

ANNUAL PUBLIC FILE EEO REPORT

Call Sign of Station(s): **WKAQ**

1. List all full-time job vacancies filled by any station covered by this report during the past year. (October 01, 2009 through September 30, 2010)

- News Editor
- Studio Technician (2)
- CMX Editor (2)
- Production Operations Supervisor
- Engineering Technician

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

Please see Appendix A – NBC 6/T51 Recruitment Source List

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

13 Interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Administracion Derecho al Trabajo	0
Asoc. Ejecutivos Ventas y Meradeo	0
Comite Asustos de la Mujer	0
Veterans Resource Center	0
Servicios de Personas con Impedimentos	0
Internal Promotion	1
External Posting	0
Internship Program	0
Union Internal Posting	6

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

INTERNSHIP PROGRAM: WKAQ works closely with local colleges and universities to build an active and healthy internship program. The station is currently working with the University of Puerto Rico, University of Turabo, Interamerican University and the University of the Sacred Heart with this initiative. During the current Annual Report year, three (13) interns have participated in the WKAQ internship program.

CONGRESO DE LIDERES: WKAQ sponsors a group of top of the class high schools students by offering Leadership Seminars, Mentoring, and Motivational Seminars by our Executives in our facilities. Each quarter, station tours are given to the students to explore the different opportunities in broadcasting.

MANAGEMENT PROGRAM TRAINING: WKAQ has partnered with a local law firm to provide educational legal training programs for managers and supervisors. The courses are designed to assist the station with employee training in the area of employment law for their managers and supervisors to gain a working knowledge and understanding of various legal issues, which include methods to ensure equal opportunity and prevent discrimination. During this year all executives and supervisors participated in EEO seminars, sexual harassment workshops and domestic violence policy trainings.

EEO TRAINING: WKAQ offered training to all employees in order to address methods of ensuring equal employment opportunities and the prevention of any type of discrimination. During this year all employees participated in EEO seminars, sexual harassment workshops and domestic violence policy trainings.

EEO STAFF REVIEW: Every quarter, WKAQ addresses to the Executive Staff Members EEO issues and inquiries that might come up within the organization and in doing so, making sure that the processes and policies are understood and followed by every employee. WKAQ also discusses with the Executive Staff any changes to these policies that might be in order.

SKILLS ENHANCEMENT TRAINING: WKAQ provided its employees with trainings and development opportunities designed to enhance their skills, knowledge and abilities. Various internal GE/NBCU sponsored programs are provided as well as external resources are utilized for these purposes. In addition, online courses on a variety of topics are available to all employees. During the reporting period, WKAQ employees participated in the following leadership and development courses:

Organization	Date	Title	Participant(s)
NAB	July 2010	Broadcasting Convention	José Medina, Chief Engineer Osvaldo Linares, Production Services Supervisor
Promax	June 2010	Promax BDA Conference	Ruben Torres – Marketing Director
NBC	September 2010	Developing Business Leadership	Juan M. Muñoz –News Director
University of PR	Jan – July 2010	Professional Coaching Certification	Marisol Serrano –H.R. Sup.
Nielsen	March 2010	Arianna Training	L.Dávila - LSM, Rubén Torres – Marketing Director, Froyd Rivera –Station Manager, Jackie Mojena – Media Researcher

GE/NBCU	Ongoing	EHS, OSHA and safety trainings	All Employees
Colegio de Peritos Electricistas	September 2010	Celdas Fotovoltaicas	Jimmy Ríos – Eng. Electrician

JOB FAIR PARTICIPATION:

Organization	Date	Event	Participant(s)
Expo Empleo	May 2010	All industry Job Fair to promote employment	Marisol Serrano - HR Supervisor
Labor Practitioners Association	Ongoing	Labor Conferences and Job Bank	Angel Omy Rey – HR Director
SME	September 2010	Sales & Marketing Convention	Salvador Hasbún– VP Sales Rubén Torres – Marketing Director Sales Executives
SHRM	September 2010	Society for Human Resources & Management Convention	Angel Omy Rey – HR Director

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES:

University of the Sacred Heart	October 2009	Career Day	5pm Newscast
Girls Scouts, Colegio Rosa Bell	October 2009	Career Day	5pm Newscast
Escuela Segunda Unidad Agapito Lopez	November 2009	Career Day	5pm Newscast
Colegio Sonifel	November 2009	Career Day	5pm Newscast
Casa Juan Pablo II	December 2009	Career Day	5pm Newscast
Escuela Daskalos	December 2009	Career Day	5pm Newscast

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **WKAQ**

Job Title: **Studio Technician**

Date Job Filled: **10/26/2009**

Recruitment Source
That Referred

Ultimate Hire: **Union Internal Posting**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Union Referral	N/A	N/A	N/A	N/A

Please see Appendix A for a complete listing of WKAQ Recruitment Sources.

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **WKAQ**

Job Title: **Studio Technician**

Date Job Filled: 10/26/2009

Recruitment Source

That Referred

Ultimate Hire: **Union Internal Posting**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Union Referral	N/A	N/A	N/A	N/A

Please see Appendix A for a complete listing of WKAQ Recruitment Sources.

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **WKAQ**

Job Title: **Editor News**

Date Job Filled: 05/17/2010

Recruitment Source

That Referred

Ultimate Hire: **Union Internal Posting**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Union Referral	N/A	N/A	N/A	N/A

Please see Appendix A for a complete listing of WKAQ Recruitment Sources.

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **WKAQ**

Job Title: **CMX Editor**

Date Job Filled: 10/26/2009

Recruitment Source

That Referred

Ultimate Hire: **Union Internal Posting**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Union Referral	N/A	N/A	N/A	N/A

Please see Appendix A for a complete listing of WKAQ Recruitment Sources.

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **WKAQ**

Job Title: **CMX Editor**

Date Job Filled: **06/30/2010**

Recruitment Source
That Referred
Ultimate Hire: **Union Internal Posting**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Union Referral	N/A	N/A	N/A	N/A

Please see Appendix A for a complete listing of WKAQ Recruitment Sources.

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **WKAQ**

Job Title: **Production Operations Supervisor**

Date Job Filled: **01/11/2010**

Recruitment Source
That Referred

Ultimate Hire: **Internal Promotion**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Internal Promotion	N/A	N/A	N/A	N/A

Please see Appendix A for a complete listing of WKAQ Recruitment Sources.

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: **WKAQ**

Job Title: **Engineering Technician**

Date Job Filled: **08/09/2010**

Recruitment Source

That Referred

Ultimate Hire: **Union Posting**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Union Referral	N/A	N/A	N/A	N/A

Please see Appendix A for a complete listing of WKAQ Recruitment Sources.

(ATTACH ADDITIONAL SHEETS AS NEEDED)