

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. - 20121001AQW

Section I

Legal Name of the Licensee PUERTO RICO PUBLIC BROADCASTING CORPORATION		
Mailing Address P. O. BOX 190909		
City SAN JUAN	State or Country (if foreign address) PR	Zip Code 00919 - 0909
Telephone Number (include area code) 7877661556		E-Mail Address (if available) JSAGARDIA@PRNET.PR
Facility ID Number 53859		Call Sign WIPR-TV
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WIPR-TV	53859	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SAN JUAN, PR	<input type="radio"/> Yes <input type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WIPM-TV	53863	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	MAYAGUEZ, PR	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name HOWARD LIBERMAN		Street Address 1500 K STREET, NW SUITE 1100		
City WASHINGTON	State DC	Zip Code 20005-	Telephone Number 2028428876	

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during Yes No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001),

AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent PEDRO RUA
Title PRESIDENT	Telephone No. (include area code) 7877661556
Date 10/1/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: FRANCISCO J. ASTONDOA	Title: HUMAN RESOURCES DIRECTOR
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE

PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: EEO PUBLIC FILE REPORTS

PUERTO RICO PUBLIC BROADCASTING CORPORATION ALSO IS THE LICENSEE OF WIPR(AM), SAN JUAN, PR, FACILITY NO. 53861 AND WIPR-FM, SAN JUAN, PR, FACILITY NO. 53860. LICENSE RENEWAL APPLICATIONS FOR THOSE STATIONS WERE FILE IN OCTOBER 2011 AND GRANTED IN MARCH 2012.

Attachment 2

Description
2010-2011 EEO Public File Report
2011-2012 EEO Public File Report

Exhibit 3

Description: NARRATIVE STATEMENT

PUERTO RICO PUBLIC BROADCASTING ENSURES BROAD OUTREACH TO ITS COMMUNITY THROUGH THE USE OF MANY DIVERSE SOURCES TO NOTIFY THE PUBLIC OF OPEN POSITIONS. PURSUANT TO PUERTO RICO LAW, MANY OF PUERTO RICO PUBLIC BROADCASTING CORPORATION'S OPEN POSITIONS MUST FIRST BE OFFERED TO THE UNION GENERAL DE TRABAJADORES. FOR THOSE POSITIONS WHICH ARE NOT FILLED BY UNION PERSONNEL, THE CORPORATION RECRUITS FROM THE GENERAL PUBLIC, USING SOURCES INCLUDING THE FOLLOWING, AS APPROPRIATE: POSTINGS ON THE CORPORATION'S WEBSITE, NOTICES POSTED THROUGH LOCAL GOVERNMENT AGENCIES, INCLUDING UNIVERSITIES, AND ON OTHER RADIO AND TELEVISION STATIONS AND IN LOCAL NEWSPAPERS.

Attachment 3

EEO PUBLIC FILE REPORT
Puerto Rico Public Broadcasting Corporation
WIPR-TV, WIPM-TV, WIPR-FM, WIPR (AM)
October 1, 2010 – September 30, 2011

Section 1. Vacancy List

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
Human Resources Manager	Bulletin Board, Internet Website, Government Agencies	Internet – 2 Bulletin Board – 2 Government Agencies - 2	Government Agencies
Editor of Video, Graphics and Computerized Animation	Bulletin Board, Internet Website, Government Agencies	Government Agencies – 2	Government Agencies - 2
Technical Supervisor of Electronics	Promotion	Promotion	Promotion
Television Media Director	Recommended to the President of the Corporation	Recommended to the President of the Corporation	Recommended to the President of the Corporation
Legal Counsel	Recommended to the President of the Corporation	Recommended to the President of the Corporation	Recommended to the President of the Corporation
Office System Administrators	Recommended to the President of the Corporation	Recommended to the President of the Corporation	Recommended to the President of the Corporation
Office System Administrators	Recommended to the President of the Corporation	Recommended to the President of the Corporation	Recommended to the President of the Corporation

Programming Director	Recommended to the President of the Corporation	Recommended to the President of the Corporation	Recommended to the President of the Corporation
News Director	Recommended to the President of the Corporation	Recommended to the President of the Corporation	Recommended to the President of the Corporation

Section 2. Recruitment Source List

Recruitment Source (RS) Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Office of the Woman Solicitor By Fax To: Human Resources Office Estación Fernández Juncos San Juan, Puerto Rico 00910-1382	No	1
2	Puerto Rico Occupational Safety and Health Administration (“OSHA”) By Fax To: Human Resources Office Real Hermano Building 577 Ponce De León Avenue San Juan, Puerto Rico 00918	No	0
3	Management and Budget Office (“OGP”) By Fax To: Human Resources Office 254 Cruz Street Old San Juan, Puerto Rico 00901	No	0
4	Health Department By Fax To: Human Resources Office	No	0

	Old Psychiatric Hospital Medical Center Building A Río Piedras, Puerto Rico 00936		
5	Family Department By Fax To: Human Resources Office 306 Barbosa Avenue San Juan, Puerto Rico 00910- 1398	No	0
6	Agriculture Department By Fax To: Human Resources Office 1309 Fernández Juncos Avenue, Station 19 ½ , 2 nd Floor Santurce, Puerto Rico 00908- 1163	No	0
7	Education Department By Fax To: Human Resources Office Industrial Three Nuns Neighborhood Lietenant César González Avenue, Calaf Corner San Juan, Puerto Rico 00917	No	0
8	State Insurance Fund Corporation (“CFSE”) By Fax To: Human Resources Office State Highway # 21, De Diego Avenue, La Riviera Neighborhood Río Piedras, Puerto Rico 00936-5028	No	0
9	Justice Department By Fax To: Human Resources Office Olimpo Street, Lindbergh Corner, Station 11 San Juan, Puerto Rico 00902-	No	0

	0192		
10	Public Buildings Authority By Fax To: Human Resources Office José De Diego Avenue, Governmental Center Minillas , North Tower 6 th Floor Santurce, Puerto Rico 00940	No	0
11	Consumer Affairs Department By Fax To: Human Resources Office José De Diego Avenue, Station # 22, Governmental Center Minillas, North Building 4 th Floor Santurce, Puerto Rico 00940	No	0
12	Puerto Rico Government Employees Association ("AEELA") By Fax To: Human Resources Office 463 Building, Station # 35 ½ , Ponce De León Avenue Hato Rey, Puerto Rico 00917	No	0
13	Cinematography, Arts and Technical College Kehila Hernández Job Office Dr. Veve Street # 51, Degetau Corner Bayamón, Puerto Rico 00960	No	0
14	Office of the Veteran Solicitor By Fax To: Human Resources Office Ponce De León Avenue, Mercantil Plaza Building, 4th Floor Office 401 San Juan, Puerto Rico 00918	No	0

15	Bayamón Central University By Fax To: Human Resources Office Zaya Verde Avenue, La Milagrosa Neighborhood Bayamón, Puerto Rico 00960	No	0
16	University of Puerto Rico – Rio Piedras Campus By Fax To: Human Resources Office Between Barbosa and Ponce De León Avenue San Juan, Puerto Rico 00931- 1907	No	0
17	Sacred Heart University Sol A. Gomilda Cordero Human Resources Director P.O. Box 12383 San Juan, Puerto Rico 00914- 0383	No	0
18	Politechnic University of Puerto Rico Adela Torruellas Human Resources Director P.O. Box 192017 San Juan, Puerto Rico 00919- 8476	No	0
19	Metropolitan University of Puerto Rico Victoria De Jesús Vice-president of Human Resources P.O. Box 21345 San Juan, Puerto Rico 00928	No	0
20	Interamerican University of Puerto Rico Wilma Torres Figueroa Human Resources Director P.O. Box 191293 San Juan, Puerto Rico 00919- 1293	No	0
21	Human Resources Offices of the Commonwealth of Puerto Rico (“ORHELA”)	No	0

	Idis Eleutice Martínez Human Resources Director P.O. Box 8476 San Juan, Puerto Rico 00910-8476		
22	Puerto Rico Public Broadcasting Corporation Website – Http://www.prnet.pr	No	0
23	Government of Puerto Rico Website – http://www.pr.gov	No	0
24	Allegro Radio 91.3 & 940	No	0
25	Television	No	1
26	Recommended to the President of the Corporation	No	6
27	Other	No	7
Total Number of Interviews over 12-month period: <u> 14 </u>			

Section 3. Recruitment Initiatives

Type pf Recruitment Initiative	Brief Description of Activity
<p>1. Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>2. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> <p>3. Establishment of training and/or mentoring programs designed to enable station personnel to acquire skills that could qualify for higher level positions.</p>	<p>On October 2010 and February 2011, the Corporation offered to the management personnel training related to job discrimination and reasonable accommodation, among other things.</p> <p>From December 2010 to September 2011, the Corporation received 40 students from different universities of Puerto Rico to make their practice in broadcasting in our facilities.</p> <p>During November 2010, one personnel employee took training and mentoring programs and consequently was promoted to a higher level position.</p>

EEO PUBLIC FILE REPORT
Puerto Rico Public Broadcasting Corporation
WIPR-TV, WIPM-TV, WIPR-FM, WIPR (AM)
October 1, 2011 – September 30, 2012
Revised: September 28, 2012

Section 1. Vacancy List

Job Title	All Recruitment Sources (RS) Used to Fill Vacancy	Number of Interviewees Referred by Each RS	RS that Referred the hiree
Human Resources Analyst	Bulletin Board, Internet Website, Government Agencies, Private Sector, Universities	Internet – 4 Bulletin Board – 5 Private Sector - 1	Private Sector (Pacific Developers)
TV Programming Director	Recommended to the President of the Corporation	Recommended to the President of the Corporation	Recommended to the President of the Corporation
Production Department Technical Assistant	Bulletin Board, Internet Website, Government Agencies, Private Sector, Universities	Internet – 4 Bulletin Board – 3 University of Puerto Rico, Rio Piedras Campus - 1	University of Puerto Rico, Rio Piedras Campus
Planning & Development Director	Transferred from another Governmental Agency	Government Agencies - 1	Office of the Governor

Section 2. Recruitment Source List

Recruitment Source (RS) Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Cinematography, Arts and Technical College Nydia Alvaranza Admissions Officer	No	0

	Dr. Veve Street # 51, Degetau Corner Bayamón, Puerto Rico 00960		
2	Cinematography, Arts and Technical College Hilda Oquendo Practice Official Dr. Veve Street # 51, Degetau Corner Bayamón, Puerto Rico 00960	No	0
3	University of Puerto Rico – Rio Piedras Campus Aida L. Rosario Interim Director of Human Resources P.O. Box 23321 San Juan, Puerto Rico 00931- 3321	No	1
4	University of Puerto Rico – Rio Piedras Campus Alejandra Martínez Secretary Drama Department P.O. Box 23321 San Juan, Puerto Rico 00931- 3321	No	0
5	Sacred Heart University Marta Meléndez Human Resources Analyst P.O. Box 12383 San Juan, Puerto Rico 00914- 0383	No	0
6	Politechnic University of Puerto Rico Gladys Pimentel Human Resources Assistant P.O. Box 192017 San Juan, Puerto Rico 00919- 8476	No	0
7	Interamerican University of Puerto Rico Bayamón Campus Enid Torres Human Resources Administrative Assistant P.O. Box 191293 San Juan, Puerto Rico 00919- 1293	No	0

8	University of Puerto Rico – Bayamón College Luz Idalia Morales Human Resources Director Rd. 170, Minillas Industrial Park 174 Bayamón, Puerto Rico 00959	No	0
9	University of Puerto Rico – Humacao Campus Evelyn Rivera Human Resources Administrative Assistant Evelyn.riveraa6@upr.edu	No	0
10	University of Puerto Rico – Humacao Campus Gloria Yukavetsky Director Communications Department Gloria.yukavestsky@upr.edu Rosa.marrero@upr.edu	No	0
11	University of Puerto Rico – Cayey Campus Enid Rios Human Resources Analyst Antonio R. Barcelo Street Cayey, Puerto Rico 00736	No	0
12	University of Puerto Rico – Aguadilla Campus Luz Acevedo Human Resources Analyst P.O. Box 6150 Aguadilla, Puerto Rico 00604- 6150	No	0
13	EDP College – San Juan School of Interior Design Janice Cruz Human Resources Specialist Zaida Roque Director P.O. Box 192303 San Juan, Puerto Rico 00919-	No	0

	2303		
14	Turabo University Camile Pérez Recruitment Director P.O. Box 3030 Gurabo, Puerto Rico 00778-3030	No	0
15	OCALARH Central Convocatory Registry P.O. Box 8476 San Juan, Puerto Rico 00910-8476	No	
16	La Fortaleza Office of the Governor of Puerto Rico Fortaleza Street Western End P.O. Box 9020082 San Juan, Puerto Rico 00902-0082	No	1
18	Private Sector (Pacific Developers)	No	1
19	www.pnet.pr	No	8
20	Bulletin Board	No	8
Total Number of Interviews over 12-month period: 19			

Section 3. Recruitment Initiatives

Type pf Recruitment Initiative	Brief Description of Activity
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