

# ANNUAL EEO PUBLIC FILE REPORT For: WAEL, INC.

October 1, 2022- September 30, 2023

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, 2023 (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 the 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	- Recruitment Source of Hiree	- Total Number of
Full Time Positions 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

<b>Name of Recruitment Source Notified of Vacancy</b>	<b>Contact Name</b>	<b>Address</b>	<b>Telephone, Fax, Internet Address</b>	<b>Entitled to Notification</b>	<b>Referred by RS</b>
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	Osvaldo Ubiñas Director Virginia Aviles Reclutador a	P. O. Box 250463 Aguadilla,PR 00604-0463	787-890-2030 Fax 787- 890-4749 www.rameyjobcorps.com	Y	0
RHSOS	Ivonne Cortes	PO BOX 2207 San German, PR 00683	787 448-4026 ivonnehrs@gmail.com	Y	1
Universidad de PR Recintode Mayaguez	Oficina Colocaciones	Call Box 9000 Mayaguez,PR 00681	787-265-3858 787-265-3898 Fax. 834-5115 <a href="http://www.uprm.edu">www.uprm.edu</a> Placement@uprm.edu	Y	0
Departamento del Trabajo	Trabajopr.gov	Edif. Villa Capitan 1 Suite 2 830 Ave. Eugenio Maria de Hostos Mayaguez, PR 00682	787-832-3232	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, INC participated in the 100 Years of Radio in Puerto Rico celebrations hosted by the Broadcasters Association of Puerto Rico during December 2022.

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 WAEL, Inc. signed an agreement to create a program in conjunction with Pontificia Universidad Catolica de Puerto Rico -Recinto de Mayaguez for students to have supervised practice and real world experience in the running of a radio station. During the period of this report two students participated in the program.

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 del Pilar Pirallo and Sebastian Pirallo took a seminar held by Banco Popular de Puerto Rico (BPPR) entitled “Accounts Receivable Management” in May 2023.

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. Completed the Certification of 10 hours contact “introducción al Bookkeeping II” on August 12, 2023.

Maria del Pilar Pirallo attended a virtual conference held by La Asociacion de Radiodifusores de Puerto Rico entitled “Washington Update” on October 17, 2022 at 10:00 AM.

Sebastian Pirallo took a course entitled “estrategias de productividad y networking para PYMES” held by Banco Popular de Puerto Rico (BPPR) on September 29, 2023.

On September 12, 2023 Javier Montoya (Comp-TIA ITF+ Certified; M.A.) gave Lydia Vargas, Claribel Libran and Maria del Pilar Pirallo a 6 hour hands-on orientation and training in intermediate level skills relating to productivity software (Microsoft Office), printer/document management, and internet research skills.

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.

On July 23, 2023 Lydia Vargas was trained by CPA Marinez Sanchez how to file the quarterly SURI returns.

During the month of June 2023 Maria Pirallo served mentored Sebastian Pirallo in using the new Quickbooks 2023. This new version has many new features that are very practical for accounting purposes.

On February 3, 2023 Ivan Feliu trained Claribel Libran on how to use G-Suite to use Gmail and other Google tools more effectively in carrying out day-to-day business needs.

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

In July of 2023 Ivonne Cortes gave a seminar to all WAEL, Inc. employees about the new federal benefits for employees and changes to the Puerto Rican minimum wage.