

**ARSO RADIO CORP.**  
**WPRM-FM, WRIO-FM, WIVA-FM, WFDT-FM**  
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**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<br>Direct Application                                                                                                                             | 1                            | Employee Referral                      |
| Sales Executive                | 1                     | Internal Announcement.<br>On Air Announcement<br>Radio Association.<br>Employee Referral<br>US Army Web<br>Radio Announcement.<br>Noti Uno Web<br>Online Classified      | 4                            | Internal Applicant & Employee Referral |
| Sales Executive                | 1                     | Internal Announcement<br>Radio Association.<br>Direct Application<br>US Army Web.<br>On Air announcement-<br>HOT 102<br>Online classifieds.<br>Sacred Heart University   | 1                            | Direct Applicant                       |
| News Reporter<br>Noti Uno      | 2                     | Internal Announcement.<br>On Air Announcement<br>Radio Association.<br>Employee Referral<br>US Army Web<br>Noti Uno Web<br>Online Classified<br>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.<br>Radio Association<br>Internet Adv.<br>Employee Referral.<br>US Army Web.<br>Web Noti Uno<br>Online classifieds.<br>On Air Announcement.<br>Sacred Heart University<br>Polytechnic University<br>Turabo University | 2                            | Online Classified & Employee Referral |
| Web Programmer Editor- Mater                | 1                     | Internal Announcement.<br>Direct Applicant                                                                                                                                                                                                  | 1                            | Internal Applicant                    |
| Maintenance                                 | 1                     | Internal Announcement.<br>On Air Announcement<br>Radio Association.<br>Employee Referral<br>US Army Web<br>Radio Announcement.<br>Noti Uno Web<br>Online Classified                                                                         | 3                            | Online Classified                     |
| Administrative Assistant                    | 1                     | Internal Announcement.<br>Direct Applicant.                                                                                                                                                                                                 | 1                            | Internal Applicant (Re-hired)         |
| Web Editor                                  | 1                     | Internal Announcement.                                                                                                                                                                                                                      | 1                            | Internal Applicant (Intern)           |
| Director Programming- Noti Uno              | 1                     | Internal Announcement.<br>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<br>Internal Report  | 1                     | Internal Announcement.<br>On Air Announcement<br>Radio Association.<br>Employee Referral<br>US Army Web<br>Radio Announcement.<br>Noti Uno Web<br>Online Classified<br>Sacred Heart University<br>Polytechnic University | 1                            | Internal Applicant<br>(Re-hired) |
| Content Producer<br>Web    | 1                     | Internal Applicant<br>Direct Applicant<br>Employee Referrals                                                                                                                                                             | 1                            | Employee Referral                |
| General Manager<br>Regions | 1                     | Internal Announcement                                                                                                                                                                                                    | 1                            | Internal Applicant<br>(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<br>Calle Delta 1305, Caparra Terrace<br>San Juan, PR 00920<br>787.783.8810                                                                                                                                                     | Y                                            | 0                                                                  |
| 2         | Internal (Employee) referral                                                                                                                                                                                                                                               | Y                                            | 5                                                                  |
| 3         | University of Puerto Rico<br>Mayagüez Campus<br>PO Box 9037<br>Mayagüez, PR 00681-9037<br>Tel. (787) 832-4040 x 2074, (787) 834-5115 Fax<br>Sr. William Pacheco<br>Oficina de Colocaciones<br>e-mail: <a href="mailto:williampachecol@upr.edu">williampachecol@upr.edu</a> | 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<br>Angie M. Escalante Santana, MBA<br>Career & Internship Services Program Director<br><a href="mailto:coop@pupr.edu">coop@pupr.edu</a><br>(787) 765-5974                                                                            | Y                                            | 0                                                                  |
| 7         | Careers, Inc<br>208, Ave Ponce de Leon Suite 1100<br>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<br><a href="http://www.clasificadosonlinepr.com">www.clasificadosonlinepr.com</a>                                                                                                                                                                         | Y                                            | 95                                                                 |
| 11        | Polytechnic University of Puerto Rico<br>377 Ave. Ponce de León<br>(787) 622-8000<br>Sra. Angie Escalante<br>Career & Internship Services Program Director<br><a href="mailto:coop@pupr.edu">coop@pupr.edu</a><br>(787) 765-5974                                              | Y                                            | 0                                                                  |
| 12        | Sacred Heart University<br>Calle Sagrado Corazón De Jesús, San Juan, PR 00912<br>(787).728.1515<br>Profesor José R. Rodríguez Director Catedrático – Escuela de Comunicaciones Ferre Range USC.<br>e-mail: <a href="mailto:jrodriguez@sagrado.edu">jrodriguez@sagrado.edu</a> | Y                                            | 0                                                                  |
| 13        | US Army Job Placement<br><a href="http://www.postajob.directemployers.com">www.postajob.directemployers.com</a>                                                                                                                                                               | 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<br>(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 <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 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**

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

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



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**TRAINING SCHEDULE**

| <b>Training Program</b>                                | <b>Department</b>          | <b>Date</b> |
|--------------------------------------------------------|----------------------------|-------------|
| 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     |