

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, 2015 (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 Filled by Job Title	- Recruitment Source of Hiree	- Total Number of
-	-	- Interviewees from
-None	- None	- all Sources for this position
		- 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
Cámara de Comercio del Oeste	Gloria Hall	P. O. Box 9 Mayagüez, PR 00681	787-832-3749	Y	0

Pontificia Universidad Católica Dept. de Comunicaciones	Irem Pobentud	2250 Ave Las Américas Suite 628 Ponce, PR 00717	787-841-2000 Ext. 1273 ipobentud@email.pucpr.edu	Y	0
Universidad Interamericana de PR San Germán – Servicio Empleo/Centro de Orientación	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 Avilés 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 areci@cdc.jobcorps.org	Y	0
RH SOS	Ivonne Cortes	PO BOX 2207 San German, PR 00683	787 448-4026 info@rhsos.com	Y	0
Universidad de PR Recinto de Mayagüez	Nancy Nieves Oficina Colocaciones	Call Box 9000 Mayagüez, PR 00681	787-265-3858 787-265-3898 Fax. 834-5115 www.uprm.edu Placement@uprm.edu	Y	0
Departamento del Trabajo	Ireliza Ortiz	Departamento del Trabajo Edif. Villa Capitán 1 Suite 2 830 Ave. Eugenio Maria de Hostos Mayaguez, PR 00682	787-832-3228 787-265-3394fax	Y	0
Consortio Mayagüez- Las Marías	Hilda Renovales	# 5 Calle Ramon E Betances Sur Mayaguez, PR 00680	787-587-7912 adlmayaguez@gmail.com	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.

- Elvin Seguinot and Luis Pirallo hosted a visit of the Boys Scouts of America from Troop 793 on March 10, 2015 . 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 May 20, 2015.

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 – October 24, 2014 Linette Cordero Alvarez, student of the Universidad de Puerto Rico Arecibo Campus, March 9, 2015 to April 26, 2015

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 “Comerciales Creativos que dan resultados” given by Javier Tirado from One-eight Advertising at The Marriott Resort and Stelaris Casino on May 20, 2015.
- On May, 2015 Maria Pirallo attended the seminar “FCC and Puerto Rico” given by Alfonso Gimenez and Ruben Jusino, during the Puerto Rico Radio Show 2014.
- During the Puerto Rico Radio Show Maria Pirallo attended the seminar “How to use technology to improve Radio Experience” at The Marriott Stelaris Resort and Casino on May 20, 2015.
- On May 15, 2015 Luis Pirallo successfully completed the online course “Tech Basis: Cables & Connectors”. Instructor Chet Davis & UDEMY.
- On May 27, 2015, Luis Pirallo successfully completed the on line course “Introduction to networking for beginners”. Instructor Mariours Kuriata & UDEMY.
- Luis Pirallo, Programming Director, completed the following webinars:

-Crowds with Cash: Alternative Financing is a Mixed Moneybag of Opportunity for Small Business, Joseph Hogue, March 19, 2015. 2pm, One Hour.

- "Conectando a millones, el arte de la locución" Hosted by Charo Fernandez Mexican DJ Grupo ACIR

.Presented by Monitor Latino. June 23, 2015 at 2:30pm . One hour.

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 Cpa Lourdes M. Diaz from CPA Lourdes Diaz & Associates about the proposed Tax law on May, 2015 in Mayaguez, Puerto Rico.
- Claribel Libran, Secretary received a training about the changes in Office programs on May 1, 2015.

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

- On September 26, 2015, Maria del Pilar Pirallo attended the “Retorno Colegial”. She gave a short conference about her achievements in her career and about career opportunities in Radio, at the University of Puerto Rico, Mayaguez Campus

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

- Maria Pirallo, President attended the Seminar “ ACADEMIA DE CAPACITACION EN RECURSOS HUMANOS” given by HR SOS (Ivonne Cortes) in the Universidad del ESTE, Cabo Rojo, Puerto Rico June 12-19, 2015.
- Ivonne Cortes offered a regulatory seminar to all personel as require by Law 22 -2013 about “Discrimen por orientacion de genero e identidad sexual” on December 12, 2015 in order to prevent discrimination.

