

**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 October 1, 2014 (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	Gloria Hall	P. O. Box 9 Mayaguez, PR 00681	787-832-3749	Y	0
Pontificia Universidad Catolica Dept. de Comunicaciones	Irem Pobentud	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	Oswaldo 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	Diana Perez	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
SIRHAM	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.

- Eulises Espinosa and Luis Pirallo hosted a visit of the Boys Scouts of America from Troop 39 on January 20, 2014. 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.

Employees participating in Conventions.

- Maria Pirallo (President) participated in the Puerto Rico Broadcasters Association Convention and the Puerto Rico Radio Show at the Marriott Resort and Stelaris Casino on July 9, 2014.

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 (1) persons took advantage of our program: Luis A. Casiano (September 20, 2014 – present).

c) ) Option (6) Participation in general outreach efforts through job banks, Internet programs, and similar programs.

- Educational Talent Search is a program of the Interamerican University, San German Campus with help from the Federal Department of Education. Its goal is to help students from the south west area of Puerto Rico develop their personal, social and professional skills. Luis Pirallo (V/P and PD) interview, participated and helped Nancy Crespo from Interamerican University, San German Campus, coordinator of the program, Adriana Perez, Counselor and Raquel Quiñones Assistance Director, with the outreach efforts. June 3, 2014

d) Option (8). The establishment of training programs designed to enable employment unit personnel to acquire skills 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.

- During the Puerto Rico Radio Show 2014, Maria Pirallo attended the seminar “ Un medio local integrado en la red” given by Joel Villarini, Social Media Manager at The Marriott Resort and Stelaris Casino on July 9, 2014.
- On July 9, 2014 Maria Pirallo attended the seminar “Market Trends in Puerto Rico” given by Dana Montenegro from Seriously Creative, during the Puerto Rico Radio Show 2014.
- On July 30, 2014, Claribel Libran and Maria del Pilar Pirallo attended the Seminar “Servicio al Cliente : De las palabras a la acción” given by Ivonne Cortes of SIRHAM in Salon Flamboyen Aguadilla Shopping Center, Aguadilla, Puerto Rico.
- On September 30, 2014 Luis Pirallo (VP and PD) Completed the online Course “ Introduction to Accounting “ given by U.S. Small Business Administration.
- Luis Pirallo completed the following courses via internet with Lean Smart
  - Networking Hardware, Design, Cabling  
IP Network Services & Protocols .Presented by Tom Carpenter finished July 24, 2014
  
  - PC Hardware , Presented by Tom Carpenter -finished October 13/2013
  
  - Mobile Device Hardware, Operating Systems, Connectivity & Security  
by Tom Carpenter - finished June 27/2014
  
  - Windows 7 Troubleshooting  
by Tom Carpenter - finished July 12/2014

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 this reporting period there was one active mentoring assignment, in the Accounting and Traffic Departments.

- Mrs. Lydia Vargas, Accounting and Traffic Departments, attended a training course given by Jose Martinez Diaz from CPA Lourdes Diaz & Associates about QUICKBOOKS 2015 in Mayaguez, Puerto Rico.

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

- From October to December 2013 Elvin Seguinot completed “Curso Ingles Conversacional Basico 1” at the University of Puerto Rico, Mayaguez Campus
- On August 21, 2014 Luis Pirallo (VP and PD) has successfully completed the requirements to be recognize as COMPTIA A+ certify CE

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

- On August 14, 2014 Maria Pirallo, President attended the Seminar “ASPECTOS LEGALES EN EL MANEJO DE EMPLEADOS” given by SIRHAM by Ivonne Cortes in the Holiday Inn of Mayaguez , Puerto Rico.

