

**RADIO STATION WKJB (AM)/WPRA (AM)
EEO PUBLIC FILE REPORT**

**UNIT MEMBER STATIONS – WPRA (AM), MAYAGUEZ, PR
WKJB (AM), MAYAGUEZ, PR**

October 1, 2012 - September 30, 2013

I - VACANCY LIST

During the period covered by this Report, there was one job vacancy at
Radio Stations WKJB(AM) and WPRA(AM)

Job Title	Number of Job Vacancies	Recruitment Sources (“RS”) used to fill vacancy	RS that referred hire
NO VACANCIES OCURRED	NONE	NONE NEEDED	0

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potencial Interviewees Referred by RS over reporting period
1	Departamento del Trabajo Edificio Villa Capitán I Suite 2 830 Avenida Eugenio Ma. Hostos Mayagüez, PR 00682 787-832-3228 fax 787-265-3394 Rebeca Vázquez y Luis Ramírez	N	0
2	Internal referral	N	0
3	Universidad Interamericana de PR Recinto de San Germán P.O. Box 5100 San Germán, PR 00683 787-264-1912 Fax 787-892-6350 Daisy Pérez, Servicio Empleo	N	0
4	ICPR Junior College Recinto de Mayaguez P.O. Box 1108 Mayaguez, PR 00681-9913 787-832-6000 fax 787-833-2237 Carmen López, Colocaciones	N	0
5	Other Radio Stations	N	0
6	On Air Advertising	N	0
7	Direct Applicant (submitted resume unsolicited)	N	0
8	Internal Applicant	N	0

9	Clasificados Online www.clasificadosonline.com	N	0
10	Universidad de Puerto Rico Recinto de Mayaguez Call Box 9000 Mayagüez, PR 00681 787-265-3858 fax 787-834-5115 www.uprm.edu Nancy Nieves, Oficina Colocaciones	N	0
11	Pontificia Universidad Católica de PR Recinto de Mayagüez P.O. Box 1326 Mayagüez, PR 00681 787-834-5151 fax 787-833-8478 Olga Hernández	N	0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Mentoring Programs (Sales Executives, Accounting and Traffic Department, Technicians)	Outstanding employees are selected to take part in mentoring programs in order to improve their expertise. During this period employees participated in the seminars offered during the Puerto Rico Broadcasters Association Convention. (June 2013)
2	Training Programs	WKJB & WPRA have their employees regularly attend meetings with the management and professional personnel where they are offered training in subject areas. During this period meetings covered the following areas: social media, remote transmissions, community activities. Furthermore all employees are encourage to voluntarily participate in remote transmissions of events; in these activities they have the opportunity to cross-train inasmuch as they are required to participate in all aspects of the transmission regardless of their job classification.
	Internship	WKJB & WPRA maintain an informal internship program in the areas of technical production and promotional. Said program is conducted under the direct supervision of the General Manager.

		<p>The internship program has been offered to Pontificia Universidad Católica of PR, Mayaguez Campus. During this period one student availed herself of this program. (September to December 2013 Agnes Valentín)</p>
3	Job Fairs/Job Banks/Internet Programs	<p>WPRA has a Facebook page (La Primera Mayaguez) in which has our postal address, fax number and e-mail for the people who are interested in sent their resumes. WKJB opened a fan page WKJB 710AM and an internet page www.wkjb710.com too.</p>

NARRATIVE STATEMENT

It is the policy of WPRA, Inc. and Radio Station WKJB AM-FM, Inc. to provide equal employment opportunities to all individuals without regard to their race, color, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law. WPRA and Radio Station WKJB AM-FM, Inc will continue to self-analyze their recruitment efforts and initiatives and update or supplement their efforts and recruitment sources as appropriate to widely disseminate information regarding future job openings at the stations, consistent with the Commission's rules.