

Annual EEO Public File Report Form

Stations WLII-DT/WOLE-DT/WSUR-DT

The purpose of this EEO Public File Report (“Report”) is to comply with section 3.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of **WLII-DT/ WOLE-DT/ WSUR-DT** and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

This Report has been also prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WLII-DT, WSUR-DT, WOLE-DT and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning October 1, 2020, to and including September 30, 2021.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

Appendices 1, 2 and 3 which follows have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2020, to September 30, 2021

Station(s) Comprising Station Employment Unit: **WLII-DT/ WOLE-DT**

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
1	Administrative Assistant	Indeed
2	Graphic Artist	Union Recruitment
3	Exterior Technician/Editor	Employee referral
4	Engineering Technician	Internal Job Posting
5	MMJ	Internal Promotion
6	*VP of Sales and Digital	Industry Colleague Referral
7	Non-Lineal Editor	Indeed
8	Non-Lineal Editor	Indeed
9	Master Control Technician	Indeed, Employee Referral
10	Assignment Desk Editor (2)	Employee Referral, Internal Promotion
11	News Producer (3)	Employee referral, Internal Promotion
12	Director of News	Consultant Referral
13	Digital Content Manager	Indeed
14	Traffic Coordinator	Indeed
15	Weather, Anchor	Consultant Referral
16	Anchor (2)	Consultant Referral
17	News Reporters (5)	Consultant Referral, Internal Promotion, Indeed & Employee Referral
18	Photojournalist/Editor (5)	Internal Promotions, Employee referral
19	Videojournalist/MMJ (3)	Internal Promotions
20	News Production Assistant (3)	Internal Promotion, Indeed
21	Graphic Artist News	Employee Referral
22	Sports, Anchor	Internal Promotion
23	News Editor	Internal Promotion, Union Recruitment
24	*Account Executive	Employee Referral
25	TV Director	Employee Referral
26	Administrative Assistant	Indeed
27	*Engineering Supervisor	Industry Colleague Referral
28	Photojournalist/Editor	Employee referral
29	Floor Coordinator	Internal Job Posting
30	Studio Technician	Internal Job Posting
31	Creative Producer (2)	Employee referral
32	Research Analyst	Indeed
33	Digital News Executive Producer	Employee referral

34	*Director of Finance	Industry Colleague Referral
35	*Finance Supervisor	Internal Promotion
36	*Senior Accountant	Employee referral

Total Number of Persons Interviewed During Applicable Period: 145

*For reasons pertaining to confidentiality in the hiring process and specific skills/experience needed in the industry, the following positions were not published or posted: VP of Sales and Digital, Account Executive, Engineering Supervisor, Director of Finance, Accounting Supervisor and Senior Accountant.

Appendix 2 to

Annual EEO Public File Report Form
Covering the Period from October 1, 2020 to September 30, 2021

Station(s) Comprising Station Employment Unit: **WLII-DT/WSUR-DT/WOLE-DT**

Section 2: Recruitment Source Information

0	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	(Indeed Digital Platform)	6 0 1 0 0 0 1 2 3 4 1 0 6 3 0 0 1 0 0 0 3 0 2 0 0 0 4 0 0 0 1 0 0 5 4 3 0 0 0	Administrative Assistant Graphic Artist Exterior Technician/Editor Engineering Technician MMJ VP of Sales and Digital Non-Linear Editor Non-Linear Editor Master Control Technician Assignment Desk Editor News Producer Director of News Digital Content Manager Traffic Coordinator Weather, Anchor Anchor News Reporters Photojournalist/Editor Videojournalist/MMJ News Production Assistants Graphic Artist News Sport, Anchor News Editor Account Executive TV Director Administrative Assistant Engineering Supervisor Photojournalist/Editor Floor Coordinator Studio Technician Master Control Technician Creative Producers Research Analyst Digital News Executive Producer Director of Finance Finance Supervisor Senior Accountant

B	University of Puerto Rico, Río Piedras Ave. Ponce de León Río Piedras, PR 00926 Elsa Marín / Oficina de Empleo empleo.uprrp@upr.edu / decanato.administracion@upr.edu (787) 764-0000, x-86251/(787) 764-0005	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Linear Editor
		0	Non-Linear Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		1	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

C	University of Puerto Rico, Ponce PO Box 7186 Ponce, PR 00732 Rosaira Miranda rosaira.miranda@upr.edu / juan.leon1@upr.edu Tel. 844-8181	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Lineal Editor
		0	Non-Lineal Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

D	Sagrado Corazón University Elmer González, Dpto. Colocaciones elgonzalez@sagrado.edu Tel. (787) 728-1515, x-2326/2324/2385	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		1	MMJ
		0	VP of Sales and Digital
		1	Non-Lineal Editor
		0	Non-Lineal Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		1	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

E	American University Bayamón, PR Jaime González jgonzalez@aupr.edu / carroyo@aupr.org (787) 620-2040	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Lineal Editor
		0	Non-Lineal Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

F	Interamerican University -Bayamón 500 Carr. Dr. John Will Harris Bayamón, PR 00957 Tel. 279-1912 Maritza Zambrana mzambrana@bayamon.inter.edu Tel: (787) 279-1912 Fax: (787)279-2245	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Lineal Editor
		0	Non-Lineal Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

G	University of Puerto Rico, Arecibo Arecibo, PR 00614 Juan Luciano Juan.luciano@upr.edu / estudiantes.arecibo@upr.edu Tel. (787) 815-0000, X 3550	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Linear Editor
		0	Non-Linear Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

H	Universidad del Turabo (Universidad Ana G. Méndez) Gurabo, PR Lyza Montalvo Ramírez lmontalvo@sugm.edu / cpulliza@suagm.edu (787) 743-7979, x- 4824/4825	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Lineal Editor
		0	Non-Lineal Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

I	University of Puerto Rico, Bayamón Bayamón, PR Nelson Vázquez / Viviana Narváez nelson.vazquez1@upr.edu / viviana.narvaez@upr.edu (787) 993-8957	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Lineal Editor
		0	Non-Lineal Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

J	Pontificia Universidad Católica de PR Ponce, PR Oficina de Internado, Pasantías Empleo y Exalumnos earroyo@pucpr.edu / oipe@pucpr.edu Tel. (787) 841-8000, x-1438/1223	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Linear Editor
		0	Non-Linear Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

Y	Internal Job Posting	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		1	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Linear Editor
		0	Non-Linear Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		1	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		1	Sport, Anchor
		1	News Editor
		0	Account Executive
		1	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		2	Floor Coordinator
		2	Studio Technician
		0	Master Control Technician
		1	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

Z	Employee Referral	0	Administrative Assistant
		0	Graphic Artist
		2	Exterior Technician/Editor
		0	Engineering Technician
		1	MMJ
		0	VP of Sales and Digital
		1	Non-Lineal Editor
		0	Non-Lineal Editor
		1	Master Control Technician
		3	Assignment Desk Editor
		1	News Producer
		0	Director of News
		0	Digital Content Manager
		1	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		1	News Reporters
		2	Photojournalist/Editor
		0	Videojournalist/MMJ
		1	News Production Assistants
		3	Graphic Artist News
		3	Sport, Anchor
		0	News Editor
		1	Account Executive
		2	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		3	Photojournalist/Editor
		1	Floor Coordinator
		1	Studio Technician
		0	Master Control Technician
		3	Creative Producers
		0	Research Analyst
		1	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		2	Senior Accountant

A1	Industry Colleague Referral	0	Administrative Assistant
		1	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		1	VP of Sales and Digital
		0	Non-Lineal Editor
		0	Non-Lineal Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		1	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		1	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		1	Research Analyst
		0	Digital News Executive Producer
		1	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

B2	Union Recruitment per Collective Bargaining Agreement	0	Administrative Assistant
		1	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Linear Editor
		1	Non-Linear Editor
		1	Master Control Technician
		0	Assignment Desk Editor
		1	News Producer
		0	Director of News
		0	Digital Content Manager
		1	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		0	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		2	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		1	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		1	Digital News Executive Producer
		0	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

C3	Consultant Referral	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		0	MMJ
		0	VP of Sales and Digital
		0	Non-Linear Editor
		0	Non-Linear Editor
		0	Master Control Technician
		0	Assignment Desk Editor
		0	News Producer
		4	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		1	Weather, Anchor
		7	Anchor
		1	News Reporters
		0	Photojournalist/Editor
		0	Videojournalist/MMJ
		0	News Production Assistants
		0	Graphic Artist News
		0	Sport, Anchor
		0	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		0	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		3	Director of Finance
		0	Finance Supervisor
		0	Senior Accountant

D4	Internal Promotion	0	Administrative Assistant
		0	Graphic Artist
		0	Exterior Technician/Editor
		0	Engineering Technician
		1	MMJ
		0	VP of Sales and Digital
		0	Non-Linear Editor
		0	Non-Linear Editor
		0	Master Control Technician
		1	Assignment Desk Editor
		1	News Producer
		0	Director of News
		0	Digital Content Manager
		0	Traffic Coordinator
		0	Weather, Anchor
		0	Anchor
		1	News Reporters
		3	Photojournalist/Editor
		3	Videojournalist/MMJ
		1	News Production Assistants
		0	Graphic Artist News
		1	Sport, Anchor
		2	News Editor
		0	Account Executive
		0	TV Director
		0	Administrative Assistant
		0	Engineering Supervisor
		0	Photojournalist/Editor
		0	Floor Coordinator
		0	Studio Technician
		1	Master Control Technician
		0	Creative Producers
		0	Research Analyst
		0	Digital News Executive Producer
		0	Director of Finance
		1	Finance Supervisor
		0	Senior Accountant

* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2020, to September 30, 2021

Station(s) Comprising Station Employment Unit: **WLII-DT/WOLE-DT**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WLII-DT/ WOLE-DT

Participation in Job Fairs:

Because of the COVID-19 pandemic, it was impossible to engage in broad outreach initiatives during the past year. However, the Company has partnered with a local law firm to provide educational legal training programs for managers and supervisors. The courses are designed to assist the station with employee training in the area of employment law for their managers and supervisors to gain a working knowledge and understanding of various legal issues, which include methods to ensure equal opportunity and prevent discrimination. Also, the Company offers internal trainings coordinated by the Human Resources Department to all employees in order to address methods of ensuring equal employment opportunities and the prevention of any type of discrimination. During this year all employees participated in State mandated protocols, sexual and workplace harassment workshops, and domestic violence policy trainings.

Provision of Training:

The Company has partnered with a local law firm to provide educational legal training programs for managers and supervisors. The courses are designed to assist the station with employee training in the area of employment law for their managers and supervisors to gain a working knowledge and understanding of various legal issues, which include methods to ensure equal opportunity and prevent discrimination. Also, the Company offers internal trainings coordinated by the Human Resources Department to all employees in order to address methods of ensuring equal employment opportunities and the prevention of any type of discrimination. During this year all employees participated in State mandated protocols, sexual and workplace harassment workshops, and domestic violence policy trainings.