

**EEO PUBLIC FILE REPORT**  
**Puerto Rico Public Broadcasting Corporation**  
**WIPR-TV, WIPM-TV, WIPR-FM, WIPR(AM)**  
**October 1, 2018 – September 30, 2019**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Source (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
President  *(this position belongs to the Trusted Service)	Governor's Designation. This position was confirmed by WIPR Board of Directors.  Date of Hire: March 8, 2019	Governor of Puerto Rico
President Interim  *(this position belongs to the Trusted Service)	Governor's Designation. This position was confirmed of interim manner by WIPR Board of Directors.  Date of Hire: March 1, 2019	Governor of Puerto Rico
Vice-President of Television Operations  * (this position belongs to the Trusted Service)	Internal Source. The employee was considered for this position due to his vast experience in the Production Department, as a Production Supervisor.  Date of Hire: March 18, 2019	WIPR President Referral
Director of the News Department  * (this position belongs to the Trusted Service)	Internal Source. The employee was considered for this position due to his vast experience in the Production Department, as a TV Director and Channel Director.  Date of Hire: April 16, 2019	WIPR President Referral

**Section 2. Recruitment Source List**

<b>RS Information</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
Governor's Designation	N/A	2
Internal Source	N/A	2
Supervised Practice Juan	N/A	0

José Osuna School		
Supervised Practice Catholic University	N/A	0
Supervised Practice TV, Arts & Cinematography	N/A	0
Supervised Practice University of Puerto Rico	N/A	0
Supervised Practice Ana G. Méndez University	N/A	0
Supervised Practice Inter American University	N/A	0
Sacred Heart University	N/A	0
Internship Program	N/A	0
Voluntary Contract	N/A	0
940 AM Radio Program	Yes	0
Dramatic Radio Workshop	Yes	0

### **Section 3. Recruitment Initiatives**

<b>Type pf Recruitment Initiative</b>	<b>Brief Description of Activity</b>
Establishment of an internship program	<p>We hired interns to assist with the production and performance of “Taller Actoral,” a miniseries in the reality show format produced by WIPR for the Lucy Boscana Drama Workshop. The miniseries features the acting and artistic evolution of six actors, students from University of Puerto Rico, Río Piedras Campus Drama Department, for 13 weeks.</p> <p>Weekly, students will explore a historic period of dramatic art. Each period will be framed in the a priori accepted convention on dramaturgy, acting, staging, costumes, lighting and the role of the actor in society.</p> <p>We will use two representative texts from each period, a comedy and drama as pretexts for exploring the eras and styles within an acting approach to the camera.</p>
Participation in scholarship programs designated to assist students interested in pursuing a career in broadcasting.	Six (6) Universities and a Higher School specializing in communications have placed over 43 students in the Corporation to do their student practices on radio and television. These students have acquired

	skills related to various roles performed in the field of broadcasting and they have contributed to the achievement of the goals of several projects of the Corporation.
Provision of trainings to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Three (3) trainings were offered to Supervisors on how to ensure equal employment opportunities and prevention of discrimination. These trainings provided information related to sexual harassment and violence in the workplace. In addition, the Corporation's Affirmative Action Plan, several public policies aimed at preventing discrimination were revised and the regulations for lactation rooms are designed.
Participation in other activities designed by station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Radio magazine with the most complete information about the world of work. The main purpose of this program was to promote people's desire to be part of the economic engine of our island. By creating awareness in them, that there are employment opportunities and that when there are none we can develop them, through self management, employ, start and reinvent. They were around 25 to 30 job applications in each program.