

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

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

**October 1, 2017 - September 30, 2018**

**I - VACANCY LIST**

During the period covered by this Report, there were no job vacancies 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 Potential Interviewees Referred by RS over reporting period
<b>1</b>	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	<b>N</b>	<b>0</b>
<b>2</b>	Internal referral	<b>N</b>	<b>0</b>
<b>3</b>	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	<b>N</b>	<b>0</b>
<b>4</b>	ICPR Junior College Recinto de Mayaguez P.O. Box 1108 Mayaguez, PR 00681-9913 787-832-6000 fax 787-833-2237 Carmen López, Colocaciones	<b>N</b>	<b>0</b>
<b>5</b>	Other Radio Stations	<b>N</b>	<b>0</b>
<b>6</b>	On Air Advertising	<b>N</b>	<b>0</b>
<b>7</b>	Direct Applicant (submitted resume unsolicited)	<b>N</b>	<b>0</b>
<b>8</b>	Internal Applicant	<b>N</b>	<b>0</b>

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

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Mentoring Programs (Sales Executives, Accounting and Traffic Department, Technicians)	With the passage of Hurricane Maria for Puerto Rico on September 20, 2017, all the management employees, sales executives, accountants, the traffic department, recording technician and station engineer had to contend with a lack of public communications, telephones, internet, mobile phones and the like. We had to return to manual entry of information and the use of analogous methods of communication. We had no internet, no electricity (we were working with a diesel plant for many months), and only analogue land line telephones worked. It was a unique experience where we all learned to use the old technology to keep the community informed. Hundreds of manual sales had to be written manually and the traffic, recording and accounting departments were in charge of conducting this work. Little by little, a year after the passage of the Hurricane, we are returning to normal operations and continuing with mentoring programs.
2	Training Programs	With the passage of Hurricane María in Puerto Rico on September 20, 2017, all communications were affected and for a long time there was no electricity or water in most of the Island. All efforts were to help the citizens and all the seminars and activities were canceled. A year after

		<p>the hurricane, we are returning to normalcy. As during last year, Axel Cruz, a technician with the supervision of the General Manager, Ada Ramos, broadcast six programs from the Dominican Republic to our radio stations WKJB and WPRA (July, 5 thru July12, 2018). All transmissions were successful. The broadcast was performed by a combination of internet and telephone, because we have problems with the internet in our station WPRA.</p>
	Internship	<p>WKJB &amp; WPRA maintain an informal internship program in the areas of technical production and promotions. This program is conducted under the direct supervision of the General Manager. The internship program has been offered to Pontificia Universidad Católica of PR, Mayaguez Campus. During this period, however, there were no students. Classes in the universities were cancelled during and after the passage of Hurricane Maria. They had to make adjustments this affected the time and frequency when students could come to do their practice in our radio stations.</p>
3	Job Fairs/Job Banks/Internet Programs	<p>WPRA has a Facebook page (La Primera Mayaguez) where we list our postal address, fax number and e-mail for the public who are interested in sending their resumes. WKJB opened a fan page WKJB 710AM and an internet page <a href="http://www.wkjb710.com">www.wkjb710.com</a> too. WPRA has a Twitter account. Both radio stations are in all media networks. With Hurricane Maria, all communications failed. There was no internet for many months, but one year after we are finally returning to running the operations in a routine and normal basis.</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.