report Form

**Stations WKAQ, WKAQ-FM, WUKQ, WUKQ-FM,
WYEL-AM**

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): WKAQ, WKAQ-FM, WUKQ, WUKQ-FM, WYEL-AM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning October 1, 2013 to and including September 30, 2014.

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.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, 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 and/or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2013 to September 30, 2014

Station(s) Comprising Station Employment Unit: **WKAQ, WKAQ-FM, WUKQ
WKUQ-FM and WYEL-AM**

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Program Coordinator	El Nuevo Dia Newspaper

Total Number of Persons Interviewed During Applicable Period: 7

Appendix 2 to

Annual EEO Public File Report Form
Covering the Period from October 1, 2013 to September 30, 2014

Station(s) Comprising Station Employment Unit: **WKAQ, WKAQ-FM, WUKQ, WKUQ-FM, and
WYEL-AM**

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	El Nuevo Día Newspaper Pque. Industrial Amelia Guaynabo, PR 00906 Olga Rodríguez (787) 641-8000	6	Program Coordinator (6)
B	El Vocero Newspaper PO Box 9067515 San Juan, PR 00906- 7515 Ana Cruz / Araceli Acevedo (787) 724-1485		Program Coordinator
C	University of Puerto Rico Recinto Río Piedras Ave. Ponce de León Río Piedras, PR 00926 Elsa Marin (787) 764-0000		Program Coordinator
D	University of Puerto Rico - Recinto Ponce PO Box 7186 Ponce, PR 00732 Tel. 844-8181 Rosaira Miranda		Program Coordinator
E	Sagrado Corazón University Depto. Colocaciones Tel. 728-1515 Dario Viseppo		Program Coordinator
F	Sagrado Corazón University Communications Dept. PO Box 12383 San Juan, PR 00914-0383 Tel. 728-1515 Carmen Sara García		Program Coordinator

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G	Interamericana University -Bayamón 500 Carr. Dr. John Will Harris Bayamón, PR 00957 Tel. 279-1912 Mary Joe Vizcarrondo		Program Coordinator
H	University of Puerto Rico - Recinto Arecibo Arecibo, PR 00614 Tel. 815-0000, X 3550 Juan Luciano		Program Coordinator
I	Consorcio Bayamón/Comerio Apartado 1588 Bayamón, PR 00960 Michael Barreto (787) 995-1700		Program Coordinator
J	Alianza Municipal de Servicios Integrados Caguas/Guayama/ Cayey/Aibonito Apartado 8518 Caguas, PR 00725 María M. Torres (787) 744-5329		Program Coordinator
K	Consorcio Guaynabo/Toa Baja Call Box 11864 Caparra Heights, Guaynabo 00922 Yolanda Rivera (787) 720-4040 X6169		Program Coordinator
L	Consorcio Municipio de San Juan San Juan, PR 00906 Olga Torres (787) 289-0460		Program Coordinator
M	Consorcio Municipio de Carolina Carolina, PR 00986 Iris Rosado (787) 752-4090		Program Coordinator
N	Consorcio Municipio de Ponce PO Box 33-1709 Ponce, PR 00732 Sylvia Rivera (787) 840-2900		Program Coordinator
O	Consorcio La Montaña RR 01 Box 2004 Cidra, PR 00739-9601 Jenniffer Ortiz (787) 739-1370		Program Coordinator

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P	Consortio Mayagüez/Las Marías C. Martínez Nadal # 63 Mayagüez, 00680 Carmen López (787) 265-3735		Program Coordinator
Q	Consortio Norte Central Arecibo Arecibo, PR 00614 Wanda Soler Tel. (787) 879-4530		Program Coordinator
R	Consortio Noreste Elsa Cruz (787) 888-3030		Program Coordinator
S	Consortio Noroeste Zaira Javariz (787) 882-2500		Program Coordinator
T	Consortio Sur Central Joan Rodriguez Ayala Tel. (787) 803-0119		Program Coordinator
U	Consortio Sureste Luis E. González (787) 937-0000		Program Coordinator
V	Consortio Suroeste Apartado 246 San Germán, PR 00683 Vilma Pedroza (787) 892-1000		Program Coordinator
W	Internal Posting		Program Coordinator
X	Employee Referral	1	Program Coordinator (1)
Y	American University Sr. Jaime González (787) 620-2040		Program Coordinator
Z	Alianza Municipal de Servicios Integrados Rosa Maria Ruiz (787) 864-4916		Program Coordinator
AA	RB Personnel 787-999-5000		Program Coordinator

* Indicates sources that have requested notification of job openings.

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Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2013 to September 30, 2014

Station(s) Comprising Station Employment Unit: **WKAQ, WKAQ-FM, WUKQ, WUKQ-FM, and WYEL-AM**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **WKAQ, WKAQ-FM, WUKQ, WUKQ-FM and WYEL-AM**

Participation in Job Fairs:

On April 8, 2014, the employment unit hosted an informative and educational session entitled “Encuentro con Univision” at “Colegio de Cinematografía, Artes y Televisión”. Managers of our Radio and TV staff delivered a lecture to students (half hour, each one) in which they discussed employment opportunities in Radio and TV and brought their personal work experiences through the years to students with the purpose of giving them a wide vision about what the stations do, how they do it and how the students need to prepare to look for those opportunities. Production & Operations Director (TV), News Director (Radio), Production Supervisor (Radio), Programming Director (TV) and News Director (TV) answered questions from students immediately after their individual participations.

Every head department lecture was followed with a video where employees explained to the students their functions and responsibilities in their departments. The video depicted employees from all departments, performing a variety of positions.

The event was advertised in the stations’ daily TV newscasts (four (4) editions Monday through Friday) from 4/3/2013 to 4/8/2013; and in both radio stations (WKAQ-580 and KQ-105) from 4/3/2013 to 4/8/2013.

On September 9, 2014 the stations hosted their second event of “Encuentro con Univision” at Universidad de Puerto Rico- Humacao Campus. This was the first time the stations presented this event in the east area of the island. Managers of the Radio and TV staff delivered a lecture to students (30 minutes, each one) where they talked about employment opportunities in Radio and TV and brought their personal work experiences through the years to students with the purpose of giving them a wide vision about what the stations do, how they do it and how the students need to prepare to look for those opportunities. The employment unit was the first TV or Radio Station to presents this kind of event for students of this university. The following staff members participated in these supplemental outreach events: Sheysa Ojeda and Sheryll Perez (Assignment Desk Manager-TV and Communications and Community Affairs Director- TV), Manuel Santiago (Production and Operations Director-TV), Elsie Grana (Senior Sales Executive-

TV), Ezequiel Cabán (Production Supervisor-Radio), Javier Cosme (News Director-Radio) and Luani Pellot (Programming Director-TV).

The event was advertised in the stations' daily TV newscasts 5:00pm edition from Thursday September 4 through Monday September 8 and on Tuesday September 9 in the 12:00pm edition. The event was also advertised on radio stations (WKAQ-580 and KQ-105) during three (3) consecutive days before the event from Thursday through Monday. On Wednesday, September 10th, the newscast segment "Por un Puerto Rico Mejor" presented a summary of the event, along with pictures, as the positive note of the day. Students were active in social media (Twitter) posting comments about employment unit managers' presentations.

The event had a positive reception from the community. For both events we received total cooperation from both universities.

Provision of Training:

On September 25, 2014 the employment unit conducted an EEO/Non- Discrimination training hosted by its HR Manager- Jeannette Reyes. A total of 29 managers and supervisors from TV & Radio participated in the training.