

ANNUAL EEO PUBLIC FILE REPORT For: WAEL, INC.

October 1, 2020– September 30, 2021

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WAEL-FM and is required to be placed in the public inspection files of these stations, and posted on their web site, if they have one.

The information contained in this Report covers the time period for the year ending September, 30, 2020 (the "Applicable Period").

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.

Sections I, II, and III which follow have been designed, to provide the required information.

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, over the telephone or by e-mail.

I. Vacancy Information

| | | |
|---------------------|-------------------------------|---------------------------------|
| Full Time Positions | - Recruitment Source of Hiree | - Total Number of |
| Filled by Job Title | - | - Interviewees from |
| - | - | - all Sources for this position |
| -None | - None | - None |

Total Number of Persons Interviewed During Applicable Period: none

II. Recruitment Sources

| Name of Recruitment Source Notified of Vacancy | Contact Name | Address | Telephone, Fax, Internet Address | Entitled to Notification | Referred by RS |
|---|--|---|---|--------------------------|----------------|
| Asociación de Radiodifusores de Puerto Rico | Sra. Millie Dumme | Radodifusores@gmail.com | 787-595-3750 | Y | 0 |
| Universidad Interamericana de PR San German – Servicio Empleo/Centro de Orientacion | Daisy Perez | P. O. Box 5100 San German, PR 00863 | 787-264-1912 Ext. 7285 787-892-6442 daisyn1@hotmail.com | Y | 0 |
| Ramey Job Corps Center | Oswaldo Ubiñas Director Virginia Aviles Reclutadora | P. O. Box 250463 Aguadilla, PR 00604-0463 | 787-890-2030 Fax 787- 890-4749 www.rameyjobcorps.com | Y | 0 |
| National University College | Brenda Rodriguez | 345 Ave. Hostos Mayaguez, PR 00680 | 787-652-0373 brodriguez@nuc.edu | Y | 0 |
| RHSOS | Ivonne Cortes | PO BOX 2207 San German, PR 00683 | 787 448-4026 ivonnehrs@gmail.com | Y | 1 |
| Universidad de PR Recinto de Mayaguez | Nancy Nieves Oficina Colocaciones | Call Box 9000 Mayaguez, PR 00681 | 787-265-3858 787-265-3898 Fax. 834-5115 www.uprm.edu Placement@uprm.edu | Y | 0 |
| Departamento del Trabajo | Trabajopr.gov | Departamento del Trabajo Edif. Villa Capitan 1 Suite 2 830 Ave. Eugenio Maria de Hostos Mayaguez, PR 00682 | N/A | Y | 0 |

III. Supplemental (non-vacancy specific) Recruitment Activities Undertaken by SEU

B) Option (4). Participation in at least four events sponsored by community groups active in broadcasting employment issues, including conventions, career days, workshops and similar activities.

Maria Pirallo, President of WAEL and Ivonne Cortes participated in a Virtual Workshop about employment opportunities in broadcasting. May 10, 2021 at 10:00-12:00am.

All personnel attended COVID 19 information to Employees on October 19, 2020. Detailed information about Covid to help our orientate and inform our employees about Covid 19. Their duties and responsibilities to their fellow employees.

C) Option (5). Establishment of an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment;

WAEL Inc.'s internship program has been established for a number of years and continues on a year round basis. Current Interns are receiving training and experience in various areas of broadcasting including News, Programming, Production, Promotion, Events and Sales.

During the past year we started the program but due to coronavirus restrictions could not finish the internship.

D) Option (8). The establishment of training programs designed to enable employment unit personnel to acquire skill that could qualify them for higher level positions; Employees participate in ongoing job training. Some employees attend seminars, workshops and conferences to further develop the skills needed for their position and to enable them to perform other jobs of interest.

Maria Pirallo, President of WAEL INCORPORATED gave an orientation to all employees on COVID 19 Protocol and COVID 19 Prevention and Vaccination program. Also the restriction to employees due to Covid 19. January 22, 2021.

Personnel from the Radio Station attended these Webinars or courses:

Sebastian Pirallo (PD and Operation Management of WAEL INC attended this Virtual Class at the University of Puerto Rico, Mayaguez Campus. División de Educación Continua y Estudios Profesionales.

“Preparación de Nominas y Planillas Trimestrales de los negocios” 15 hours contacto on July 8, 2021.

Maria Pirallo attended the following seminars and webinars:

On February 10, 15 2021 from 9am to 1:00pm –The Puerto Rico Treasury Department and the “Colegio de Contadores Publicos Autorizados de Puerto Rico presented the ZOOM Webinar about the Changes in Puerto Rico Income Tax Laws and about the various Covid 19 Stimulus packages

Maria Pirallo attended the National Small Business Week Virtual Summit, September 13-15 2021 for business tips, chat with other small business owners and connect with industry experts.

Maria Pirallo Also attended “Pathways to Entrepreneurship: A Fireside Chat” on Tuesday, September 14. Guest speaker Jennifer Lopez joins Administrator Isabella Casillas Guzman in this presentation.

Maria Pirallo attended on **Wednesday, September 29, 2021 at 2:00 p.m. Attended** a series of webinars that will cover resources to help small businesses grow and thrive that SBA and Public Private Strategies Institute have teamed up to provide small business owners and leaders with. **ET: Small Business Resources for Preparedness, Relief, Recovery, and Resiliency.** During this webinar, you will share a broad perspective about the economic impact of the pandemic, Learn more about COVID EIDL and how you can take advantage before December 31, 2021.

On Mar. 3, 12:30 p.m. Maria Pirallo attended the SBA hosted series of webinars to hear about the key changes to the Paycheck Protection Program (PPP) which will be available for a limited amount of time to ensure America’s smallest businesses get exclusive access. And also about :

- What steps you can take now to take advantage of this special opportunity, which closes at 5:00 P.M. EST, Tuesday, March 9th, 2021
- Additional changes and recent policy announcements made by the Biden-Harris Administration
- Have your questions answered by SBA Leadership
- additional information.

E) Option (9). The establishment of mentoring programs designed to enable employment unit personnel to acquire skills that could qualify them for higher level positions; From time to time outstanding employees are selected to take part in a mentoring program in order to improve their chances of promotion within the company.

During the month of May 10, 2021 Lydia Vargas was trained by CPA Marines Sanchez to work with the IRS filing the quarterly reports . She learned how to use then new program.

On May 2, 2021 Maria Pirallo served as a mentor to Sebastian Pirallo in accounting. Specifically with QuickBooks module for accounts receivable.

Also on January 12, 2021 Lydia Vargas Sebastian Pirallo in QuickBooks Module for Banking, checking accounts and Bank reconciliation.

F) Option (14). Providing training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

On March 20, 2021 Maria Pirallo attended the annual meeting of the “Fondo del Seguro del Estado” concerning classifications of the industry and employment issues.

Ivonne Cortes from HRSOS hosted the Webinar “Documentación necesaria para el manejo de personal y los efectos del aumento del salario mínimo”. On June 22,2021. Explaining the changes that could happens in business with the approval of the new minimum wage and answering question from the attendees. Maria Pirallo attended.

