



“Equal Employment Opportunity Public File Report”

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

Reporting Period:
September 30, 2022 – September 29, 2023

WORA-TV, W10BG, WRFB-TV

Professional Services VACANCIES

POSITION	DATE OPENED	DATE CLOSED
Multimedia Producer (1)	January 24, 2023	March 2, 2023
Multimedia Producer (2)	August 3, 2023	September 1, 2023
Talent (1)	February 3, 2023	March 17, 2023
Chief of Staff (1)	August 3, 2022	September 1, 2022
HR Consultant (1)	September 14, 2022	November 1, 2022
Photographer (1)	August 3, 2023	September 4, 2023
Engineer Technician & Maintenance	August 3, 2023	September 4, 2023
Maintenance	August 8, 2023	September 4, 2023
Regular Positions Vacancies		
Master Control Operator	12/11/2023	1/16/2023
Master Control Operator	11/1/2022	11/14/2022
Accounts Payable & Payroll	1/25/2023	03/01/2023
Traffic Coordinator	8/17/2023	9/11/2023

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RECRUITMENT SOURCES UTILIZED

Online (wora.com job opportunities' webpage and clasificadosonline.com website) Social
Media (Facebook), Recruiting companies
Businessmen and Colleagues and Universities Referrals

RECRUITMENT SOURCES UTILIZED IN FILLING VACANCIES

POSITION	SOURCE USED
Multimedia Producer (1) (Prof services)	Online, Social Media
Multimedia Producer (2) (Prof services)	Online, Social Media, Business Referrals
Talent (1) (Prof Services)	Business Referrals
Chief of Staff (1) (Prof services)	Internal
HR Consultant (1) (Prof services)	Business Referrals
Photographer (1)	Business Referrals, Online, Social Media
Engineer Technician & Maintenance (Prof services)	Social Media, Business Referrals
Maintenance (Prof Services)	Business Referral
Master Control Operator	Internal
Master Control Operator	Internal
Accounts Payable & Payroll	Online
Traffic Coordinator	Online

TOTAL NUMBER OF PERSONS INTERVIEWED

VACANCIES	RECRUITMENT SOURCE	NUMBER OF REFERRALS	NUMBER OF INTERVIEWS
Multimedia Producer (1) (Prof services)	Business Referrals	2	2
Multimedia Producer (2) (Prof services)	Online, Social Media, Business Referrals	4	4
Talent (1) (Prof Services)	Business Referrals	2	2
Chief of Staff (1) (Prof services)	Online, Social Media, Business Referrals	1	1
HR Consultant (1) (Prof services)	Business Referrals	2	2
Photographer (1)	Business Referrals	3	1
Engineer Technician & Maintenance (Prof services)	Social Media, Business Referrals	6	2
Maintenance (Prof Services)	Business Referral	1	1
Master Control Operator	Internal	1	1
Master Control Operator	Internal	1	1
Accounts Payable & Payroll	Online	13	5
Traffic Coordinator	Online	12	3

SUPPLEMENTAL OUTREACH INITIATIVES

- ❖ 195-hours internship for two students for the Production Department for Radio and Television Program of the Pontificia Universidad Catolica de Puerto Rico.

All employees at WORA TV are minorities (Hispanics).