

**ARSO RADIO CORP.**  
**WPRM-FM, WRIO-FM, WIVA-FM, WFDT-FM**  
**WUNO-AM, WPRP-AM, WORA-AM, WMIO-FM**  
**EEO Public File Report**  
**October 1, 2022 - September 30, 2023**

**I. VACANCY LIST**

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of People interviewed	RS that referred hire
News Director	1	Internal Applicant Employee Referral	1	Employee Referrals
Editor Internal Reporter	2	<a href="mailto:careers@sagrado.edu">careers@sagrado.edu</a> Internal Application	2	sagrado.edu
Web Producer	1	<a href="mailto:careers@sagrado.edu">careers@sagrado.edu</a> Internal Application	1	sagrado.edu
Sales Executive	1	Employee Referral Internal Applicant	1	Employee Referrals
Editor Internal Report	2	Internal Application Intern <a href="mailto:careers@sagrado.edu">careers@sagrado.edu</a>	2	Re-hire sagrado.edu
Assistant Engineer	1	www.indeed.com Radio Association <a href="mailto:jobs-listings@linkedin.com">jobs-listings@linkedin.com</a> DirectEmployer.postajob Polytechnic University of PR - <a href="mailto:coop@pupr.edu">coop@pupr.edu</a>	5	Indeed.com
Graphic Artist	1	<a href="mailto:jobs-listings@linkedin.com">jobs-listings@linkedin.com</a> Internal application Employee referrals	1	Employee referrals

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of People interviewed	RS that referred hire
Administrative Assistant - Sales	1	Employee Referral Internal application	1	Employee referrals
Control/Operator	2	Internal Applicant <a href="mailto:Jose.fonseca@upr.edu">Jose.fonseca@upr.edu</a>	2	UPR University-Arecibo
Audio Content Producer	1	Radio Association Classified online <a href="http://www.indeed.com">www.indeed.com</a> <a href="mailto:Jose.fonseca@upr.edu">Jose.fonseca@upr.edu</a> DirectEmployerpost a job	5	Internal application Intern Employee referrals
Maintenance	1	Indeed.com Classified. Online Radio Association	2	Still Open
Editor Internal Report	3	Internal Application Intern Classified online <a href="mailto:Jose.fonseca@upr.edu">Jose.fonseca@upr.edu</a> DirectEmployerpost a job Radio Association	7	Re-hire Classified online Employee Referral
Web Noti Uno 630	1	Internal Applicant Employee Referral	1	Internal Applicant (Intern) Re-hire
IT Administrator System	1	<a href="http://www.indeed.com">www.indeed.com</a> Classified online <a href="mailto:Jose.fonseca@upr.edu">Jose.fonseca@upr.edu</a> DirectEmployerpost a job Radio Association <a href="mailto:careers@sagrado.edu">careers@sagrado.edu</a> Polytechnic University of PR - <a href="mailto:coop@pupr.edu">coop@pupr.edu</a>	4	Still Open
Control / Operator	1	Internal Applicant <a href="mailto:Jose.fonseca@upr.edu">Jose.fonseca@upr.edu</a>	1	UPR University-Arecibo

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of People interviewed	RS that referred hire
PD Programming Salsoul	1	Internal Application Employee Referral	1	Internal Application Intern
Programming Coordinator	1	Internal Application Employee Referral	1	Internal Referral Intern
Sales Executive Mayaguez	4	Radio Association <a href="mailto:jobs-listings@linkedin.com">jobs-listings@linkedin.com</a> On air announcement Radio Stations	7	Linkedin.com Air announcements Radio stations

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**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
1	Puerto Rico Radio Broadcasters' Association Calle Delta 1305, Caparra Terrace San Juan, PR 00920 <a href="mailto:radiodifusores@gmail.com">radiodifusores@gmail.com</a>	Y	0
2	Internal (Employee) referral	Y	8
3	University of Puerto Rico Arecibo Campus Profesor José A. Fonseca Catedrático Asociado 787-815-0000 ext., 3350 e-mail: <a href="mailto:jose.fonseca@upr.edu">jose.fonseca@upr.edu</a>	Y	4
4	Other Radio Stations	N	0
5	On Air Advertising – Commercial Announcement on Licenses stations	Y	7
6	Liceo de Arte y Tecnología PO Box 192346 San Juan, PR 00919-2346 e-mail: <a href="mailto:wmarrero@liceopr.com">wmarrero@liceopr.com</a>	Y	0
7	Direct Applicant (submitted resume unsolicited – either mailed/dropped off or submitted at prior Job Fairs)	Y	0
8	Internal Applicant	Y	11
9	Clasificados Online <a href="http://www.clasificadosonlinepr.com">www.clasificadosonlinepr.com</a>	Y	9

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
10	Job Employments Search PR <a href="http://www.indeed.com">www.indeed.com</a>	Y	87
11	Polytechnic University of Puerto Rico 377 Ave. Ponce de León (787) 622-8000 Sra. Angie Escalante Career & Internship Services Program Director <a href="mailto:coop@pupr.edu">coop@pupr.edu</a> (787) 765-5974	Y	0
12	Sacred Heart University Calle Sagrado Corazón De Jesús, San Juan, PR 00912 (787).728.1515 Profesor José R. Rodríguez Director Catedrático – Escuela de Comunicaciones Ferre Range USC. e-mail: <a href="mailto:jrodriguez@sagrado.edu">jrodriguez@sagrado.edu</a>	Y	4
13	US Army Job Placement <a href="http://www.postajob.directemployers.com">www.postajob.directemployers.com</a>	Y	0
14	<a href="mailto:Jobs-listings@linkedin.com">Jobs-listings@linkedin.com</a> <a href="http://www.linkedin.com">www.linkedin.com</a>	Y	6
15	Irex Intelligent Recruitment Alina González – Recruitment Director <a href="http://www.alina.irepr.com">www.alina.irepr.com</a>	Y	0

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	Internship	Arso maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility
2	Mentoring young advertising executives	Arso upper management continually mentors junior advertising executives for management positions
3	Job Banks/Internet Programs	Arso participates in job banks through Careers, Inc., and online at <a href="http://www.indeed.com">www.indeed.com</a> , <a href="http://www.clasificadosonline.com">www.clasificadosonline.com</a> designed to promote general outreach as well as specific vacancies.
4	Training Programs	Arso has its employees regularly attend various training programs with SME, to increase their job proficiency and skills and enable employees to obtain the skills necessary for job advancement