

## Annual EEO Public File Report For WAEL, INC.

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 October 1, 2009 (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 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

Full Time Positions Filled by Job Title	- Recruitment Source of Hiree	- Total Number of Interviewees from all Sources for this position
-	-	-
-None	- None	- None

Total Number of Persons Interviewed During Applicable Period: 0

## II. Recruitment Sources

Name of Recruitment Source Notified of Vacancy	Contact Name	Address	Telephone, Fax, Internet Address	Entitled to Notification	Referred by RS
HR Specialists	Ivonne Cortes	Avenida Hostos #740 Edificio Medical Center Plaza oficina 215 Mayaguez, PR 00680	787-806-4141  Fax 787-806-4242	Y	0
Camara de Comercio del Oeste	Gloria Hall	P. O. Box 9 Mayaguez, PR 00681	787-832-3749	Y	0
Pontificia Universidad Catolica Dept. de Comunicaciones	Marisol Lopez Jose L. Rodriguez	2250 Ave Las Americas Suite 628 Ponce, PR 00717	787-841-2000 Ext. 2542 Cel. 632-1295  Marisol.lopez@email.pucpr.edu	Y	0
Universidad Interamericana de PR San German – Servicio Empleo	Ligia Arce	P. O. Box 5100 San German, PR 00863	787-264-1912 Ext. 7285  787-892-6442	Y	0
Ramey Job Corps Center	Virginia Aviles	P. O. Box 250463 Aguadilla, PR 00604-0463	787-890-2030 Fax 787- 890-4749  www.rameyjobcorps.com	Y	0
Arecibo Job Corps Center	Diana Perez	P. O. Box 644 Garrochales PR 00652	787-881-2300 Ext. 5565 <a href="mailto:areci@cdc.jobcorps.org">areci@cdc.jobcorps.org</a>	Y	0
WIA –Consorcio Mayaguez – Las Marias	Oswaldo Ortiz Damaris Rivera Elena Martinez – Directora ejec.	63R Martinez Nadal N Mayaguez, PR 00681	787-265-3737  787-833-9052 Fax 787-831-5195	Y	0
Universidad de PR Recinto de Mayaguez	Nancy Nieves 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	Rebeca Vazquez Luis Ramirez	Departamento del Trabajo Edif. Villa Capitan 1 Suite 2 830 Ave. Eugenio Maria de Hostos Mayaguez, PR 00682	787-832-3228 787-265-3394fax	Y	0
Consorcio del Noroeste – Aguada, Aguadilla, Anasco, Isabela, Moca, Rincon, San Sebastian	Aurelio Gonzalez Cubero	Apartado 992 Aguadilla, PR 00605	787-882-.2500 Fax 787- 882-1555	Y	0

### III. Supplemental (non-vacancy specific) Recruitment Activities Undertaken by SEU

a) Option (1) Participating in at least four job fairs by employment unit personnel who have substantial responsibility in making hiring decisions.

On September 24, 2009 the President & General Manager Maria Pirallo participated in a Job Fair hosted by the Club de Leones de Añasco , PR.

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;

1. Employee participating in career days. On March 10, 2009, Claribel Libran and Luis Pirallo hosted a visit of the Boys Scouts from Mayaguez, PR and Tropa 221/182 of the Boys Scouts. They had a tour of the facilities of the radio stations and were shown the whole operations of WAEL, INC., emphasizing the different careers in radio.

2. Employee participating in career days. On March 13, 2009, Mr. Luis Pirallo (PD), Ulises Espinosa and Claribel Libran hosted a visit from a troop of Boys Scouts from Aguadilla, PR with their leader Mr. Juan Rivera. They had a tour of the facilities of the radio stations and were shown the whole operations of WAEL, INC., emphasizing the different careers in radio.

3. Employee participating in career days. On March 17, 2009, Mr. Luis Pirallo (PD), Elvin Seguinot and Claribel Libran hosted a visit from a troop of Boys Scouts from Mayaguez, PR with their leader Mrs. Elizabeth Ruiz. They had a tour of the facilities of the radio stations and were shown the whole operations of WAEL, INC., emphasizing the different careers in radio.

4. Employee participating in career days. On April 7, 2009, Mr. Luis Pirallo (PD) and Claribel Libran hosted a visit from a troop of Boys Scouts from Aguadilla, PR with their leader Mr. Jose A. Ayala. They had a tour of the facilities of the radio stations and were shown the whole operations of WAEL, INC., emphasizing the different careers in radio.

On May, 2009 Maria Pirallo, President and Luis Pirallo participated in the Annual Convention of the Radio Broadcasters Association of Puerto Rico in the Sheraton Four Seasons, Palmas del Mar Hotel in Puerto Rico and assisted to various seminars offered. The seminars were: FCC : Puerto Rico update, WSI Warning System, “Control de perdidas en Radio” , “ Los seguros en tiempos dificiles”, “La noticia como programación” nd NAB Performance Tax.

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 two (2)

persons took advantage of our program: Santos Cardona Garcia on May 2009 and Stephanie Acevedo-Valentin. On July, 2009.

d) Option (8). The establishment of training programs designed to enable employment unit personnel to acquire skills 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.

Luis Pirallo V/P and PD and Maria Pirallo, President attended a workshop called “Wealth Building Weekend” given by Trump Institute on February 27, 28 and March 1, 2009 in the Caribe Hilton Convention Facilities.

On March 6 And 7, 2009, Maria Pirallo President and General Manager and Luis Pirallo attended a seminar about Financial Instruments Tax Liens and deeds .

Luis Pirallo V/P and PD of WAEL, Inc took to course of Solar energy hosted by the University of Puerto Rico, Mayaguez Campus from February 15 to April 22, 2009.

On September 22, 2009 Lidia Vargas attended a seminar “ Supervisando con Exito” hosted by HR Specialists in Aguadilla Shopping Center Conference Center.

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. During this reporting period there was one active mentoring assignment, in the Accounting and Traffic Departments.

Ms. Lydia Vargas assisted to training in the office of CPA Lourdes Dias & Associates by CPA Lourdes Diaz about Intuit Quickbooks 2009 Premier Accountant-Communications Industry-Specific.

f) Option (14). Provision of training to management level personnel as to methods of ensuring equal Employment opportunity and preventing discrimination;

On September 22, 2009 Maria del Pilar Pirallo President and General Manager attended a seminar “Supervisando con Exito” hosted by HR Specialists and Ivonne Cortes in Aguadilla Shopping Center Conference Center.

