

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, 2007 -September 30, 2008

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
Credit Officer	1	Internet Ad	4	11
Redactors	2	Internet Ad. Universidad	6 2	11
Program Director	1	Internal	3	8
Human Resources Representative	1	Internet Ad	3	11
Producer	1	Internal Internet Ad.	2 6	8
Redactors II	1	Internet Ad	9	0
DJ	1	Internal	1	9
Control Operator	1	Direct Applicant	1	8

Producer Tech.	1	Direct Applicant	1	8
Control Operator	1	Dir. Applicant	1	8
Accounts Pay. Represent.	1	Internet Ad	1	11
Control Operator III	1	Dir. Applicant	1	8
DJ Notiuno	1	Internal Internet Ad Employee Referral	2 3 1	0
Administrative Assistant	1	Referral Internet Ad	1 8	11
Human Resources Official	1	Internet Ad	6	11
Human Resources Manager	1	Internet Ad	15	11

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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	2
3	University of Puerto Rico Río Piedras Campus & Aguadilla Campus PO Box 21907 San Juan, PR 00931-1907 Tel. (787) 764-0000 / 764-3680 fax	Y	2
4	Metropolitan University PO Box 21345 San Juan, PR 00928-1345 Tel. (787) 766-1717	Y	0
5	Other Radio Stations	N	0
6	On Air Advertising – Commercial Announcements on Licensee stations	N	0
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)	N	4

9	Internal Applicant	Y	8
10	Appoint Strategic Career PO Box 192819 San Juan, PR 00919-2819 Tel. (787) 767-4646	Y	0
11	Clasificados Online www.clasificadosonline.com	Y	61

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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., Appoint Strategic Careers 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