



## EEO PUBLIC FILE REPORT

WMTJ-TV, FAJARDO, PR

OCTOBER 1<sup>ST</sup>, 2022 – SEPTEMBER 30, 2023

---

### 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 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 **WQTO-TV Ponce, 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 1<sup>st</sup>, 2022 to and including September 30, 2023 (the “Applicable Period”).

The FCC’s 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.



EEO PUBLIC FILE REPORT

WMT J-TV, FAJARDO, PR

OCTOBER 1<sup>ST</sup>, 2022 – SEPTEMBER 30, 2023

**VACANCIES FILLED DURING THE APPLICABLE PERIOD  
(OCTOBER 1<sup>ST</sup>, 2022 - SEPTEMBER 30<sup>TH</sup>, 2023)**

**Appendix 1: FULL-TIME POSITION FILLED**

Full-Time Position	Position Title	Date Filled	Recruitment Source	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Executive Director - Design and Educational Production	8/1/2023	Website Posting Recruitment Sources - DOL, V, VRP, WAO, OOPD* in Compliance with AAP	1	1	Website Posting
2	Director of Educational Production	8/1/2023	Website Posting Recruitment Sources - DOL, V, VRP, WAO, OOPD* in Compliance with AAP	1	1	Website Posting
3	Editor	8/1/2023	Website Posting Recruitment Sources - DOL, V, VRP, WAO, OOPD* in Compliance with AAP	1	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



EEO PUBLIC FILE REPORT

WMT J-TV, FAJARDO, PR

OCTOBER 1<sup>ST</sup>, 2022 – SEPTEMBER 30, 2023

**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
Sistema Universitario Ana G. Méndez Mrs. Wéndelyn Collazo Employment postings <a href="http://www.uagm.edu">www.uagm.edu</a> PO Box 21345 San Juan, PR 00928-1345 Phone (787) 751-0178 ext. 7352	3	3
Department of Labor and Human Resources / Departamento del Trabajo y Recursos Humanos Lcdo. Gabriel Maldonado González 505 Edificio Prudencio Rivera Avenida Muñoz Rivera Hato Rey, PR 00918 Phone (787) 754-5353 / (787) 754-2119 / (787) 754-2120 Fax (787) 753-9550	0	0
US Department of Veterans Affairs San Juan Regional Office Mr. Anthony D. Coltrane 50 Carr. 165 Guaynabo, PR 00968-8024 Phone (800) 827-1000	0	0



EEO PUBLIC FILE REPORT

WMT J-TV, FAJARDO, PR

OCTOBER 1<sup>ST</sup>, 2022 – SEPTEMBER 30, 2023

Recruitment Source	Total Number of Interviewees this Source Provided During this Period (If Any)	Full Positions for Which this Source was Utilized
Vocational Rehabilitation Administration / Administración de Rehabilitación Vocacional Dra. María M. Gómez García PO Box 191118 San Juan, PR 00919-1118 Tel. (787) 729-0160	0	0
Women Advocate Office / Oficina de la Procuradora de las Mujeres Lcda. Lersy G. Boria Vizcarrondo PO BOX 11382 Fernández Juncos Station San Juan, PR 00910-1382 Tel. (787) 721-7676 / Fax (787) 721-7711	0	0
Defender of the People with Disabilities / Defensoría de las Personas con Impedimentos Dra. Maribel Ortiz Colón PO Box 41309 San Juan, PR 00940-1309 Tel. (787) 725-2333	0	0

### Appendix 3: Supplemental Recruitment Initiative

#### **WMTJ-TV Internship Academic Program**

Ana G. Méndez University offered TV Production and Audio Production classes in our facilities, with these experience college students were exposed to broadcasting careers and gain experience in several areas of production, communications, and audio TV.

#### **Students visits to Station – Open House (five events with educational institutions relating to broadcasting field)**

WMTJ-TV received students of all the academic levels, interested in knowing 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 understand about the required employment skills. The students had a building tour, video editing overview, job shadowing with employee in Production, television directing overview and demonstration in the control room. During this period October 2022 to September 2023, we received five groups comprising over 1,900 students.

#### **Training programs for station personnel**

In coordination with the UAGM's Vice Presidency of Human Resources, WMTJ-TV provided trainings to their employees related to compliance, policies, benefits, and the 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<sup>st</sup>, 2022, to September 30, 2023, our personnel participated in the following trainings and orientation activities:

- Sexual Harassment Policy
- Diversity, Equity, Inclusion and Affirmative Action
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Employee Assistance Program (EAP)
- Retirement Plan 401k
- Health Plan orientation
- Time and Attendance (kronos)
- Mpox Viral Disease