

ANNUAL EQUAL EMPLOYMENT REPORT

Oct. 1/2013 - Sept. 1/2014

- I. a. VACANCY: Journalist/Announcer/News Reporter
- b. # of vacancies: 2
- c. RECRUITMENT TECHNIQUES USED: On-Air announcement, Internal Referral by other employees, Direct Application, Previous Employees
- d. Recruited from: a. On-air announcements b. Previous Employee

- II. a. VACANCY: Internal Journalist
- b. #of vacancies: 2
- c. RECRUITMENT TECHNIQUES USED: On-Air announcement, Internal Referral by other employees, Direct Application, Previous Employees
- d. Direct Application, Previous Employees
- e. Recruited from: Both vacancies recruited from On-air announcement candidates.

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DESCRIPTION OF RECRUITMENT TECHNIQUES USED BY WAPA RADIO NETWORK:

WAPA-AM, WISO-AM, WGYA-AM uses the following recruitment methods:

1. an Intensive On-Air announcement campaign islandwide (broadcasted at least 15 times a day over the entire network) until an employee is selected.
2. all the employees at the network are notified of the vacancy and urged to submit possible candidates to fill the vacancy.
3. our journalists that attend press conferences are urged to communicate to other journalists and media related persons that a vacancy exists.
4. our previous employee list is verified for availability of people that are already trained for the job and/or that can be easily re-trained to perform the vacancy's duties.
5. resumes of people that have submitted them before a vacancy announcement is made are verified.