

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, 2013 (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	- Recruitment Source of Hiree	- Total Number of
Filled by Job Title	-	- 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
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	Irem Pubentud	2250 Ave Las Americas Suite 628 Ponce, PR 00717	787-841-2000 Ext. 1273 ipubentud@email.pucpr.edu	Y	0
Universidad Interamericana de PR San German – Servicio Empleo/Centro de Orientacion	Daisy Perez	P. O. Box 5100 San German, PR 00863	787-264-1912 Ext. 7285 787-892-6442 daisyn1@hotmail.com	Y	0
Ramey Job Corps Center	Osvaldo Ubiñas Director Virginia Aviles Reclutadora	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 areci@cdc.jobcorps.org	Y	0
SIRHAM	Ivonne Cortes	PO BOX 2207 San German, PR 00683	787 448-4026 ivonnehrs@gmail.com	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 www.uprm.edu Placement@uprm.edu	Y	0
Departamento del Trabajo	Ireliz Ortiz	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

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

a) 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;

Employees participating in career days.

- Eulises Espinosa and Maria Pirallo hosted a visit of the Boys Scouts of America from Troop 55 on March 13, 2013. They enjoyed a tour of the facilities of the radio stations and were shown the whole operations of WAEL, INC., emphasizing the different careers in radio.

Employees participating in Conventions.

- Maria Pirallo (President) participated in the Puerto Rico Broadcasters Association Convention and the Puerto Rico Radio Show at The Conrad Hilton on June 14-15, 2013.
- Luis Pirallo (PD) participated in the Radio Show September 18-20, 2013 Orlando, FL

Employees participating in Workshops

- On July 31, 2013 Maria Pirallo attended the seminar by Bill Velez from RADIO MUSIC LICENSE COMMITTEE.

b) 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 (1) persons took advantage of our program: Rafael Irizarry (August 20, 2012 – October 30, 2012).

c) 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.

- Ms. Maria Pirallo attended on April 24, 2013, ACTUALIZATE 2013. Norma Colon D'Aleccio and Ivonne Cortes hosted the series of conferences. Netiquette and Customer service were the highlights of the event.

- On January 21, 2013 Luis Pirallo (PD and VP) attended the webinar “Guide to frugal Living ” by Brendan Vigorito for Money Management .org .
- During the Radio Show 2013 in Orlando, Florida Luis Pirallo (PD and VP) attended ADVERTISERS SPEAKS! A panel of Key advertisers and agencies provide the attendees the unique opportunity to hear about marketing and media challenges marketers face each day.
- On June 14, 2013, Maria Pirallo attended the seminars “ Creativity in Radio”, “De desconocido a un Personality”, Smart phones and opportunities for Radio during the PR Radio Show 2013.
- On June 15, 2013 Maria Pirallo attended the seminar “The Future of AM” given by Kevin Gage Vice President of the National Association of Broadcasters, during the Puerto Rico Radio Show 2013.

d) 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.

- Mrs. Lydia Vargas, Accounting and Traffic Departments, attended a training seminar led by CPA Lourdes Diaz in the offices of CPA Lourdes Diaz & Associates about the new tax laws and B to B in Puerto Rico.

e) Option (10). Participation in at least four events or programs related to career opportunities in broadcasting sponsored by educational institutions;

- From May 18 to June 15, 2013 Luis Pirallo (VP and PD) attended COMPTIA A+ course, Password Technical College, San German, PR
- During the period from April 9 to May 21, 2013 Luis Pirallo (VP and PD) attended COMPTIA Network + course, Password Technical College, San German, PR

f) Option (14). Providing training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

- On August 29, 2013 Maria Pirallo, President attended the Seminar “Impacto de las nuevas Leyes en el manejo de los Recursos Humanos” in Aguadilla Shopping Center, Aguadilla, Puerto Rico. Ivonne Cortes from SIRHAM gave the seminar that included Law Number 22 , Law number 23, changes to Law 54, “Ley de Empleos Ahora” and the manual of procedures and protocol necessary to deal with these changes in Puerto Rican laws.

g) Option (16) Participating in activities other than the fifteen above-listed options that the licensee has design to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Mr. Luis Pirallo (VP and PD) gave orientation about the different jobs in Radio to Christian Rivera Prosper a student of Industrial Electronics in Pedro Perea Fajardo School in Mayaguez, PR. Ivan Feliu from WESTCOM CORPORATION (company that gives Engineering services to Radio Stations) gave an orientation and a tour of the facilities of our Radio Station in Maricao, PR.