

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

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

**October 1, 2010 – September 30, 2011**

**I. VACANCY LIST**

During the period covered by this Report, there were no full-time 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	N	0
<b>2</b>	Internal referral	N	0
<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	N	0
<b>4</b>	ICPR Junior College Recinto de Mayagüez P.O. Box 1108 Mayagüez, PR 00681-9913 787-832-6000 fax 787-833-2237 Carmen López, Colocaciones	N	0
<b>5</b>	Other Radio Stations	N	0
<b>6</b>	On Air Advertising	N	0
<b>7</b>	Direct Applicant (submitted resume unsolicited)	N	0
<b>8</b>	Internal Applicant	N	0
<b>9</b>	Clasificados Online <a href="http://www.clasificadosonline.com">www.clasificadosonline.com</a>	N	0
<b>10</b>	Universidad de Puerto Rico Recinto de Mayagüez		

	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	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 Astrid Rodríguez / Mei Ling Velázquez	N	0

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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)	Outstanding employees were selected to take part in mentoring programs in order to improve their expertise. During this period, employees participated in seminars offered during the Puerto Rico Broadcasters Association Convention.
2	Training Programs	WKJB and WPRA have their employees regularly attend meetings with the management and professional personnel where they are offered training in subject areas. During this period, meetings covered the following areas: social media, remote transmissions, community activities. Furthermore, all employees are encouraged to participate voluntarily in remote transmissions of events; in these activities, they have the opportunity to cross-train, inasmuch as they are required to participate in all aspects of the transmission regardless of their job classification.
3	Job Fairs/Job Banks/Internet Programs	WKJB and WPRA participated in the 3 <sup>rd</sup> Spring Job Fair (March 4, 2011) at the Mayaguez Campus, University of Puerto Rico. WPRA AM transmitted the Program “Buenos Días, Buenas Noticias” live from the Job Fair. We also distributed applications and information about our stations.

### 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. Stations WPRA and WKJB have had no full-time vacancies that needed to be filled over the last two years. WPRA, Inc. 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.