

ANNUAL EEO PUBLIC FILE REPORT For: WAEL, INC.

October 1, 2019- September 30, 2020

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, 2020 (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
-1	- None	- 3

Total Number of Persons Interviewed During Applicable Period: 1

II. Recruitment Sources

Name of Recruitment Source Notified of Vacancy	Contact Name	Address	Telephone, Fax, Internet Address	Entitled to Notification	Referred by RS
Pontificia Universidad Catolica Dept. de Comunicaciones	Irem Pubentud	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
National University College	Brenda Rodriguez	345 Ave. Hostos Mayaguez, PR 00680	787-652-0373 brodriguez@nuc.edu	Y	0
RHSOS	Ivonne Cortes	PO BOX 2207 San German, PR 00683	787 448-4026 ivonnehrs@gmail.com	Y	1
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 www.uprm.edu Placement@uprm.edu	Y	0
Departamento del Trabajo		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

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.

Maria Pirallo, President of WAEL, Incorporated participated in a career day sponsored by Aguadilla Shopping Center, Inc and cosponsored by Ivonne Cortes from RH SOS in the Salon Flamboyant in Aguadilla Shopping Center, Inc. She gave an introduction to broadcasting employment opportunities. March, 4, 2020.

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 (4) persons took advantage of our program:

- Jancarlo Velez Rodriguez (August 05- October 15 2019)

ICPR JUNIOR COLLEGE

- Nathaniel Melendez Guzman (September 4 – December 10, 2019 , 15 hours weekly)
- Sebastian Pirallo (October 1– December 2019)

Interamerican University

- Luis Daniel Ortiz Santiago (September 9- December 2019)
- Pontificia Universidad Catolica

- Gabriel Caraballo Santiago (March 5 – March 13 2020)
- Pontificia Universidad Catolica

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.

Maria Pirallo, President of WAEL INCORPORATED gave an orientation to all employees on COVID 19 Protocol and COVID 19 Prevention plan submitted by WAEL INC to the Department of Labor for approval. May 4,5 and 6, 2020.

Personnel from the Radio Station attended these Webinars :

Luis Pirallo (PD and VP) attended this webinar:

October 30, 2019

CYBRARY Micro Certification End User Mobile Device Security

Maria Pirallo attended the following seminars and webinars :

On Wednesday August 19/2020 -Frank Montero attorney from Fletcher, Heald & Hildreth, hosted by the Asociacion de Radiodifusores de Puerto Rico, presented the Webinar "Public File Online". 10:00am-12:00am.

On Tuesday April 7, 2020 at 1:00pm – "Conoce el beneficio del Estimulo económico del Covid 19" Sponsored by Jenniffer Gonzalez – Resident Commissioner in Washington DC. Orientation about the economic packages for small business. Puerto Rico government official and SBA personel gave the orientation.

On July 23, 2020 from 10:00 am to 12:00am Orientation Webinar SBA. Puerto Rico and SBA personel gave the orientation.

Maria Pirallo attended the **Speaker Session** Tuesday, May 19 at 9:00am hosted by Triple S. On this event Triple S Chief Medical Officer, Dr José Novoa, shared important information about clinical aspects of Covid -19 and his impact about our way of life. On the other hand, Triple S Chief Financial Officer, Mr Juan J Román, will share a broad perspective about the economic impact of the pandemic.

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 April 20, 2020 Lydia Vargas was trained by CPA Marines Sanchez to work with the DEPARTAMENTO DEL TRABAJO filing the quarterly reports . She learned how to use the new program.

During August and September 2020 in various sessions CPA Marinez Sanchez trained Lydia Vargas in the PPP forgiveness program. She filed the forgiveness application with Banco Popular and SBA.

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

Ivonne Cortes from HRSOS hosted the Webinar “Como reclutar el Candidato idóneo” on May 18. 2020. A seminar giving orientation about who to hire. Valuable information concerning personel. Lydia Vargas y Maria Pirallo attended.

On February , 2020 Maria Pirallo attended the annual meeting of the “Fondo del Seguro del Estado” concerning classifications of the industry and employment issues.

On September 21,2020 from 9:00-9:30am Alan S. Grassman and Collen Flyn presented the Webinar “ Emerging guidance for employers on Covid -19. Maria Pirallo and Lydia Vargas attended the webinar.

Ivonne Cortes from HRSOS hosted the Webinar “Documentación necesaria para el manejo de personal” On April 24, 2020. Explaining the documents necessary to have and keep in the Human Resources Department. Maria Pirallo attended.

