Annual EEO Public File Report

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): **WMTJ-TV, Fajardo, PR** and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning October 1st, 2012 to and including September 30, 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 hire 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.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source was utilized" refer to the number of the full-time job positions listed in Appendix 1.

Appendix 1: FULL-TIME POSITION FILLED

Full-Time Position	Position Title	Date Filled	Recruitment Source	Total # Interviewed	Number Hire	Recruitment Source for Hire
1	Programming Technician	5/16/2013	Internal Promotion Employee Referral	1	1	Internal Promotion
2	Assistant Vice-President	7/1/2013	Internal Promotion Employee Referral	1	1	Employee Referral
3	Master Control Operator	8/1/2013	Internal Promotion Employee Referral	1	1	Internal Promotion
4	Administrative Services Coordinator	9/3/2013	Website Posting Recruitment Sources - DOL, V, VRP, WAO, OOPD* in Compliance with AAP Employee Referral	1	1	Website Posting
5	Programming Coordinator	9/18/2013	Website Posting Recruitment Sources - DOL, V, VRP, WAO, OOPD* in Compliance with AAP Employee Referral	3	1	Website Posting

*DOL = Department of Labor; V = Veterans; VRP = Vocational Rehabilitation Program; WAO = Women Advocate Office; OOPD = Office of Ombudsman for Persons with Disabilities

Appendix 2: FULL-Recruitment Source

Recruitment Source	Total Number of Interviewees this Source Provided During this Period (If Any)	Full Positions for Which this Source was Utilized
Mrs. Camile Pérez Santiago Web page posting www.suagm.edu PO Box 21345 San Juan, PR 00928-1345 Tel. (787) 751-0178 ext 7383	7	5
Mr. Vance E. Thomas Rider Departamento del Trabajo y Recursos Humanos Edificio Prudencio Rivera #505 Avenida Muñoz Rivera Hato Rey, PR 00918 Tel. (787) 754-5353 / (787) 754-2119 / (787) 754-2120 Fax (787) 753-9550		
Veterans Employment Representative Mr. George Molina, Vet Center, Condominium Medical Center Plaza Suite LC 8, 9 & 11, Urbanización La Riviera Río Piedras, Puerto Rico 00921 Tel. (787) 749-4409 / Fax. (787) 749-4416		

Recruitment Source	Total Number of Interviewees this Source Provided During this Period (If Any)	Full Positions for Which this Source was Utilized
Vocational Rehabilitation Program Ms. Iván A. Clemente Delgado PO Box 191118 San Juan, PR 00919-1118 Tel. (787) 729-0160 / Fax (787) 728-8070		
Procuraduría de la Mujer Ms. Wanda Vázquez Garced PO BOX 11382 Fernández Juncos Station Santurce, PR 00910-1382 Tel. (787) 721-7676 / Fax (787) 721-7711		
Oficina del Procurador de Personas con Impedimentos Mr. Iván Díaz Carrasquillo PO Box 41309 San Juan, PR 00940-1309 Tel. (787) 725-2333 / Fax (787) 721-2455		

Appendix 3: Supplemental Recruitment Initiative

WMTJ-TV Internship Program

WMTJ-TV participates in the Internship Program with Metropolitan University, Turabo University, Interamerican University, Catholic University, University of Puerto Rico and Juan José Osuna High School, which specializes in communications. The internship program is for students in fields of programming, communications and public relations, engineering and production. College students are provided an opportunity to work with the station and earn college credit for their work experience. The station provides the necessary information to the schools so that students receive earned credit and guidance under the supervision of one or several managers. During this period (October 1, 2012 – September 30, 2013), we had five participants in this program.

Students visits to Station (at least four events with educational institutions relating to broadcasting careers)

WMTJ-TV receives students of all the academic levels, interested to know the operations of an educational station, the content of the programming and the services to the community that we offer. The students had the opportunity to learn about the broadcast industry and to meet TV personalities. During this period (October 1, 2012 – Sep 30, 2013), we received one group comprising over five students.

Training programs for station personnel

In coordination with the SUAGM's Vice Presidency of Human Resources, WMTJ-TV provided trainings to the new employees to bring a general overview about our mission, vision, policies, benefits and procedures related to the code of Business Conduct.

The personnel of Production, Programming and Engineering also participated in trainings, so they can be updated in the different areas of broadcast and telecommunications. In addition, the managerial staff of the station participated in seminars designed to help the station to improve their performance.

Human Resources Office, Training and Development Division, as part of the annual plan, coordinated several training sessions during the year. The training sessions typically focused on enriching the professional skills, summarized our benefits, provide themes to help and support personal life situation and to ensuring equal employment opportunity and preventing discrimination.

From October 1, 2012 to September 30, 2013 our personnel participated in the following trainings and orientation activities:

- Quality Certification
- Ipad Application
- Advance Conversational English
- Medical Insurance Orientation
- How to complete I-9 Form
- Life Insurance Orientation
- Social Security General Orientation
- Adult Educators Forum
- Cell Allowance Policy
- Preventive Health Orientation
- HR Technological Tools
- Emotional Intelligence
- Management Plan for Incidents of Violence and Harassment in the Workplace
- Work Plan – Effective writing and evaluation