

## **EEO PUBLIC FILE REPORT**

**This report covers full-time vacancy recruitment data for the period September 24, 2024 – September 23, 2025.**

**Employment Unit Stations: WAPA-TV, San Juan; WNJX-TV, Mayaguez; WTIN-TV, Ponce; WKAQ(AM), San Juan; WKAQ-FM, San Juan; WUKQ(AM) (Ponce); WUKQ-FM (Mayaguez); WYEL (Mayaguez).**

### **2) EEO Contact Information for Employment Unit:**

Mailing Address:

WAPA-TV  
P.O. Box 362050  
San Juan, PR 00936

Telephone Number:

787-792-4444

Contact Person/Title:

Julio Casanova, Human Resources Specialist

E-mail Address:

julio.casanova@wapa-tv.com

### **3) Full-Time Job Vacancies Filled by the Employment Unit:**

#### **Job Title of Vacancy Filled**

#### **Recruitment Source That Referred the Person Who Was Hired**

1. General Accountant	Employee Referral
2. Content Producer	Wapa TV Career Center
3. Strategic Research Analyst	Wapa TV Career Center
4. Promotion Log Filler	Employee Referral
5. Senior News Producer	Wapa TV Career Center
6. Editor	Wapa TV Career Center
7. Graphic Artist	Wapa TV internal and union postings
8. Reporter	Wapa TV Career Center
9. News Promotion Producer	Indeed
10. Reporter	Wapa TV internal and union postings
11. Web Producer	Wapa TV Career Center
12. Promotion Producer	Wapa TV Career Center
13. Content Producer	Wapa TV Career Center
14. Finance Administrative Assistant	Indeed
15. Human Resources Business Partner	Wapa TV Career Center
16. Content Producer	Wapa TV Career Center

17. Reporter	Wapa TV Career Center
18. News Producer	Wapa TV Career Center
19. Reporter	Wapa TV Career Center

#### 4) Recruitment Sources Notified of Job Vacancy

**Job Title: General Accountant**  
**Job #1**

**Source That Referred the Person Hired: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	0	No
Wapa-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
Indeed	Julio Casanova	Website posting	Website Posting	5	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	2	No
Employee Referral	Wapa TV	Wapa TV	(787) 792-4444	1	No

**Job Title: Content Producer**  
**Job # 2**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
Wapa-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	3	No
Indeed	Julio Casanova	Website posting	Website Posting	2	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No
Employee Referral	Wapa TV	www.wapa.tv	(787) 792-4444	0	No

**Job Title: Strategic Research Analyst  
Job #3**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	0	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
Indeed.com	Julio Casanova	Website Posting	Website Posting	2	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Promotion Log Filler  
Job #4**

**Source That Referred the Person Hired: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred by This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	0	No
Wapa-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	0	No
Indeed	Julio Casanova	Website posting	Website Posting	2	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No
Employee Referral	Wapa TV	www.wapa.tv	(787) 792-4444	1	No

**Job Title: Senior News Producer  
Job #5**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred by This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	0	No
Wapa-TV Career Center	Julio Casanova	Website posting	Website posting	3	No
Indeed	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No

Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No
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**Job Title: Editor**  
**Job #6**

**Source That Referred the Person Hired: Wapa-TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal and union postings.	Wapa TV	www.wapa.tv	(787) 792-4444	0	No
Wapa-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
Indeed	Julio Casanova	Website posting	Website Posting	2	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Graphic Artist**  
**Job #7**

**Source That Referred the Person Hired: Wapa TV internal and union postings**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred by This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal and union postings.	Wapa TV	www.wapa.tv	(787) 792-4444	1	No
Wapa-TV Career Center	Wapa TV	www.wapa.tv	(787) 792-4444	2	No
Indeed	Julio Casanova	Website posting	(787) 792-4444	2	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Reporter**  
**Job #8**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal and union postings.	Wapa TV	www.wapa.tv	(787) 792-4444	1	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	4	No
Indeed	Julio Casanova	Website posting	(787) 792-4444	4	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

Employee Referral	Wapa TV	www.wapa.tv	(787) 792-4444	1	No
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**Job Title: News Promotion Producer**  
**Job #9**

**Source That Referred the Person Hired: Indeed**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Wapa TV	www.wapa.tv	(787) 792-4444	0	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
Indeed	Julio Casanova	Website posting	Website posting	2	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Reporter**  
**Job #10**

**Source That Referred the Person Hired: Wapa TV internal and union postings**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal and union postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	4	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	3	No
Indeed	Julio Casanova	Website posting	Website posting	4	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Web Producer**  
**Job #11**

**Source That Referred the Person Hired: Wapa-TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Wapa TV	www.wapa.tv	(787) 792-4444	1	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
Indeed	Julio Casanova	Website posting	Website posting	2	No
Zip Recruiter	Julio Casanova	Website posting	Website posting	0	No

**Job Title: Promotion Producer**  
**Job #12**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Wapa TV	www.wapa.tv	(787) 792-4444	1	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	2	No
Indeed	Julio Casanova	Website posting	Website posting	1	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Content Producer**  
**Job #13**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Wapa TV	www.wapa.tv	(787) 792-4444	1	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	2	No
Indeed	Julio Casanova	Website posting	Website posting	0	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Finance Administrative Assistant**  
**Job #14**

**Source That Referred the Person Hired: Indeed**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Wapa TV	www.wapa.tv	(787) 792-4444	0	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
Indeed	Julio Casanova	Website posting	Website posting	2	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Human Resources Business  
Partner  
Job #15**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred by This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Wapa TV	www.wapa.tv	(787) 792-4444	0	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	3	No
Indeed	Julio Casanova	Website posting	Website posting	1	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Content Producer  
Job #16**

**Source That Referred the Person Hired: Wapa-TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Wapa TV	www.wapa.tv	(787) 792-4444	1	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	2	No
Indeed	Julio Casanova	Website posting	Website posting	0	No
Zip Recruiter	Julio Casanova	Website posting	Website Posting	0	No

**Job Title: Reporter  
Job #17**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred By This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal and union postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
WAPA-TV Career Center	Wapa TV	www.wapa.tv	(787) 792-4444	2	No
Indeed	Julio Casanova	Website posting	Website posting	1	No
Zip Recruiter	Julio Casanova	Website posting	Website posting	0	No

**Job Title: News Producer  
Job #18**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred by This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	0	No
WAPA-TV Career Center	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
Indeed	Wapa TV	Website posting	Website posting	1	No
Zip Recruiter	Julio Casanova	Website posting	Website posting	0	No

**Job Title: Reporter  
Job #19**

**Source That Referred the Person Hired: Wapa TV Career Center**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred by This Source	Did Recruitment Source Request Notification? (Yes or No)
Wapa TV internal and union postings.	Julio Casanova	www.wapa.tv	(787) 792-4444	1	No
WAPA-TV Career Center	Wapa TV	www.wapa.tv	(787) 792-4444	2	No
Indeed	Julio Casanova	Website posting	Website posting	0	No
Zip Recruiter	Julio Casanova	Website posting	Website posting	0	No

**5) Total Number of Interviewees:** For the period from September 24, 2023 – September 23, 2024, the Employment Unit interviewed 87 persons for full-time job vacancies.

**6) Supplemental Recruitment Initiatives.**

**1) Initiative: Participation in Job Fairs**

- March 11, 2025 – Universidad de Puerto Rico, Arecibo Campus. Focused on students at the university's communications faculty.
- February 26, 2025-Universidad del Sagrado Corazón, San Juan, Puerto Rico. Focused on students at the university's communications faculty.



## **2) Initiative: Participation in Events / Programs Sponsored by Educational Institutions**

October 1, 2024 -UPR Arecibo communications student interviewed Reporter Aixa Vázquez about her career and beginnings in journalism.

October 9, 2024 -A group of students from Bonifacio Sánchez High School in Aibonito visited the TV Station for a tour and to learn more about Wapa's history.

October 15, 2024 - Student from UPR Arecibo interviewed meteorologist Ada Monzón for the History and Development of Communication course.

October 23, 2024 - A group of 10 students from the TV Host course at the Models Academy by Wilmarie Monción in Salinas toured the channel and had the opportunity to talk with TV Hosts of several shows about their experiences.

October 25, 2024-UPR Arecibo student interviewed Aixa Vázquez of Noticentro for his course History and Development of Communications and Mass Media.

October 25, 2024-Reporter Normando Valentín participated in a student podcast at Colegio Maristas with high school students to discuss his career.

November 20, 2024 - 20 students from the Communications Association of Ana G. Méndez University, Carolina Campus, toured the channel and were able to talk with TV talents.

January 9, 2025 - A group of students from Marquette University traveled to Puerto Rico and visited the TV Station. They took a tour and spoke with Wapa executives, reporters, and TV talents.

January 20, 2025-A group from Girl Scout Troop 727 visited the TV Station to take a tour and talk with reporters and talents.

January 20, 2025 -Student interviewed Aixa Vázquez about her experience in the media.

January 24, 2025 - Twelfth-grade students from Camino de Restauración Christian Academy in Camuy, who are taking a journalism course, visited the TV Station for a tour, especially in the News Department.

February 19, 2025-PECES High School, located in Punta Santiago Humacao, requested a tour for 20 students who also visited the Engineering department to learn about the type of technology used at Wapa.

February 24, 2025-Student requested an interview with Guillermo José Torres.

February 28, 2025 - Fourth-grade students from the José R. Gaztambide School in Sabana Grande have a Journalism Club and visited the Station for a tour. They also had the opportunity to speak with reporters from Noticentro.

March 5, 2025-Students from the Mil Máscaras Academy of Fine Arts in Hormigueros toured Wapa and spoke with TV talents and reporters as part of their Communications course.

March 7, 2025 -Students from the Abelardo Díaz Alfaro School visited the canal and took a tour.

March 10, 2025-As part of Girl Scout Week and Media Day, 15 girls and young women from the Hatillo troop visited the facilities, toured it, and spoke with reporters and talents.

March 12, 2025 -Students from the Luis Llorens Torres School in San Juan visited the TV Station, toured it, and spoke with reporters from Noticentro.

March 19, 2025-Students from the Ines Maria Mendoza School in San Juan visited the TV Station, toured it, and spoke with reporters from Noticentro.

March 19, 2025-Students from the Gerardo Sellés School in Caguas visited the station and were present during the broadcast of the Show Viva la Tarde. The program's talent and technicians who work during that time slot answered their questions and shared their time with them.

March 26, 2025-Students from the Rafael Maria de Labra School in San Juan visited the TV Station, toured it, and spoke with reporters from Noticentro.

April 3, 2025-The Alliance for a Drug-Free PR has a program called Positive Reporters, bringing students from different schools to promote positive news coverage that motivates young people to take positive action. They were at the TV Station, toured the network, and participated in Noticentro al Amanecer live alongside Noticentro reporters.

April 4, 2025-18 students from the Introduction to Media course at Ana G. Méndez University visited the Station, took a tour, and spoke with reporters about their experience.

April 9, 2025-Communications students from UPR Arecibo were in Wapa and were able to witness the broadcast of Noticentro al Amanecer and take a tour of the channel.

April 23, 2025-Vimenti Center took young people between the ages of 13 and 18 on a TV Station tour and spoke with reporters about their beginnings in journalism.

April 30, 2025- 25 students from José Emilio Lugo High School in Adjuntas, participants in the Journalism Club, visited the Station, toured it, and interviewed reporters from Noticentro.

May 7, 2025-Students from the Meteorology Club at the Dr. Carlos González School in Aguada visited the station to learn how the weather section is created. That day, they had the opportunity to speak with reporters from Noticentro and spend time with Carlos Omar Rivera, who gave them advice for their future as meteorologists.

June 4, 2025-Young athletes from the Borinquen Coquí volleyball team toured the station and spoke with Sports reporter Albert Cruz. They were also interviewed about their participation in a tournament in the United States.

June 18, 2025 -A group of pediatric cancer patients from the CAP Foundation were at WAPA, where they participated in a special camp with colleagues from the TV Station, including a designer, as well as collaborators and “Pégate al Mediodía” host Ackerly Cedeño.

July 3, 2025-Communication students doing their university internship at the Lopito Advertising Agency were at Wapa, guided by sales representative Edwin Pujols and Migdaliz Ortiz to have a tour and see the live shows.

July 9, 2025-13 students and two professors from the Graphic Design program at NUC University, Escorial Campus, were given a tour and spoke with the Graphics Supervisor to learn how programs are produced and edited.

July 15, 2025-The Public Relations Manager participated as a panelist in the Forum "Bad Bunny: The Phenomenon from Public Relations" as part of the continuing education offering for partners and students.

July 30, 2025-Students and volunteers from a summer camp participated in a TV Station tour and had the opportunity to talk with reporters and TV Shows talents.

August 24, 2025-News Reporters volunteered at Puerto Rico's SER Telethon, where they participated as presenters to raise funds for the institution.

September 17, 2025-A group of second graders from Baldwin School visited Wapa, took a tour, and talked to the meteorologist, Carlos Omar Rivera, about weather-related topics.

### **3) Initiative: Internship Program**

Wapa-TV conducts an internship program for college students. During the period covered by this report, the station hosted students from:

- University of Puerto Rico (UPR) –Arecibo Campus
- University of Puerto Rico (UPR)- Rio Piedras Campus
- University of Puerto Rico (UPR)- Bayamón Campus
- Pontificia Universidad Católica- Ponce, Puerto Rico
- Universidad Ana G. Méndez- San Juan, Puerto Rico
- Pace University, New York, USA
- Flagler College, Florida, USA
- Universidad del Sagrado Corazón; San Juan, Puerto Rico; in the following departments:

#### **1. October to December 2024**

- Production (Viva la Tarde)– 1
- News- 2
- KQ105-1

#### **2. January to May 2025**

- Production (for Viva la Tarde) – 4
- News – 2
- WKAQ-1
- Digital -2
- Production Super Chef-1
- Wapa Deportes -1
- Cuarto Poder/ Los Datos son los Datos-3

### **3. Summer 2025 (June thru July)**

- Wapa Deportes-1

### **4. August to September 2025**

- Viva la Tarde-Production -3
- Wapa Deportes – 1
- General Administration-1