

Federal Communications Commission Washington, D C 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
<b>FCC 396</b>		
<b>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</b> (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. -
Read <b>INSTRUCTIONS</b> Before Filling Out Form		

**Section I**

Legal Name of the Licensee PUERTO RICO PUBLIC BROADCASTING CORPORATION		
Mailing Address P. O. BOX 190909		
City SAN JUAN	State or Country (if foreign address) PR	Zip Code 00919 - 0909
Telephone Number (include area code) 7877661556	E-Mail Address (if available) JSAGARDIA@PRNET.PR	
	Facility ID Number 53863	Call Sign WIPM-TV
<b>TYPE OF BROADCAST STATION:</b> (if applicable)	Commercial Broadcast Station	Noncommercial Broadcast Station
	<input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	<input type="radio"/> Educational Radio <input checked="" type="radio"/> Educational TV

**Application Purpose**

- ☒ New Program Report  
☐ Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

**Stations Locations**

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name HOWARD LIBERMAN		Street Address 1500 K STREET, NW SUITE 1100	
City WASHINGTON	State DC	Zip Code 20005-	Telephone Number 2028428876

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program

information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during ☐ Yes ☒ No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[ Exhibit 1 ]

Does your station employment unit employ fewer than five full-time employees? ☐ Yes ☒ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

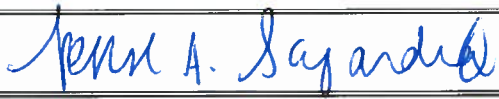
#### CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Name of Respondent JORGE A. SAGARDA, ESQ.
Title EXECUTIVE VICE PRESIDENT &	Telephone No. ( include area code) 7877660505
Date 10/18/2013	

[ Validate ] [ Save ] [ Edit FRN ] [ Menu ]

# **EEO PUBLIC FILE REPORT**

**Puerto Rico Corporation for Public Broadcasting  
WIPR-TV, WIPM-TV, WIPR-FM, WIPR (AM)  
October 1, 2012 – September 30, 2013**

**Revised: September 28, 2013**

## **Section 1. Vacancy List**

<b>Job Title</b>	<b>All Recruitment Sources Used to Fill Vacancy</b>	<b>Number of Interviewees Referred by Each Recruitment Source</b>	<b>Recruitment Source that Referred the hiree</b>
Office System Technical Assistant	Internal Transfer	Internal – 1	Internal Transfer
Office System Technical Assistant	Internal Transfer	Internal – 1	Internal Transfer
Delivery Driver	Internal Transfer	Internal – 1	Internal Transfer
Broadcast Scheduling Coordinator	Internal Transfer	Internal – 1	Internal Transfer
Administrative Vice-President	Internal Recruitment	Internal – 1	President Designation
Executive Vice-President	Internal Recruitment	Internal – 1	President Designation
Interim President	Internal Recruitment	Internal – 1	Board of Directors Designation

Daycare Assistant	Internal Recruitment	Internal – 1	Temporary Contract Extension
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## **Section 2. Recruitment Source List**

<b>Recruitment Source Number</b>	<b>Recruitment Source Information</b>	<b>Recruitment Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by Recruitment Source over 12-month period</b>
1.		No	8
<b>Total Number of Interviews over 12-month period: 9</b>			

## **Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</b>	From December 2012 to September 2013, the Corporation received 27 students from different universities and school of Puerto Rico to make their practice in broadcasting in our facilities.