

EEO PUBLIC FILE REPORT

For the reporting period of 09/22/2022 through 09/21/2023

The SEU has a total of 25 F/T Employees in Reporting Year 2 of 2.

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Hispanos Communications LLC	WWFE (AM)	Miami, FI	21391	NO
Hispanos Communications LLC	WRHC (AM)	Coral Gables, FL	73945	NO
Hispanos Communications LLC	WMYM (AM)	Kendall, FL	12833	NO

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source (“RS”) that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Board Operator	32	01/11/23	1-32
2	Board Operator	1	02/14/23	1-30
3	Board Operator	1	05/08/23	1-30
4	Business Manager (aka) Executive Assistant	32	01/11/23	1-32
5	Chief Engineer	32	01/11/23	1-32
6	Help Desk Technician	31	05/16/23	1,31
7	On Air Talent	32	01/11/23	1-32
8	On Air Talent	1, 33	01/25/23	1-30
9	Operation Manager	32	01/11/23	1-32
10	Promotion Director	1	03/06/23	1-30
11	Promotion Director (aka) Promotion Coordinator	34	06/08/23	1,2
12	Radio Producer	33	01/11/23	1-30
13	Radio Sales Acc Exec. (aka) General Sales Mgr	1	03/22/23	1-30
14	Radio Sales Account Executive	1	04/25/23	1-30
15	Radio Sales Account Executive	1	05/15/23	1-30
16	Receptionist	1	05/30/23	1-31

17	Traffic Manager	32	01/11/23	1-32
18	Traffic Manager (aka) Sales Coordinator	32	01/11/23	1-32
19	General Manager	Exigent Circumstances	11/01/22	Exigent Circumstances *
20	Station Manager/ Programmer	Exigent Circumstances	05/01/23	Exigent Circumstances **

* The GM was needed immediately to interview Seller's staff and make determinations as to which staff employed by Seller would transfer onto Buyer's payroll upon closing.

** Buyer wanted to keep a particular Programmer that was airing on Seller's station after closing so that the program continued uninterrupted. As a condition for Buyer to be permitted to carry that show, the Programmer was hired under exigent circumstances.

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There was a total of 26 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Salem Media Group Job Board		Karen Davenport 4880 Santa Rosa Road Camarillo, CA 93012 Karen.Davenport@saalemmedia.com	7
2	ChristianJobs.com		Karen Davenport 4880 Santa Rosa Road Camarillo, CA 93012 Karen.Davenport@saalemmedia.com	1
3	Adult Mankind Organization		Yailyn Gomez 1619 S.W. 107 th Avenue Miami, FL 33165 (305) 551-0090 mrivero@adultmankind.com	0
4	Ana G. Mendez University		Vicente Rodriguez 15201 NW 79 Ct. Miami Lakes, FL 33016 (954) 855-5598 ext 8523 Verodriguez@uagm.edu mbrotons@uagm.edu	0

5	Barry University	11300 NE 2 nd Ave Miami Shores, FL 33161 (305)899-3456 John Moriarty jmoriarty@barry.edu	0
6	Bethune Cookman College	Devita Bonner 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 33114 (386)481-2143	0
7	Career Source Florida	Carl Alexis Carl.alexis@careersourcesfl.com 8485 SW 40 St, 2 nd Floor Miami, FL 33155 305-929-1605 Alubia Barrios alubia.barrios@careersourcesfl.com 786-264-4875	0
8	City College	Anide Harrigan-Cruz Gizelle Ortiz-Velazquez Jennifer Walker 2000 W. Commercial Blvd. Ft Lauderdale, FL 33309 (954) 233-6691	0
9	City of Miami Opportunity Center	Robert Sellers 151 NW 27 Avenue Miami, FL 33125 (305) 859-1591 (305) 960-2832 (305) 960-5112 rsellers@miamigov.com	0
10	Community Action Agency South Help Institute	Darryl Baxter 701 NW 1 Ct. Miami, FL 33136 (786) 469-4600	0
11	Cuban American National Council	Jessica Buitrago 1223 SW 4 Street Miami, FL 33135 (305) 642-3484 ext 172 jbuitrago@cnc.org	0
12	Devry University	2300 SW 145 th Ave. Miramar, FL 33027 (954) 499-9857 Katelyn.rose@devry.edu	0
13	Employ Florida Upload	Jarvis Washington 7300 Corporate Center Drive Suite 500 Miami, FL 33126 Jarvis.washington@careersourcesfl.com	0

14	Florida A&M University		Melony Washington 1676 MLK Blvd Suite #100 Tallahassee, FL 32307 (850)599-3700	0
15	Florida Association of Broadcasters		201 S. Monroe St #201 Tallahassee, FL 32301 lvarn@fab.org	0
16	Florida International University		300 NE 151 St Miami, FL 33181 (305) 919-5625	0
17	Florida Memorial University		Kareen Coney 15800 NW 42 St. Miami, FL 33054 Kareen.coney@fmuniv.edu	0
18	Florida State University		600 W. College Ave Tallahassee, FL 32306-2410	0
19	Miami Dade College		Billy Oliver 300 NE 2 nd Ave, Room 181 Miami, FL 33132 (305)237-3670 boliver@mdc.edu ftoney@mdc.edu natkins@mdc.edu	0
20	Miami Lakes Educational Technical School		Susy Hayward 5780 NW 158 St Miami, FL 33014 (305) 557-1100 x2257	0
21	Miami Media School	*	Angel S. Llamazares 901 S Miami Ave, #303 Miami, FL 33130 allamazares@BeOnAir.com (confirmed 12/13/22)	0
22	NAHJ / NABJ South Florida		Brandon Lopez nahjsflpresident@gmail.com Russell Motley 1100 Knight Hall, Suite 3101 College Park, MD 20742 NABJSouthFlorida@gmail.com	0
23	NATAS		Karla McDonald 10385 Rue Vendome Pembroke Pines, FL 33084 emmysuncoast@gmail.com	0
24	Nova Southeastern University		Nieman Butler 3301 College Ave Career Service Center Ft Lauderdale, FL 33314 Niemah@nova.edu	0
25	S.E.R. Job for Progress		5600 NW 36 St. Miami, FL 33166 (305) 871-2820 ext 113	0

26	SBE Society of Broadcast Engineers	Scott Jones 9102 N Meridian St, Suite #150 Indianapolis, IN 46260 (317) 846-9000 kjones@sbe.org	0
27	St. Thomas University	Cristina C. Lopez 16401 NW 37 th Ave. Miami Gardens, FL 33054 cclopez@stu.edu	0
28	University of Miami	Alicia Rodriguez 5225 Ponce De Leon Coral Gables, FL 33146 (305) 284-5451 (305)284-2211	0
29	Urban League of Greater Miami	Franklin Drakes 8400 NW 25 th Ave. Miami, FL 33147 (305) 696-4450 drakes@bellsouth.net	0
30	Youth Coop	Connie Perez-Borroto 3525 NW 7 St. Miami, FL 33125 (305) 643-6730 ext 135 cpb@ycoopmail.org	0
31	Ziprecruiter.com	Julie Milius 4880 Santa Rosa Rd, Camarillo, 93012 julie.milius@salemmedia.com	1

OTHER SOURCES OF INTERVIEWEES		
No.	Description of Other Sources	Number of Interviewees
32	Fenix Broadcasting Corp. Referrals	13
33	Industry Referral	2
34	Internal Promotion	2
Total Number of Interviewees		26

III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

A. Management Training

1. The VP of Human Resources conducted on March 8th, 2023, a Training session via Zoom Meeting and PowerPoint presentations, about the FCC EEO Rules which included the review of EEO policies and compliance, Recruitment Process, Publicizing Vacancies, EEO Initiatives and Recordkeeping. The SEU's VP & GM and Office Manager participated in this training.

2. On May 10, 2023, the SEU's VP and the Office Manager participated in a Zoom Call, organized by the VP of Human Resources. With the support of a Power Point Presentation the Zoom call emphasized in the importance of a Recruitment from a practical Standpoint, Documentation tracking in paper or electronically, The need of Recruitment Sources updates and the EEO Questionnaire & Checklist in case of an Audit.

B. Hosted a Job Fair:

The SEU organized a Job Fair on 09/22/23, at Mylander Park, in Hialeah. The VP and the Office Manager spoke with attendees about careers in radio, collected resumes and directed them to the Salem Media Group website, to apply for positions. The event served as well to promote jobs opportunities from non-profit organizations and other institutions. Recruiters from a variety of fields were present at the event, that was promoted on air and on all Social Media Platforms of the SEU.

C. Co-Sponsored Job Fairs

The SEU provided promotional support for two County Job Fairs with website and Social Media promotions for:

1. Allied Universal. Career Source South Florida Recruitment event, 08/23/23, Miami
2. One Blood. Career Source South Florida Recruitment event, 08/24/23, Miami

Note: Licensee acquired the three (3) stations comprising this station employment unit (SEU) as follows: WMYM(AM) on January 6, 2023, pursuant to FCC File No. 0000202518 of assignment application; and WWFE(AM) & WRHC(AM) on January 10, 2023, pursuant to FCC File Nos. 0000202540 and 0000202542 of assignment application, respectively. This report covers recruitment and outreach activities only for the period of time since Licensee has acquired this SEU.