

ARSO RADIO CORP.
WPRM-FM, WRIO-FM, WIVA-FM, WFDT-FM
WUNO-AM, WPRP-AM, WORA-AM, WMIO-FM
EEO Public File Report
October 1, 2015 - September 30, 2016

I. VACANCY LIST

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of people interviewed	RS that referred hire
Sales Executive	1	Internal Announcement. Radio Association. Internet Adv. Employee Referral US Army Web. On Air Annoucement. Sagrado Corazon – University.	1	Employee referral
News Reporter	1	Internal Announcement. Radio Association. Internet Adv. Sagrado Corazon - University US Army Web. Web – Noti Uno	1	Employee referral

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of people interviewed	RS that referred hire
Maintenance	1	Internal Announcement. Radio Association. Internet Adv. US Army Web. On Air Annoucement Employee Referral.	1	Employee referral
Producer Web and Social Networks	1	Internal Announcement. Direct Applicant. Employee Referral.	1	Internal Applicant (Intern)
IT Administrator	1	Internal Announcement. Radio Association. Internet Adv. US - Army Web On Air Annoucement. Sagrado Corazon University. Web Noti Uno.	6	Clasificados Online

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of people interviewed	RS that referred hire
Sales Group Director	1	Internal Direct Applicant	1	Internal Applicant – Re-hire Employee
Editor Internal Reporter	1	Internal Direct Applicant Employee Referral.	1	Employee referral
Editor Internal Reporter	1	Internal Direct Applicant Employee Referral.	1	Employee referral
Comptroller	1	Internal Announcement. Radio Association. Internet Adv. Sagrado Corazon University. US Army Web.	4	Clasificados Online

Job Title	Amount of job vacancy	Recruitment Sources ("RS") used to fill vacancy	Amount of people interviewed	RS that referred hire
Image's Production	1	Internal Direct Applicant Employee Referral.	1	Internal Applicant (Intern)

<p>Editor Internal Reporter</p>	<p>1</p>	<p>Internal Direct Applicant Employee Referral.</p>	<p>1</p>	<p>Internal Applicant (Intern)</p>
<p>Sales Executive</p>	<p>1</p>	<p>Internal Announcement. Radio Association. Internet Adv. Employee Referral US Army Web. On Air Announcement. Sagrado Corazon – University. University of Puerto Rico University of Turabo Noti Uno – Web Facebook</p>	<p>6</p>	<p>Facebook for HOT 102</p>

Job Title	Amount of job vacancy	Recruitment Sources (“RS”) used to fill vacancy	Amount of people interviewed	RS that referred hire
Technical of Broadcasting	1	Internal Announcement. Radio Association. Internet Adv. Employee Referral US Army Web. On Air Annoucement. University Polytechic –Hato Rey. University of Puerto Rico - Mayaguez University of Turabo Noti Uno – Web Facebook	2	Position Still Open

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II MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential Interviewees Referred by RS over reporting period
1	Puerto Rico Radio Broadcasters' Association Calle Delta 1305, Caparra Terrace San Juan, PR 00920 787.783.8810	Y	0
2	Internal (Employee) referral	Y	9
3	University of Puerto Rico Mayagüez Campus PO Box 9037 Mayaguez, PR 00681-9037 Tel. (787) 832-4040 x 2074, (787) 834-5115 Fax Sr. William Pacheco Oficina de Colocaciones e-mail: williampacheco1@upr.edu	Y	84
4	Metropolitan University Turabo PO Box 3030 Gurabo, PR 00778 Tel. (787) 743-7979 Ext. 4010, (787) 744-5394 Sra. Alba N. Rivera, MA Vicerrectora Auxiliar e-mail: albrivera@suagm.edu	Y	2
5	Other Radio Stations	N	0
6	On Air Advertising – Commercial Announcements on Licensee stations	Y	7
7	Careers, Inc 208, Ave Ponce de Leon Suite 1100 San Juan PR 00918-1036	Y	0

8	Direct Applicant (submitted resume unsolicited – either mailed/dropped off or submitted at prior Job Fairs)	Y	0
9	Internal Applicant	Y	0
10	Clasificados Online www.clasificadosonlinepr.com	Y	67
11	Polytechnic University of Pureto Rico 377 Ave. Ponce de León (787) 622-8000 Sra. Angie Escalante e-mail: aescalante@pupr.edu	Y	0
12	Sagrado Corazon University Calle Sagrado Corazón De Jesús, San Juan, PR 00912 (787).728.1515 Profesor José R. Rodríguez Director Catedratico – Escuela de Comunicaciones Ferre Range USC. e-mail: jrodriguez@sagrado.edu	Y	7
13	US Army Job Placement www.postajob.directemployers.com	N	0
14	Facebook – HOT 102	N	92
15	Noti Uno 630 Web	N	5

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	Internship	Arso maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility
2	Mentoring young advertising executives	Arso upper management continually mentors junior advertising executives for management positions
3	Job Banks/Internet Programs	Arso participates in job banks through Careers, Inc., and online at www.clasificadosonline.com designed to promote general outreach as well as specific vacancies.
4	Training Programs	Arso has its employees regularly attend various training programs to increase their job proficiency and skills and enable employees to obtain the skills necessary for job advancement