

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, 2021 - September 30, 2022

I. VACANCY LIST

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

Job Title	Number of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Number of People interviewed	RS that referred hire
News Reporter	1	employers.indeed.com Jose.fonseca@upr.edu careers@sagrado.edu Radio Association postajob.directemployers.com	6	Still Open
Administrative Assistant - Sales	1	Indeed.com Classified. Online	4	Still Open
Digital Content Manager	1	Internal Applicant Employee Referral	1	Internal Applicant (Intern)
Systems IT Administrator	1	Radio Association. Notiuno.com/empleos Indeed.com	3	Indeed.com
Editor Internal Report	3	careers@sagrado.edu employers.indeed.com	4	Sagrado.edu Indeed.com
Sales Executive	1	Internal Applicant Employee Referrals	1	Employee Referrals
Online Reporter	1	Internal Applicant Employee Referrals	1	Employee Referrals

Job Title	Number of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Number of People interviewed	RS that referred hire
Speaker Seat/Control	2	Internal Applicant Employee Referral	1	Internal Applicant (Intern) Re-hire
System Technician	1	Internal. Notiuno.com/empleos On air announcement	0	Still Open
Administrative Assistant	2	Internal Job Agency Classified online Indeed.com	5	Employment Agency & Indeed.com
Direct Sales Manager	1	Indeed.com Classified. Online LinkedIn Notiuno.com/empleos Radio Association	9	Indeed.com
Maintenance	1	Indeed.com Classified. Online Notiuno.com/empleos Radio Association	6	Still Open
Traffic Officer		Internal Applicant Indeed.com Classified Online	2	Indeed.com
Sales Digital Development	1	. Internal Applicant Employee Referral	1	Employee Referral

Job Title	Number of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Number of People interviewed	RS that referred hire
Sales Executive Rio Piedras	3	Indeed.com Radio Association jobs-listings@linkedin.com	1	Indeed.com @ 2 Still Open
Sales Executive Mayaguez	1	Indeed.com Radio Association jobs-listings@linkedin.com	2	Still Open
Sales Executive Ponce	1	Internal Applicant Employee Referral	3	Internal Referral
Digital Content Editor	1	Internal Applicant Employee Referral	1	Internal Applicant (Intern)

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II MASTER RECRUITMENT SOURCE LIST (MRSL)

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 radiodifusores@gmail.com	Y	0
2	Internal (Employee) referral	Y	4
3	University of Puerto Rico Arecibo Campus Profesor José A. Fonseca Catedrático Asociado 787-815-0000 ext., 3350 e-mail: jose.fonseca@upr.edu	Y	2
4	Other Radio Stations	N	0
5	On Air Advertising – Commercial Announcement on Licenses stations	Y	4
6	Liceo de Arte y Tecnología PO Box 192346 San Juan, PR 00919-2346 e-mail: wmarrero@liceopr.com	Y	0
7	Direct Applicant (submitted resume unsolicited – either mailed/dropped off or submitted at prior Job Fairs)	Y	0
8	Internal Applicant	Y	20
9	Clasificados Online www.clasificadosonlinepr.com	Y	13

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 www.indeed.com	Y	188
11	Polytechnic University of Puerto Rico 377 Ave. Ponce de León (787) 622-8000 Sra. Angie Escalante Career & Internship Services Program Director coop@pupr.edu (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: jrodriguez@sagrado.edu	Y	14
13	US Army Job Placement www.postajob.directemployers.com	Y	0
14	Jobs-listings@linkedin.com www.linkedin.com	Y	21
15	Irex Intelligent Recruitment Alina González – Recruitment Director www.alina.irepr.com	Y	2

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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 www.indeed.com , www.clasificadosonline.com . & www.glassdoor.com designed to promote general outreach as well as specific vacancies.
4	Training Programs	Arso has its employees regularly attend various training programs to increase their job proficiency and skills and enable employees to obtain the skills necessary for job advancement