

Annual EEO Public File Report
For WAEL, INC.

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WAEL-AM, WAEL-FM and is required to be placed in the public inspection files of these stations, and posted on their web site, if they have one.

The information contained in this Report covers the time period for the year ending October 1, 2005 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and,
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections I, II, and III which follow have been designed, to provide the required information.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

I. Vacancy Information

Full Time Positions	- Recruitment Source of Hiree	- Total Number of
Filled By Job Title	-	- Interviewees from
-	-	- all Sources for this position
None	- None	- None

Total Number of Persons Interviewed During Applicable Period: 0

II. Recruitment Sources

Name of Recruitment Source Notified of Vacancy	Contact Name	Address	Telephone, Fax, Internet Address	Entitled to Notification	Referred by RS
Universidad Interamericana de PR Arecibo Servicio de Empleo	Lucy Centeno	Edificio B-21 Arecibo, PR	787-878-5475 Ext.2258 Fax 787-880-1624	Y	0
Camara de Comercio del Oeste	Everlidis	P. O. Box 9 Mayaguez, PR 00681	787-832-3749	Y	0
Pontificia Universidad Catolica Dept. de Comunicaciones	Marisol Lopez Jose L. Rodriguez	2250 Ave Las Americas Suite 582 Ponce, PR 00717	787-841-2000 Ext. 2542 Cel. 632-1295	Y	0
Universidad Interamericana de PR San German – Servicio Empleo	Ligia Arce	P. O. Box 5100 San German, PR 00863	787-264-1912 Ext. 7295	Y	0
Ramey Job Corps Center	Virginia Aviles	P. O. Box 250463 Aguadilla, PR 00604-0463	787-890-2030 ramey@cdc.jobcorps.org	Y	0
Arecibo Job Corps Center	Diana Perez	P. O. Box 644 Garrochales PR 00652	787-881-2300 Ext. 5525 areci@cdc.jobcorps.org	Y	0
WIA –Consorcio Mayaguez – Las Marias	Osvaldo Ortiz Carmen Lopez	63R Martinez Nadal N Mayaguez, PR 00681	787-265-3737 787-831-5195	Y	0
Universidad de PR Recinto de Mayaguez	Luis Ponce Oficina Colocaciones	P. O. Box 9037 Mayaguez, PR 00681	787-265-3858 787-265-3898 Fax. 834-5115 www.uprm.edu	Y	0
Departamento del Trabajo	Rebeca Vazquez Luis Ramirez	Apartado 998 Mayaguez, PR 00680	787-832-3228 787-265-3394	Y	0
Consorcio del Noroeste –Aguada, Aguadilla, Anasco, Isabela, Moca, Rincon, San Sebastian	Aurelio Gonzalez Cubero	Apartado 992 Aguadilla, PR 00605	787-882-.2500 Fax 787-882-1555	Y	0

III. Supplemental (non-vacancy specific) Recruitment Activities Undertaken by SEU

a) Option (2). Hosting of at least one job fair;

On July 17, 2005 the President & General Manager Maria Pirallo with Maria Vale Administrator of Aguadilla Shopping Center, Inc., hosted the Summer Job Fair in Aguadilla Shopping Center. She talked to fifteen (15) individuals and accepted resumes from six (6) of them.

b) Option (4). Participation in at least four events sponsored by community groups active in broadcasting employment issues, including conventions, career days, workshops and similar activities;

1. On June 15, 2005 Sales Manager Pedro Ojeda gave a presentation to the Municipal Assembly about radio, its role in Mayagüez Journalism Spoke for about an hour; compared radio journalism to newspaper and TV.

2. Employee participating in career days. Jose Mendez (program host and announcer) hosted a visit from Cub Scout anada 702 and its Cub Scout Master Norma Garcia from the Cabo Rojo Lions Club. They had a tour of the station and were shown the whole operations of WAEL, INC., emphasizing the different careers in radio.

c) Option (5). Establishment of an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment;

WAEL Inc.'s internship program has been established for a number of years and continues on a year round basis. Current Interns are receiving training and experience in various areas of broadcasting including News, Programming, Production, Promotion, Events and Sales. During the past year three (3) persons took advantage of our program.

d) Option (8). The establishment of training programs designed to enable employment unit personnel to acquire skills that could qualify them for higher level positions;

Employees participate in ongoing job training. Some employees attend seminars, workshops and conferences to further develop the skills needed for their position and to enable them to perform other jobs of interest.

On January 27, 28 and 29, 2005 Angel Perez and Vanessa Jimenez Sales Representatives attended Radio Advertising Bureau seminar given by personnel from its Radio Training Academy. Lydia Vargas from the accounting department and Claribel Libran secretary attended a Stress Management seminar given in the Best Western Hotel in Mayagüez, PR, on April 29, 2005. On January 20, 2005 all Sales Department personnel attended a sales seminar given by Ramon Padilla, from Arbitron.

e) Option (9). The establishment of mentoring programs designed to enable employment unit personnel to acquire skills that could qualify them for higher level positions;

From time to time outstanding employees are selected to take part in a mentoring program in order to improve their chances of promotion within the company. During this reporting period there was one active mentoring assignment, in the Accounting and Traffic Departments. Ms. Lydia Vargas was trained in the office of CPA Lourdes Dias & Associates by CPA Lourdes Diaz in Bookkeeping, payroll and taxes.

f) Option (10). Participation in at least four events or programs related to career opportunities in broadcasting sponsored by Educational institutions;

During May 2005, National Radio Month, Sales Manager Pedro Ojeda spoke to high school students about the importance of Radio focusing on the importance of radio as a primary source of information. This presentation was given in the Cultural Community Center of Mayag z, PR.

g) Option (14). Provision of training to management level personnel as to methods of ensuring equal Employment opportunity and preventing discrimination;

On March, 2005 Maria Pirallo, President & General Manager attended a one day seminar given by the Area of Security and Occupational Health of the State Insurance Fund Corporation, regarding prevention of accidents and occupational diseases in order to improve the operations of the employers.