

**EEO PUBLIC FILE REPORT
FOR STATIONS WCMQ(FM)/WRMA(FM)/WXDJ(FM)
HIALEAH/FORT LAUDERDALE/NORTH MIAMI BEACH, FLORIDA**

This EEO Public File Report is filed in Stations WCMQ(FM)/WRMA(FM)/WXDJ(FM) public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period ending on October 1, 2003, the stations filled the following full-time vacancies: **Copywriter, National Sales Assistant, Accountant, Account Executive.**

The station interviewed a total of 14 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Hotjobs.com,	3
Marañon & Associates,	1
Pantin/JGR,	1
Walk-in	2
Posted internally	3
Referred by employee	1
Referred by other radio station	3

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

If your organization would like to be contacted regarding future vacancies, please contact Maria Elena Llansa at:

Radio Stations WCMQ(FM)/WXDJ(FM)/WRMA(FM)
1001 Ponce de Leon Blvd.
Coral Gables, FL 33133
Telephone: (305) 444-9292
Fax: (305) 444-2790

Email:

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Copywriter _____

Recruitment Source That Referred the Hiree:
Client/Advertising Agency: Marañon Advertising

Date Vacancy Opened: May 2003

Total Number of Persons Interviewed for the
Vacancy: 5

Date Vacancy Filled: June 30, 2003+

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Referred by other radio station: WQBA AM	800 Douglas Rd Anex BLDG suite 111 Coral Gables FL 33134	unknown	305 447-1140	3	No
Posted internally at SBS	1001 Ponce de Leon Blvd. Coral Gables FL 33134	Betty Diaz	305-444 0699	2	-----
Marañon \$Associates	300 Sevilla Ave. Coral Gables, FL 33134	Patty Valdes	305 476-5050	1	yes

Email:

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: National Sales Assistant ___ Recruitment Source That Referred the Hiree: Pantin/JGR _____

Date Vacancy Opened: April 2003 Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: April 7, 2003 ___

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Walk-in	-----	-----	-----	2	-----
Posted internally at SBS	SBS	Betty Diaz	305 444-0699	1	-----
Referred by employee	-----	-----	305 441-6901	1	-----
Referred by Agency	Pantin/JGR 3361 SW 3rd Ave. Miami	Darcy Brito	305 929-9717	1	no

**ATTACHMENT B
MENU OPTION ACTIVITIES**

Radio Stations WCMQ(FM)/WRMA(FM)/WXDJ(FM) have engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
	"Posted Internally"	

EXHIBIT 3

OUTREACH NARRATIVE STATEMENT

Since the implementation of the FCC's EEO Rules and Policies on March 10, 2003, Radio Stations WCMQ-FM, WXDJ(FM) and WRMA(FM) have had no problems achieving broad outreach in their community. The stations broadcast exclusively in Spanish and the area's Spanish language stations are a "community" unto themselves thereby ensuring that vacancies are disseminated throughout the job market. Furthermore, the stations regularly broadcast vacancy announcements to their listeners.

Nevertheless, the stations' plan in the coming months (1) to participate in job fairs; (2) list each upper level opening in various job banks of media trade groups; (3) establish at least one internship program; and (4) provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.