



“Equal Employment Opportunity Public File Report”

Western Broadcasting Corporation of Puerto Rico, Inc.

Employment Unit
WOLE DT CHANNEL 12, AGUADILLA, W21CX-D MAYAGUEZ

Reporting Period:
October 1, 2015 to September 30, 2016



Western Broadcasting Corporation of Puerto Rico, Inc.
WOLE DT CHANNEL 12, AGUADILLA

Full Time Job Vacancies

From October 1, 2015
to September 30, 2016

POSITION	DATE OPENED	DATE CLOSED
Station/Sales Manager (1)	January 22, 2016	June 17, 2016
Executive News Producer (1)	January 22, 2016	February 26, 2016
News Producer (1)	February 29, 2016	May 3, 2016
News Reporter/Anchor (2)	April 22, 2016	August 3, 2016
Sales Executive (2)	July 14, 2016	July 21, 2016

RECRUITMENT SOURCES FOR EACH VACANCY

clasificadospr.com
Institution: Clasificados PR Web Page
P.O. Box 9227512
San Juan Puerto, Rico 00922-7512
787-641-8888

Wole12.com
Institution: Western Broadcasting Corporation Web Page
PO Box 415
Aguadilla, PR 00605
787-997-1200

Clasificadosonline.com
Institution: Clasificados Online Puerto Rico Web Page

RECRUITMENT SOURCES UTILIZED IN FILLING VACANCIES

POSITION	RECRUITMENT SOURCE	NUMBER OF REFERRALS	NUMBER OF INTERVIEWS
Station/Sales Manager	Online Sources	0	4
Exec News Producer	Internal Promotion	0	1
News Producer	Online Sources	0	9
News Reporter/Anchor	Online Sources	0	4
Sales Executive	Online Sources	0	7



Western Broadcasting Corporation of Puerto Rico, Inc.
WOLE DT CHANNEL 12

WOLE-DT OUTREACH INITIATIVES
For the period of October 1, 2015 to September 30, 2016

Institution Reference: University Of Puerto Rico (Aguadilla Campus)
Dr. Damaris Hernandez

1. During this period, two students from this institution completed 50 hours supervised practice internships as part of the requirement of the Department of Business Administration's program at our facilities. These students worked directly with the sales and marketing staff under the direct supervision of our Sales and Marketing Manager.

Institution Reference: University Of Puerto Rico (Arecibo Campus)
Dr. Juan Luciano Nieves

2. During this period, one student from this institution completed 156 hours of supervised practice internship as part of the requirement of the Department of Communications. This student worked directly with productions staff, under the direct supervision of our News Executive Producer.

Institution Reference: Pontificia Universidad Catolica de PR
Professor Vivianne Asad Pérez

3. During this period, one student from this institution completed a supervised practice internship as part of the communications program that required 195 hours of practice. The student worked directly with news/production staff under the direct supervision of our News Executive Producer.

Additional Initiatives:

4. Conozcamos Nuestra Atmosfera, February 2016 "We know our Atmosphere" (San German, Puerto Rico). Our Meteorologist and Weather Anchor provided to all age students a one day conference on basic concepts about our atmosphere and how these basic concepts can have a direct impact on our climate. The concepts were introduced with videos and simple experiments related to the climate. Finally, students were able to recreate a weather forecast as would be done by a meteorologist which helped the students have a better sense of the importance of the concepts learned.
5. Weather Nation Ready Ambassador, April 2016
NOAA has accepted WOLE as a partner in improving the nation's readiness against extreme weather, water and climate events. This initiative demonstrates the commitment of WOLE to work with NOAA as a Weather Nation Ready Ambassador together with other Ambassadors to strengthen national resilience against extreme weather situations.

6. Coordination initiatives with Regional Emergency Management Entities August 2016:
As an initiative, WOLE-DT has established coordination with all regional and Municipal Directors of Emergency Management Divisions in order to re-enforce communications protocols between all parts with the purpose of disseminating the most accurate information on behalf of emergency management agencies during any type of emergencies. As a Weather Nation Ready news cast, WOLE is committed to provide the most responsible information and to educate our communities on how to be prepared for atmospheric events.

7. Skills Enhancement Initiatives:
WOLE is committed to implement skills enhancement initiatives for its employees at different levels. As an initial phase, in November 2015, Juan Miguel Muniz, Director of Operations and News, attended a seminar regarding anti-discrimination sponsored by the Puerto Rico Department of Labor in Aguadilla.
From April 18 to 21, 2016, Osvaldo Torres, Engineering Director, attended the National Association of Broadcasters Convention and attended several educational conferences and seminars regarding news standards, such as ATSC 3.0 Standards, IT Skills for Broadcast Engineers, HDR (High Dynamic Range), Hybrid Media & TV delivery, Regulatory Bootcamp and Cloud Vs Set top Box.