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

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

**October 1, 2023 - September 30, 2024**

**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)**
**III.**

| 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<br>Edificio Villa Capitán I<br>Suite 2 830 Avenida Eugenio Ma. Hostos<br>Mayagüez, PR 00682<br>787-832-3228  fax 787-265-3394<br>Rebeca Vázquez y Luis Ramírez | N | 0 |
| 2 | Internal referral | N | 0 |
| 3 | Universidad Interamericana de PR<br>Recinto de San Germán<br>P.O. Box 5100<br>San Germán, PR  00683<br>787-264-1912  Fax 787-892-6350<br>Servicio Empleo<br>Oficina de Colocaciones | N | 0 |
| 4 | ICPR  Junior College<br>Recinto de Mayaguez<br>P.O. Box 1108<br>Mayaguez,  PR 00681-9913<br>787-832-6000  fax 787-833-2237<br>Oficina de 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<br>www.clasificadosonline.com | N | 0 |

| 10 | Universidad de Puerto Rico<br>Recinto de Mayaguez<br>Call Box 9000<br>Mayagüez, PR    00681<br>787-265-3858  fax 787-834-5115<br>www.uprm.edu<br>Oficina Colocaciones | N | 0 |
|---|---|---|---|
| 11 | Social Media (Facebook) | N | 0 |
| 12 | Pontificia Universidad Católica de PR<br>Recinto de Mayagüez<br>P.O. Box 1326<br>Mayagüez, PR  00681<br>787-834-5151  fax 787-833-8478<br>Oficina de Colocaciones | N | 0 |

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**IV.    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. |
| 2 | Training Programs | A seminar was given to all staff on May 1, 2024 at 9:00 am on "How do I prepare emotionally for a disaster." This seminar helps staff deal with situations that may arise if we have an emergency due to a natural disaster. The seminar was given by Ms. Fabiola Blondet of ASSMCA. Our engineer trained the staff to deal with the EAS equipment and gave new instructions on how to fill out the reports. |
| | 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 this period, however, there were no students. |
| 3 | Job Fairs/Job Banks/Internet Programs | We gave orientation and received resumes.  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 has a fan page WKJB 710AM and an internet page [www.wkjb710.com](www.wkjb710.com).  WPRA has a X (Twitter) account. Both radio stations are in all media networks. |
|---|---|

## 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.