

CARIBBEAN BROADCASTING CORP.
WCMN –AM, WCMN- FM
EEO Public File Report
October 1, 2006 –September 30, 2007

I. VACANCY LIST

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Number of job vacancy	Interviewee Sources	Number of people interviewed	Recruitment Source that referred hiree(s)
Sales Executive	2	On Air Advertising, (6) Clasificados Online (5) Internal Posting (0)	9	On Air Advertising (1) Clasificados Online (1)
DJ	1	Internal Posting (0) On Air Advertising (1)	1	On Air Advertising (1)
Receptionist	1	Direct Applicant (1)		Direct Applicant (1)

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

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 referral	Y	0
3	University of Puerto Rico Río Piedras Campus PO Box 21907 San Juan, PR 00931-1907 Tel. (787) 764-0000 / 764-3680 fax	Y	0
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	Y	20
7	Careers, Inc 208, Ave Ponce de Leon Suite 1100 San Juan PR 00918-1036	Y	0
8	Direct Applicant (submitted resume unsolicited)	N	10

9	Internal Applicant	Y	0
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	20

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II. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	Internship	Caribbean maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility
2	Mentoring young advertising executives	Caribbean upper management continually mentors junior advertising executives for management positions
3	Training Programs	Caribbean 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
4	Job Banks/Internet Programs	Caribbean 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.

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WPRM-FM, WRIO-FM, WIVA-FM, WFDT-FM
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Job Title	Number of job vacancy	Interviewee Sources	Number of people interviewed	Recruitment Source that referred hiree(s)
Image Producer	1	Employee Referral (1) Internal Job Posting (0)	1	Employee Referral
Credit & Collections Rep.	1	Internal Job Posting (0) Clasificados Online (7)	5	Clasificados Online (1)
Reporter	2	Employee Referral (1) Direct Applicant (1) Clasificados Online (6) Internal Job Posting (0)	8	Employee Referral (1) Clasificados Online (1)
DJ	4	Direct Applicant (3) Employee Referral (1) Internal Job Posting (0)	4	Direct Applicant (3) Employee Referral (1)

Graphic Artist	2	Internal (0) Announcement Clasificados Online (10)	10	Clasificados Online (2)
Redactor	4	Internal Job Posting (0) Clasificados Online (16)	16	Clasificados Online (4)
Producer	1	Internal Job Posting (1)	1	Internal Applicant (1)
Program Host	2	Internal Job Posting (0) Direct Applicant (2)	2	Direct Applicant (2)
Human Resources Rep	1	Internal Job Posting (1) Clasificados Online (8)	9	Clasificados Online (1)
Accounting Representative	1	Internal Job Posting (0) Clasificados Online (4)	4	Clasificados Online (1)
Maintenance	1	Employee Referral (1) Internal Job Posting (0) Clasificados Online (6)	3	Employee Referral (1)
Traffic Officer	3	Employee Referral (3)	3	Employee Referral (3)
Promoter	2	Internal Job Posting (1) Employee Referral (1)	2	Internal Job Posting (1) Employee Referral (1)

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II MASTER RECRUITMENT SOURCE LIST (MRSL)

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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	8
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	0
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	100

9	Internal Applicant	Y	2
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	100

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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