

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, 2018 - September 30, 2019

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
Maintenance	1	Internal Announcement.	1	Internal Applicant (Re-hired)
Executive Programming Producer	1	Internal Announcements Direct Application	1	Employee Referral
Sales Executive	1	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Radio Announcement. Noti Uno Web Online Classified	4	Internal Applicant & Employee Referral
Sales Executive	1	Internal Announcement Radio Association. Direct Application US Army Web. On Air announcement- HOT 102 Online classifieds. Sacred Heart University	1	Direct Applicant
News Reporter Noti Uno	2	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Noti Uno Web Online Classified Sacred Heart University.	16	Internal Applicant (Intern)

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of People interviewed	RS that referred hire
Administrative Assistant / Sales Department	1	Internal Announcement	1	Internal Applicant (Intern)
Traffic Officer	2	Internal Announcement. Radio Association Internet Adv. Employee Referral. US Army Web. Web Noti Uno Online classifieds. On Air Announcement. Sacred Heart University Polytechnic University Turabo University	2	Online Classified & Employee Referral
Web Programmer Editor- Mater	1	Internal Announcement. Direct Applicant	1	Internal Applicant
Maintenance	1	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Radio Announcement. Noti Uno Web Online Classified	3	Online Classified
Administrative Assistant	1	Internal Announcement. Direct Applicant.	1	Internal Applicant (Re-hired)
Web Editor	1	Internal Announcement.	1	Internal Applicant (Intern)
Director Programming- Noti Uno	1	Internal Announcement. Direct Applicant	1	Internal Applicant (Re-hired)

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of People interviewed	RS that referred hire
Editor Internal Report	1	Internal Announcement. On Air Announcement Radio Association. Employee Referral US Army Web Radio Announcement. Noti Uno Web Online Classified Sacred Heart University Polytechnic University	1	Internal Applicant (Re-hired)
Content Producer Web	1	Internal Applicant Direct Applicant Employee Referrals	1	Employee Referral
General Manager Regions	1	Internal Announcement	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 787.783.8810	Y	0
2	Internal (Employee) referral	Y	5
3	University of Puerto Rico Mayagüez Campus PO Box 9037 Mayagüez, PR 00681-9037 Tel. (787) 832-4040 x 2074, (787) 834-5115 Fax Sr. William Pacheco Oficina de Colocaciones e-mail: williampachecol@upr.edu	Y	0
4	Other Radio Stations	N	0
5	On Air Advertising – Commercial Announcement on Licences stations	Y	4
6	Polytechnic University of Puerto Rico Angie M. Escalante Santana, MBA Career & Intership Services Program Director coop@pupr.edu (787) 765-5974	Y	0
7	Careers, Inc 208, Ave Ponce de Leon Suite 1100 San Juan PR 00918-1036	Y	0
8	Direct Applicant (submitted resume unsolicited – either mailed/dropped off or submitted at prior Job Fairs)	Y	7

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
9	Internal Applicant	Y	16
10	Clasificados Online www.clasificadosonlinepr.com	Y	95
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 Catedratico – Escuela de Comunicaciones Ferre Range USC. e-mail: jrodriguez@sagrado.edu	Y	0
13	US Army Job Placement www.postajob.directemployers.com	N	0
14	Radio– HOT 102	N	15
15	Noti Uno 630 Web	N	4

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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 as detailed on the attached Internship Schedule
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.clasificadosonline.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 as detailed on the attached Training Schedule

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INTERNSHIP SCHEDULE

Name of Intern	Institution	From	To	Hours	Station
Sofía N. Rodríguez Torres	Specialized School in Radio and Television Production Dr. Juan Osuna	10/26/2018	12/3/2018	70	WMIO
José D. Zayas Colón	Specialized School in Radio and Television Production Dr. Juan Osuna	10/26/2018	12/3/2018	70	WUNO
Joseph A. Rivera Díaz	Specialized School in Radio and Television Production Dr. Juan Osuna	1/23/2019	3/04/2019	70	WMIO
Tailing Mangual Torres	Specialized School in Radio and Television Production Dr. Juan Osuna	1/25/2019	3/8/2019	70	WUNO
Tailing Mangual Torres	Specialized School in Radio and Television Production Dr. Juan Osuna	03/28/2019	4/26/2019	70	WMIO
Alondra Arroyo Martínez	Specialized School in Radio and Television Production Dr. Juan Osuna	03/18/2019	04/12/2019	70	WUNO
Alexander Vigil Sánchez	Specialized School in Radio and Television Production Dr. Juan Osuna	8/21/2019	10/14/2019	70	WUNO
Andrea I. Cosme Natal	Specialized School in Radio and Television Production Dr. Juan Osuna	9/20/2019	10/11/2019	40	WFID
Sebastián Fyffe Ortiz	Robinson School	05/8/2019	5/10/2019	20	WMIO

Catherine E. Cintrón Pérez	UPR - Arecibo	8/18/2019	6/14/2019	36	WUNO
Joshua M. Rolón Cordero	UPR - Arecibo	2/26/2019	3/16/2019	150	WUNO
Ángel Ponce Rivera	UPR - Arecibo	3/4/2019	4/10/219	60	WPRM
Taiyania Rosado Pagán	UPR - Arecibo	7/1/2019	5/5/2019	150	WUNO
Miguel A. Meléndez Carmona	Columbia College	06/01/219	07/1/219	90	WLEO

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TRAINING SCHEDULE

Training Program	Department	Date
SME – Marketing Summit	Sales & Marketing	10/17/18
SME – Millennials Socializing while Consuming	Sales, Marketing & Digital	12/04/18
SME – Tendencies & Economics Perspective for '19	Sales & Marketing	1/31/19
SME – Sales Influence & Leadership	Sales	2/21/19
SME – Marketing Law	Sales & Marketing	3/14/19
SME – Digital Forum	Sales, Marketing & Digital	5/16/19
SME – Sales Influence, How People Buy	Sales & Marketing	6/13/19
SME – Influential Women in Sales & Marketing	Sales & Marketing	6/25/19
SME – Networking after Government Crisis of Summer '19	Sales, Digital & Marketing	9/05/19
SME – Cross-selling & Up-selling Techniques, etc.	Sales	9/19/19