

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

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

October 1, 2020 - September 30, 2021

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
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. Our sales executives participated in many meetings with the Manager about how to use the social networks for improve your sales. Due to the COVID-19 pandemic, sales representatives are working from home.
2	Training Programs	Due to the Covid 19 Pandemic, many of our independent producers are using different applications or platforms to give their programs from their homes. Our employees were given training from our technician and engineer in how to use them. Some of them are Zoom and Skype. In the transmissions of basketball and volleyball games they were trained to use audio platforms, such as zeno.fm, caster.fm, mixlr, hatillosportslive, etc.
	Internship	WKJB & WPRA maintain an informal internship program in the areas of technical production, promotions, sales, traffic and office works. This program is conducted under the direct supervision of the General Manager. During the period and due to the Covid 19 Pandemic, we did not accept student interns because was restricted to our personnel the entry to the station's facilities.

3	Job Fairs/Job Banks/Internet Programs	<p>We participated in a Job Fair on Friday, September 24, 2021 in the Mayaguez Mall Shopping Center from 9:00 am to 12:00 pm. We gave orientation and received resumes. We participated in a Job Fair on Wednesday, September 29, 2020 in the Bobby Cruz Convention Center in Hormigueros from 9:00 am to 12:00 pm. We gave orientation and received resumes. WPRC 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. WPRC has a Twitter account. Both radio stations are in all media networks.</p>
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NARRATIVE STATEMENT

It is the policy of WPRC, 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. WPRC 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.