

EQUAL EMPLOYMENT OPPORTUNITY FOR WBQN BORINQUEN RADIO NETWORK

(Less than five full-time employees)

STATIONS INCLUDED:

WBQN-AM 680 SAN JUAN, P.R.

WAPA-AM 1260 PONCE, P.R.

WTIL-AM 1300 MAYAGUEZ, P.R.

WMIA-AM 1070 ARECIBO, P.R.

WVOZ-AM 1580 AGUADILLA, P.R.

WXRF-AM 1590 GUAYAMA, P.R.

WMTI-AM 1160 BARCELONETA-MANATI

All stations in this network rebroadcast entirely the programming of WBQN-AM BORINQUEN RADIO. It is an all-news/talk network that broadcasts from 5am-10pm Monday thru Saturday and Sundays 6.30am-10pm. No personnel work at any rebroadcasting station, except for the licensee and his son who are the engineers of the stations. This is a family owned and operated business.

All the personnel are concentrated at the San Juan station where all the programming is originated.

The network began back in 1991 and its main objective has been to expand its signal and to have island wide coverage. The expansion was made possible first by means of AM synchronous boosters. By May 2017 the FCC requested to silence all three of the synchronous boosters our network was using since the FCC didn't want to continue using that technology. WBQN BORINQUEN RADIO NETWORK (formerly WAPA radio network) had to expeditiously acquire licenses of other AM radio stations that were in difficult economic situation (WTIL and WMIA) and relocate the city license of one of our stations (WVOZ Aguadilla) to maintain island wide coverage. Most recently in 2021 WMTI Barceloneta-Manati was acquired and made part of the network.

WBQN BORINQUEN RADIO (WAPA RADIO), was the only network in Puerto Rico capable of staying on the air while Hurricane Maria hit the island by September 2017 and the only AM/FM or TV station that was able to maintain on the air before, during and after the hit of Hurricane Maria. In 2018 the island was hit by a major earthquake. The covid pandemic, along with the hurricanes and earthquakes have severely affected the economy of the island.

EVENTS THAT HAVE EMPOVERISHED PUERTO RICO ECONOMY:

- 2016 State Government Bankruptcy. Congress orders a Financial Oversight and Management Board, impacting on the government and private sector economy.
- 2017 (September) Hurricanes Irma and Maria devastate all the Island.
- 2018 One of the major earthquakes in Puerto Rico history hits the island.
- 2020 Covid pandemic came to the Island. The Governor decided to begin a lockout of all non-essential businesses to control this contagious pandemic.

WBQN BORINQUEN radio decided to eliminate journalist covering press conferences and on-site news gatherings because of the lockout and the depressed economic situation in Puerto Rico. This cut in personnel has continued since the pandemic showed people how to use Facebook live to broadcast the press conferences. The audio of any important press conference is gathered from the internet, not using any station personnel to broadcast live.

From last EEO opportunity program report filed back on 9/12/2019 WBQN BORINQUEN RADIO NETWORK has continued reducing its fulltime employees (30 hours or more). It operates with 4 (four) full-time employees.

These full-time employees are control operators of the station in San Juan. The station limits its broadcast time from 5am to 10pm and uses full time and part time employees to cover the necessary shifts. Although it is an all-news/talk station the network employs two journalists under contract to supply a **number** of interviews. They are not employees of the station and are required a number of interviews, not a time working frame. They work from home and send the material to be aired by internet.

Since the first station of the network was acquired back in 1991.

(1) the general manager/owner of the station and his son (operations manager/news director) are the engineers for all the networks.

(2) Licensee's wife deals with sales/finance/personnel/invoicing). She had a part time employee helping her. Short after the pandemic (2020) began she quit. No replacement has been hired.

(3) The network does not have a legal counsel at Washington, D. C. and all procedures between the network and the FCC or any federal or local government agency is done by licensee's son who is too News Director/Program Director/Operations Manager.

The government of Puerto Rico raised minimum wage salaries for private sector in three annual raises beginning in 2022 (2022, 2023 and 2024) forcing the station to keep limited its payroll costs.

The network is affiliate of CNN (in SPANISH) network and rebroadcasts the TV newscasts of WLII-TV (Las Noticias @ 12m, 4pm, 5pm). It also has political, economic, working unions leaders that serve as analysts and other non-paid resources that help in configuring a relatively low-cost news/talk station network.

In summary, since 2020 WBQN BORINQUEN RADIO NETWORK composed of WBQN, WAPA, WTIL, WMIA, WXRf, WVOZ and WMTI have been working with four or less full-time employees not requiring an annual Equal Employment Opportunity report.

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