

**NARRATIVE DESCRIPTION OF RECRUITING AND  
OUTREACH EFFORTS**

**OCTOBER 1, 2014 - SEPTEMBER 30, 2015**

**VACANCY RECRUITMENT DATA**

**Employment Unit:**

América-CV PR Station Group  
WJPX(DT), WIRS(DT), WJWN-TV, WKPV(DT)

**Contact Information for Employment Unit:**

Juan Miguel Hernández  
General Manager  
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**Full-Time Job Vacancies:**

During this period recruitment efforts were made for the following positions:

<b>JOB TITLE</b>	<b>RECRUITMENT SOURCE</b>	<b>NO. OF INTERVIEWEES</b>
General Manager and VP of Sales	Industry Referral	1
Station Manager	Industry Referral	1

**RECRUITMENT SOURCE:**

1) Industry Referrals

Referrals from the Industry refers to those candidates who have worked in the media and are currently unemployed or people who are looking for better working conditions.

2) Television Announcement

3) "Clasificados On Line"

**OUTREACH INITIATIVES**

List and description of the supplemental recruitment initiatives undertaken during the period covered by this Report.

**1. TRAININGS**

During this period the station provided its employees workshops and development opportunities designed to enhance their skills, knowledge and abilities.

<b>SEMINARS</b>	<b>EMPLOYEE</b>	<b>DATE</b>	<b>THEME</b>	<b>DURATION</b>
TV LANDSCAPE AND THE CONSUMER BEHAVIOR BY NIELSEN	JAVIER CASTELBLANCO, MARIA DE L. NEGRON, PEDRO GUZMAN	January, 29, 2015	ECONOMIC CHANGES AND IMPACT, CHANGES IN POPULATION, MEDIA CONSUMPTION	4 Hrs.

## 2. PARTICIPATION IN JOB FAIRS

During this period the Station participated in five (5) Job fairs given in **Universidad Metropolitana de Bayamón, Universidad Sagrado Corazón, Universidad Metropolitana de Cupey** with the purpose of giving job opportunities to the students of the university and the community. Participants of the Job Fair had the opportunity to provide the Station their resumes.

- 1) UNIVERSIDAD METROPOLITANA DE BAYAMON (UMET)  
October 7, 2014 – 8:00am-1:00pm
- 2) UNIVERSIDAD SAGRADO CORAZON  
November 5, 2014 – 10:00am – 3:00pm
- 3) UNIVERSIDAD METROPOLITANA DE (CUPEY)  
February 18, 2015 – 8:00am-1:00pm
- 4) UNIVERSIDAD SAGRADO CORAZON  
April 8, 2015 – 8:00am – 3:00pm
- 5) UNIVERSIDAD METROPOLITANA DE BAYAMON (UMET)  
September 24, 2015 8:00am – 12:00pm

The job fair activities helped the Station establish and update the data bank of possible candidates to fill future vacancies. Moreover, the Station orients students about the television industry and supply them with relevant information for their future job opportunities.

**3. INTERNSHIP PROGRAM**

During the period covered by this report our station has provided the opportunity for interns to learn, to have the experience of working in different departments of the channel and to develop in the television industry. This activity helps students to get experience and be better prepared to fill any vacancy in the broadcasting companies.

**JANUARY – MAY 2015**

UNIVERSITIES/COLLEGE	DEPARTMENTS	STUDENTS
Sagrado Corazón University	Edition, Production, Promotions, Master Control and Sales Department	5
Interamerican University of Bayamón	Traffic, Programming & Sales Department	2
Juan José Osuna High School	Master Control	2

**SUMMER MAY – JULY 2015**

UNIVERSITIES/COLLEGE	DEPARTMENTS	STUDENTS
Atlantic University	Master Control, Programming & Traffic Department	1
UMET – CUPEY	Promotions, Traffic Department & Edition	1
Sagrado Corazón	Master Control	1

**AUGUST – DECEMBER 2015**

UNIVERSITIES/COLLEGE	DEPARTMENTS	STUDENTS
Juan José Osuna High School	Traffic Department, Programming, & Promotions	2
Sagrado Corazón University	Traffic & Production Department	2

**4. EVENTS / EDUCATIONAL INSTITUTION**

During this period the Station makes one event designed to inform members of the public about the Television industry.

DATE	EVENT / INITIATIVE	DESCRIPTION
11/24/14	INTERVIEW WITH CARLOS OCHOTECO WITH THE STUDENTS OF SAGRADO CORAZON	THE INFLUENCE OF THE SOCIAL MEDIA IN THE PRESS.