



“Equal Employment Opportunity Public File Report”

Employment Unit Covered:
WORA-TV, W10BG, WORA-DT

Reporting Period:
September 30, 2016 – September 29, 2017



TELECINCO, INC.

PO BOX 9986, SAN JUAN, PR 00908-0986 • TEL (787)721-4054 • FAX (787)724-1554
PO BOX 43, MAYAGÜEZ, PR 00681-0043 • TEL(787)831-5555 • FAX (787)833-0075

WORA-TV, W10BG, WORA-DT FULL-TIME JOB VACANCIES

From: September 30, 2016 thru September 29, 2017

POSITION	DATE OPENED	DATE CLOSED
News Reporter	October 3,2016	February 6, 2017
Traffic Assistant	February 23, 2017	May 10, 2017
Production Assistant	December 7, 2016	March 3, 2017
Cameraman/Editor	February 14, 2017	May 30, 2017

WORA-TV, W10BG, WORA-DT Professional Services JOB VACANCIES

Master Control	April 20, 2017	September 15, 2017
Cameraman / Editor	October 10, 2016	November 13, 2016
Promotion Producer	October 10, 2016	November 13, 2016
Graphic Designer	October 10, 2016	November 13, 2016
Digital Media Director	October 10, 2016	November 13, 2016
News Reporter	October 10, 2016	November 13, 2016





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WORA-TV, W10BG, WORA-DT RECRUITMENT SOURCES UTILIZED

**Online (wora.com job opportunities' webpage and clasificadosonline.com website)
Businessmen and Colleagues and Universities Referrals**

RECRUITMENT SOURCES UTILIZED IN FILLING VACANCIES

POSITION	SOURCE USED
News Reporter	Businessmen and Colleagues Referrals
Traffic Assistant	Online (wora.com job opportunities' webpage and clasificadosonline.com) Businessmen and Colleagues Referrals Inside Employee
Production Assistant	Inside Employee
Cameraman/Editor	Businessmen and Colleagues Referrals Inside Employee
Master Control	Online (wora.com job opportunities' webpage and clasificadosonline.com)
Cameraman/Editor	Online (wora.com job opportunities' webpage and clasificadosonline.com)
Promotion Producer	Online (wora.com job opportunities' webpage and clasificadosonline.com)
Graphic Designer	Online (wora.com job opportunities' webpage and clasificadosonline.com)
Digital Media Director	Online (wora.com job opportunities' webpage and clasificadosonline.com)
News Reporter	Online (wora.com job opportunities' webpage and clasificadosonline.com) Businessmen and Colleagues Referrals





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TOTAL NUMBER OF PERSONS INTERVIEWED

POSITION	RECRUITMENT SOURCE	NUMBER OF REFERRALS	NUMBER OF INTERVIEWS
News Reporter	Online (wora.com job opportunities' webpage and clasificadosonline.com) Businessmen and Colleagues Referrals	4	4
Traffic Assistant	Online (wora.com job opportunities' webpage and clasificadosonline.com) Businessmen and Colleagues Referrals Inside Employee	45	4
Production Assistant	Inside Employee	2	2
Cameraman/Editor	Businessmen and Colleagues Referrals Inside Employee	4	4
Master Control	Online (wora.com job opportunities' webpage and clasificadosonline.com)	47	10
Cameraman/Editor (Professional Services)	Online (wora.com job opportunities' webpage and clasificadosonline.com)	18	3
Promotion Producer (Professional Services)	Online (wora.com job opportunities' webpage and clasificadosonline.com)	8	2
Graphic Designer (Professional Services)	Online (wora.com job opportunities' webpage and clasificadosonline.com)	2	2
Digital Media Director (Professional Services)	Online (wora.com job opportunities' webpage and clasificadosonline.com)	14	3
News Reporter (Professional Services)	Online (wora.com job opportunities' webpage and clasificadosonline.com)	6	4





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SUPPLEMENTAL OUTREACH INITIATIVES

Though WORA TV is located in a small regional market (part of Puerto Rico DMA), as part of it, Wora is involved in various outreach initiatives:

- ❖ 160-hours internship for one student of the Electronic Science and Technology Program of the Interamerican University, San German Campus.
- ❖ 80-hours internship for one student of the Graphic Arts and Commercial Advertising Program of the University of Puerto Rico, Carolina Campus.
- ❖ 120-hours internship for one student of the Electronic Engineering Technology Program of the Interamerican University, San German Campus.
- ❖ 210-hours internship for three students of the Production Program for Radio and Television of the Pontificia Universidad Católica.
- ❖ 90-hours internship for one student of the Television Production Program of the Colegio Cinematográfico de Artes y Televisión.
- ❖ 160-hours internship for one student of the Communication Program of the Sacred Heart University.
- ❖ 135-hours internship for 2 students of the Computer Technology Program of the Dewey University.
- ❖ 15-weekly hour internship for one student of the Supervised Practice on Television of the Communications School University of Puerto Rico, Rio Piedras Campus.
- ❖ 195-hours internship for 7 students of the Communications and Tele-Radio Production Program from University of Puerto Rico Arecibo Campus, Pontificia Universidad Católica, Sacred Heart University and Colegio Cinematográfico de Artes y Televisión.
- ❖ Production Manager received and oriented a group of sixteen students and their teacher from Emma's Beauty Academy.

All employees at WORA TV are minorities (Hispanics).