



2022
 EEO REPORT FILE REPORT
 WSKN-AM-1320, SAN JUAN / WDEP-AM-1490, PONCE
 WKFE-AM-1550, YAUCO / WLEY-AM-1080, CAYEY, PUERTO RICO

EEO Data Request

Website Address

Location or Broadcaster:	WSKN	https://publicfiles.fcc.gov/am-profile/wskn/equal-employment-opportunity-records
Location or Broadcaster:	WKFE	https://publicfiles.fcc.gov/am-profile/wkfe/equal-employment-opportunity-records
Location or Broadcaster:	WLEY	https://publicfiles.fcc.gov/am-profile/wley/equal-employment-opportunity-records
Location or Broadcaster:	WDEP	https://publicfiles.fcc.gov/am-profile/wdep/equal-employment-opportunity-records

Acquisition of the Unit

Position:	Journalist
Hiring date:	Monday, January 3, 2022
Referral Source:	Industry
Recruitment Sources Notified:	Job Announcement / Radio
Recruitment Category	Active / Employee

Vacancy Interviewees

Position:	Journalist
Interviews:	3
Referral Source:	Job Announcement / Radio

Personel Involved in Recruitment Initiatives

Recruitment Staff & Position:	Natalia Hernandez Irlanda,	Operations Director
Recruitment Staff & Position:	Fernando Montalvo Maldonado	Finance & Human Resource Manager
Recruitment Staff & Position:	Rouseline Domena Mendez,	Content Director

Unit Full Time Employees

Units	Number of Full-Time Employees	City and State
WSKN	14	San Juan, PR
WKFE	1	Yauco, PR
WLEY	1	Cayey, PR
WDEP	1	Ponce, PR

Notes: An independent contractor works at the Yauco facility (WKFE).

In San Juan (WSKN), there is a regular part-time employee, which, if considered, would add to 15 the total in WSKN

Job Fairs

- Our participation in job fairs is intended to publicize available vacancies and communicate to potential candidates what is the mission and vision that identifies us, announce direct interaction with experienced candidates and students we help their training in different areas. Therefore, we carry out fairs in our work facilities, as well as in educational institutions.

Job Fair at Work Facilities

Media Power Group, Inc.

Outreach / Job Fairs

Universidad Interamericana Recinto Bayamón
 Radio Broadcasters Association Convention
 Universidad Interamericana Recinto Metro
 Universidad Sagrado Corazón



Event Sponsored by Organizations

- Our radio station has participated during the period covered by this report in the following events:

Events	Date	Participants
Radio Show	Friday, May 20, 2022	ROUSELINE DOMENA MENDEZ NATALIA M. HERNANDEZ IRLANDA WIDALYS RIVERA ACEVEDO EDWIN A. RAMOS LUGO CHRISTOPHER A. SOTO ROSADO

Internships:

- WSKN-AM unit provided university intership program in wich students are trained at our radio stations.

Staff Responsible of the Internships	Educational Institutions
ROUSELINE DOMENA MENDEZ NATALIA M. HERNANDEZ IRLANDA WIDALYS RIVERA ACEVEDO	Universiad Interamericana de Puerto Rico, Recinto Bayamón Universiad Interamericana de Puerto Rico, Recinto Metro Universidad del Sagrado Corazón OSUNA-Education Department of Puerto Rico

Mentoring Program

- As a requirement to comply with all state and federal regulations and laws, which ensure the rights of employees and hiring processes, Media Power Group, Inc. maintains a mentoring program, in order to keep employees updated with all labor changes and reforms. . This program is nourished and updated thanks to the following resources:

Internal Contracted Professional Services	External Contracted Professional Services
Eng. Felix Bonet- General Manager Eng. Reuben Jusino (Retired FCC Inspector)	Fletcher, Heald & Hilareth-Law Office Amadis Riutor - Human Resources Advisor José Cespedes - Labor Lawyer

Complaint Description

There was a discrimination complaint filed at Department of Labor and Human Resources of Puerto Rico, and at the Equal Employment Opportunity Commission (EEOC). The EEOC served the "Right To Sue Letter" on July 11 and informed the Complainant that he had 90 days to file suit for the federal claims in court, that is, until October 10. If he do not file a lawsuit by that date, he would be prevented from filing an ADEA and ADA lawsuit and even going to federal court. He did not filed the suit. However the local labor department is currently in a mediation procedure to solve the claims.

The alleged grounds for the origin of said complaints are based on the following:

- Discriminatory Treatment by Age
- Request for better compensation
- Reasonable accomodation request due to health condition.

Complainant

Carlos J. Ortega Torres

Agency	Status	Case Number	Filed Date:
Puerto Rico Department of Labor and Human Resources	Open	uadau 21-278c/ 16H-2022-0	Monday, December 13, 2021
U.S. Equal Employment Opportunity Commission	Close	Charge No: 16H-2022-00074	Monday, December 13, 2021

Implementation of EEO policies

- Media Power Group, Inc. maintains a program of supervision and positive control of practices that guarantee equal opportunities and non-discrimination in all aspects of the employment policy of the different stations that constitute up our company. For the above, a staggered plan or protocol has been created to guarantee the transparency of the processes and the development of better information methods for our workforce and future candidates.

Units

Departmental Directors (Operations and Content)
General Director
Human Resource Director
Fletcher, Heald & Hilareth-Law Office
Amadis Riutor - Human Resources Advisor
José Cespedes - Labor Lawyer



Structure

- A solid control structure made up of two managerial departments which carry out, design and execute the recruitment practices, in order to decentralize the power to select candidates.
- These managerial departments respond in turn to an Operations Director and a Human Resources Director, who supervise said practices and keep employees updated on the regulations and laws that must be followed in the personnel recruitment processes, respecting the norms and state and federal laws of the various agencies involved.
- The company provides information and constant training to both employees and recruited personnel about their rights and the policy of not discriminating on the basis of race, color, religion, origin, nationality and sex.
- The company maintains contracted external professional advice on the subject that covers the area of human resources and labor law, in order to guarantee the best employment practices and hiring measures. This provides MPG the power to constantly review and update our recruitment strategies and measures to ensure equality when a candidate applies for a job.

Unit's efforts

- Within the current term of license Media Power Group, Inc. has expended efforts and resources to evaluate the recruitment program. MPG have integrated the participation of external resources for the advice and professional improvement of our hiring staff. This has not led to the identification and development of new strategies for this process, some already implemented and others yet to be implemented. Some of those implemented are:

Inbound recruiting

- This staff recruitment strategy is based on the use of various communication channels. It can be social networks or corporate blogs. The purpose of this is to make the candidate interested in being part of the organization, understanding its culture and philosophy, which helps the recruitment process to be smaller in volume, but more precise in effectiveness. It is perfect for small companies.

Improvements in External Recruitment Strategies

- The improvements come as a result of the participation of the aforementioned specialized resources in human resources issues, this helps us to carry out better interview strategies, refer to questions asked of the candidate, better questionnaires, which it reflects greater professionalism, objectivity, credibility and security, in the face of that potential candidate who wishes to be part of our organization.

To be implemented:

Employability fairs in universities

Religious Broadcasting Entity

- We are not a religious broadcasting entity

Supporting Documents

- Optional