

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

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

October 1, 2018 - September 20, 2019*

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 OCCURRED	NONE	NONE NEEDED	0

*This EEO Public File Report includes information through September 20, 2019 in order to file it as part of the WPRA and WKJB EEO Program Reports filed with those stations’ Renewal Applications. The next EEO Public File Report for the stations will include the period September 21, 2019 through September 30, 2020.

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Potential 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 by Asociación de Radiodifusores de Puerto Rico (technicians and engineer). Our sales executives participated in many meetings with the Manager about how to use the social networks for improve your sales.
2	Training Programs	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 station WPRA (July, 11 thru July18, 2019). All transmissions were successful. The broadcast was performed by internet and used Facebook Live.
	Internship	WKJB & 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. During this period one student of the Universidad del Sagrado Corazón participated Carys Zavala Valentín from July to August 2019,
3	Job Fairs/Job Banks/Internet Programs	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 www.wkjb710.com . WPRA has a Twitter account. Both radio stations are in all media networks.
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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.