EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2014 – September 21, 2015.

1) Employment Unit: WAPA-TV, San Juan, Puerto Rico

2) EEO Contact Information for Employment Unit:

Mailing Address:

WAPA-TV
P.O. Box 362050
San Juan, PR 00936

Telephone Number:
787-792-4444

Contact Person/Title:
Gisela González, Director, Human Resources

E-mail Address:
gisela.gonzalez@wapa-tv.com

3) Full-Time Job Vacancies Filled by the Employment Unit:

Job Title of Vacancy Filled	Recruitment Source That Referred The Person Who Was Hired
1. Programming Coordinator	Internal Referral (Contractor to Hire)
2. News Producer	Promotion
3. News Editor	Collective Bargaining Agreement
4. Assignment Desk	El Nuevo Día
5. IT Technical Manager	El Nuevo Día
6. Associate Producer (Wapa America News)	Referral
7. News Production Assistant	Internal Referral (Temp to Hire)
8. Photojournalist	Collective Bargaining Agreement (Promotion)
9. Associate News Producer	Internal Referral (Temp to Hire)
10. VTR Operator	Collective Bargaining Agreement (Promotion)
11. Production Coordinator	Internal Referral (Intern Hire)
12. Web Producer	Job Fair – Sacred Heart University
13. Ignite Operator	Collective Bargaining Agreement (Promotion)

14. Editor — Collective Bargaining Agreement (Promotion)
15. Ignite Operator — Collective Bargaining Agreement (Promotion)
16. Reporter — Collective Bargaining Agreement
17. Human Resources Analyst — Monster.com
18. Reporter — Collective Bargaining Agreement
19. VTR Operator — Collective Bargaining Agreement
20. Photojournalist — Collective Bargaining Agreement
21. Reporter — Collective Bargaining Agreement

El Nuevo Día is a newspaper published in San Juan, and is distributed throughout Puerto Rico.

4) Recruitment Sources Notified Of Job Vacancy

Job Title: Programming Coordinator
Job # 1
Source That Referred The Person Hired: Internal Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Referral - Contractor	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No

Job Title: News Producer
Job #2
Source That Referred The Person Hired: Promotion

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV – Promotion	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No

Job Title: News Editor
Job #3
Source That Referred The Person Hired: Collective Bargaining Agreement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	2	No
Walk in	N/A	PO Box 362050 San Juan, PR 00936-2050	N/A	5	No

Job Title: Assigntment Desk **Source That Referred The Person Hired: El Nuevo Día**
Job #4

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV – Internal Station Posting	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No
El Nuevo Día	Carmelina Carmona	Carr. 24 IO 165 Parque Industrial Amelia Guaynabo, PR 00657	(787) 399-5514	1	No

Job Title: IT Technical Manager **Source That Referred The Person Hired: El Nuevo Día**
Job #5

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV – Internal Station Posting	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	2	No
Wapa TV	Gisela González	www.wapa.tv	(787) 792-4444	1	No
El Nuevo Día	Carmelina Carmona	Carr. 24 IO 165 Parque Industrial Amelia Guaynabo, PR 00657	(787) 399-5514	4	No
Monster.com	Carmelina Carmona	www.monster.com	N/A	0	No

Job Title: Associate Producer (Wapa America News) **Source That Referred The Person Hired: Referral**
Job #6

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Referral	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No

Job Title: News Production Assistant **Source That Referred The Person Hired: Internal Referral (Temp to Hire)**
Job #7

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Referral	Wapa TV	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No

Job Title: Photojournalist
Job # 8

Source That Referred The Person Hired: Collective Bargaining Agreement (Promotion)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	8	No

Job Title: Associate News Producer
Job #9

Source That Referred The Person Hired: Internal Referral (Temp to Hire)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Referral	Wapa TV	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No

Job Title: VTR Operator
Job # 10

Source That Referred The Person Hired: Collective Bargaining Agreement (Promotion)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	4	No
Walk in	N/A	PO Box 362050 San Juan, PR 00936-2050	N/A	3	No

Job Title: Production Coordinator
Job #11

Source That Referred The Person Hired: Internal Referral (Intern Hire)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Referral – Intern Hire	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No
Monster.com	Carmelina Carmona	www.monster.com	N/A	2	No
El Nuevo Día	Carmelina Carmona	Carr. 24 IO 165 Parque Industrial Amelia Guaynabo, PR 00657	(787) 399-5514	2	No

Job Title: Web Producer
Job #12

Source That Referred The Person Hired: Job Fair

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Job Fair – Sacred Heart University	Dioselina Guerra	Calle Sagrado Corazón De Jesús, San Juan, PR 00912	(787) 728-1515	1	No
El Nuevo Día	Carmelina Carmona	Carr. 24 IO 165 Parque Industrial Amelia Guaynabo, PR 00657	(787) 399-5514	3	No

Job Title: Ignite Operator
Job # 13

Source That Referred The Person Hired: Collective Bargaining Agreement (Promotion)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	2	No

Job Title: Editor
Job #14

Source That Referred The Person Hired: Collective Bargaining Agreement (Promotion)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	3	No
Walk in	N/A	PO Box 362050 San Juan, PR 00936-2050	N/A	3	No

Job Title: Ignite Operator
Job #15

Source That Referred The Person Hired: Collective Bargaining Agreement (Promotion)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	4	No

Job Title: Reporter
Job #16

Source That Referred The Person Hired: Collective Bargaining Agreement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No

Job Title: Human Resources Analyst
Job #17

Source That Referred The Person Hired: monster.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Monster.com	Carmelina Carmona	www.monster.com	N/A	3	No
Indeed.com	N/A	www.indeed.com	N/A	3	No
El Nuevo Día	Carmelina Carmona	Carr. 24 IO 165 Parque Industrial Amelia Guaynabo, PR 00657	(787) 399-5514	2	No

Job Title: Reporter
Job #18

Source That Referred The Person Hired: Collective Bargaining Agreement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	6	No

Job Title: VTR Operator
Job #19

Source That Referred The Person Hired: Collective Bargaining Agreement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	3	No
Walk in	N/A	PO Box 362050 San Juan, PR 00936-2050	N/A	2	No

Job Title: Photojournalist
Job #20

Source That Referred The Person Hired: Collective Bargaining Agreement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	5	No
Walk in	N/A	PO Box 362050 San Juan, PR 00936-2050	N/A	2	No

Job Title: Reporter
Job #21

Source That Referred The Person Hired: Collective Bargaining Agreement

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Internal Station Posting-Collective Bargaining Agreement	Gisela González	PO Box 362050 San Juan, PR 00936-2050	(787) 792-4444	1	No
Walk in	N/A	PO Box 362050 San Juan, PR 00936-2050	N/A	3	No

5) **Total Number of Interviewees:** For the period from September 22, 2014, through September 21, 2015, the Employment Unit interviewed 88 persons for full-time job vacancies.

6) **Supplemental Recruitment Initiatives.**

(a) Initiative: Participation in Job Fairs

We participated as recruiters in two (2) Job Fairs given at the Sacred Heart University and Atlantic College University, with the purpose of giving job and internship opportunities to the students. The employees who attended the Job Fairs were Ingrid Hernández and Elynest Cruz from the Human Resources Department.

1. Thursday, September 25, 2014 from 9:00 a.m. to 12:00 p.m. – Atlantic College University

2. Wednesday, April 8, 2015 from 10:00 a.m. to 3:00 p.m. – Sacred Heart University

(b) Initiative: Participation in Events / Programs Sponsored by Educational Institutions

The employment unit participated in a number of events sponsored by educational institutions, which are summarized below, all of which provided information about careers in broadcasting.

1. October 7, 2014 – 12 undergraduate students from Electrical and Computer Engineering Department from the University of Puerto Rico at Mayagüez visited our transmitter in Maricao to have a better understanding of how it operates.

2. October 15, 2014 – 14 students of the Photojournalism group from the Adolfina Irizarry de Puig High School visited Wapa facilities to learn more about the broadcasting field as part of a school project.

3. October 16, 2014 – A group of 25 students from *Colegio Superior San José* at Caguas, visited our facilities as part of an activity of their journalism club named *La Gaceta* to learn more about how the news are produced and to motivate them to continue college studies in this field.

4. October 28, 2014 – 25 students from *Liceo de Artes y Tecnología* participated in one of our TV shows and received a plant tour to witness and understand how a live program is conducted.

5. November, 2014 – At *Colegio La Salle* in Bayamón, Mrs. Celimar Adames, Reporter, offered a lecture about journalism for students of different ages.

6. November 17, 2014 – Undergraduate students from the Digital Production major of the Metropolitan University at Cupey visited Wapa to investigate about the TV station and how programs are produced for a college project.

7. November 17, 2014 – Two students from the University of Puerto Rico at Río Piedras were received by Mrs. Migdaliz Ortiz, Public Relations Officer, to develop a project for their course 'Technology in businesses'.

8. November 19, 2014 – Mrs. Migdaliz Ortiz, Public Relations Officer, received four students from the University of Puerto Rico at Arecibo teach them about the beginnings and history of Wapa TV. They were working on a project for the course 'History and development of the radio and television'.

9. November 19, 2014 – The producer Quiomarie Vera received approximately 20 students of an introductory journalism course from the University of Puerto Rico, Río Piedras campus. They visited our News department to learn more about the daily operations and how the show is produced.

10. November 21, 2014 – Five students from the Catholic University at Ponce enrolled in the course 'Media 113', visited Wapa to investigate about the structure and operations of media enterprises.

11. December 2, 2014 – Mr. José E. Ramos, President, was invited to give a speech about global and local media in a Leadership Congress in San Juan Marriott Hotel.

12. December 4, 2014 – 24 students from the History Club (*Colegio San José* in Caguas) visited our facilities to learn more about the contribution of Wapa TV in Puerto Rico for the last 60 years.

13. December 5, 2014 – 20 students from ASPIRA, that is compound of different leadership clubs, went to our program 'Entre Nosotras' to get knowledge about broadcasting and get to know our TV Station.

14. January 28, 2015 – 4 students from Antilles Military Academy at Trujillo Alto visited our facilities for a special school project about hurricanes and how the news is produced in these kind of emergencies.

15. March 13, 2015 – Mrs. Quiomarie Vera, Producer, received an approximate of 35 students from Gabriela Mistral High School as part of an after school program to teach them about broadcasting field to promote it and encourage them to continue their studies in this area.

16. June 30, 2015 – Our producer Mrs. Quiomarie Vera received a student from *Colegio Sagrado Corazón de Jesús* at Ponce to get knowledge about media field and how it works to help her decide her future college career.

17. July 14, 2015 – The reporter Mrs. Celimar Adames participated as a speaker in an activity in *Centro Cristiano Vida Abundante* at Bayamón where she offered a presentation about journalism focused on television.

(c) Initiative: Internship Program

Wapa-TV conducts an internship program for college students. During the period covered by this report, the station hosted students from:

- University of Puerto Rico – Arecibo, Mayagüez and Río Piedras Campus;
- *Escuela Especializada en Producción de Radio y Televisión – Dr. José J. Osuna*;
- Sacred Heart University;
- *Colegio de Cinematografía, Artes y Televisión* (C.C.A.T.);
- American University;
- Interamerican University, Bayamón Campus;
- Turabo University;
- Emerson College;
- Syracuse University;

in the following departments:

1. October to December 2014

- News – 4
- Production (for El Tiempo es Oro) – 5
- Production (for Jangueo TV) – 1
- Production (for Viva la Tarde) – 3

- Technical Production – 1
- Production – 2

2. January to May 2015

- Production Assistant (for Gana con ganas) – 4
- News – 4
- Production (for Jangueo TV) – 1
- Production Assistant (for Viva la Tarde) – 3
- Production Assistant (for Sunshine Remix) – 1
- Production Assistant (for Production department) – 1
- Production Assistant (for Sanco Productions) – 2
- Technical Production – 1

3. Summer 2015

- News – 2
- Digital/Interactive – 1
- Production Assistant (for Viva la Tarde) – 3
- Production Assistant (for Sanco Productions) – 1