



EEO PUBLIC FILE REPORT

WMT J-TV, FAJARDO, & WQTO-TV, PONCE PR

OCTOBER 1ST, 2019 – SEPTEMBER 30, 2020

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **WMT J-TV, FAJARDO, & WQTO-TV, Ponce PR** 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 1st, 2019 to and including September 30, 2020 (the “Applicable Period”).

The FCC’s 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 hire 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 follow, have been designed, in aggregate, to provide the required information.



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**NO VACANCIES WERE FILLED DURING THE APPLICABLE PERIOD
(OCTOBER 1ST, 2019 - SEPTEMBER 30, 2020)**

Appendix 1: FULL-TIME POSITION FILLED

Full-Time Position	Position Title	Date Filled	Recruitment Source	Total # Interviewed	Number Hired	Recruitment Source for Hire

*DOL = Department of Labor; V = Veterans; VRP = Vocational Rehabilitation Program; WAO = Women Advocate Office; OOPD = Office of Ombudsman for Persons with Disabilities



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Appendix 2: FULL-Recruitment Source

Recruitment Source	Total Number of Interviewees this Source Provided During this Period (If Any)	Full Positions for Which this Source was Utilized
<p>Sistema Universitario Ana G. Méndez Mrs. Wéndelyn Collazo Employment postings www.uagm.edu PO Box 21345 San Juan, PR 00928-1345 Phone (787) 751-0178 ext. 7352</p>	0	0
<p>Department of Labor and Human Resources / Departamento del Trabajo y Recursos Humanos Lcdo. Carlos Rivera Santiago 505 Edificio Prudencio Rivera Avenida Muñoz Rivera Hato Rey, PR 00918 Phone (787) 754-5353 / (787) 754-2119 / (787) 754-2120 Fax (787) 753-9550</p>	0	0
<p>US Department of Veterans Affairs San Juan Regional Office Mr. Bernard Johnson 50 Carr 165 Guaynabo, PR 00968-8024 Phone (800) 827-1000</p>	0	0



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Recruitment Source	Total Number of Interviewees this Source Provided During this Period (If Any)	Full Positions for Which this Source was Utilized
Vocational Rehabilitation Administration / Administración de Rehabilitación Vocacional Lcda. Madeline Hernández Dipiní PO Box 191118 San Juan, PR 00919-1118 Tel. (787) 729-0160	0	0
Women Advocate Office / Oficina de la Procuradora de las Mujeres Lcda. Lersy G. Boria Vizcarrondo PO BOX 11382 Fernández Juncos Station San Juan, PR 00910-1382 Tel. (787) 721-7676 / Fax (787) 721-7711	0	0
Defender of the People with Disabilities / Defensoría de las Personas con Impedimentos Mr. Gabriel E. Corchado Méndez PO Box 41309 San Juan, PR 00940-1309 Tel. (787) 725-2333	0	0



Appendix 3: Supplemental Recruitment Initiative

WMTJ-TV Internship Program

WMTJ-TV participates in the Internship Program with Universidad Ana G. Méndez (UAGM) - Cupey and Gurabo Campus. The internship program is for students in fields of programming, communications and public relations, engineering and production. College students are provided with an opportunity to work with the station and earn college credits for their work experience. The station provides the necessary information to the schools so that students receive earned credits and guidance under the supervision of one or several managers. During this period (October 1st, 2019 – September 30, 2020), we had **25** participants in this program.

Students visits to Station

WMTJ-TV was part of the Financial Aid and Career Student Summit offered by Universidad Ana G. Méndez for nearly 7,000 students from public and private schools in Puerto Rico. The event provides the opportunity for high school students to learn about the academic offerings in science, engineering, business, criminal justice, culinary arts, among others, and the resources available for the teaching and learning process. Sistema TV's mobile unit provided students the opportunity to learn how the station has become a platform for academic activities and real-life experiences for students of the communications programs.

Due to COVID 19 pandemic situation, students site visits to the station were canceled.

Training programs for station personnel

In coordination with the UAGM's Vice Presidency of Human Resources, WMTJ-TV provided trainings to their employees related to compliance, policies, benefits and the staff of the station participated in seminars designed to help the station to improve their performance.

Human Resources Office, Training and Development Division, as part of the annual plan, coordinated several training sessions during the year. The training sessions typically focused on enriching the professional skills, summarized our benefits, provide themes to help and support personal life situation and to ensuring equal employment opportunity and preventing discrimination.

From October 1st, 2019 to September 30, 2020 our personnel participated in the following trainings and orientation activities:

- Health Plan Orientation
- Savings and Investment Plans Orientation
- Online tutorials - COVID 19 Instructional Module



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- Online tutorials - Remote Work Guides
- Sexual Harassment Policy (online)