

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/2024 through 09/30/2025

The SEU has a total of 13 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

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 0 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		Nichelle Obrien 4880 Santa Rosa Road Camarillo, CA 93012 nichelle.obrien@salemmedia.com	0
2	ChristianJobs.com		Nichelle Obrien 4880 Santa Rosa Road	0

			Camarillo, CA 93012 nichelle.obrien@salemmedia.com	
3	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
4	Career Source Florida		Monica Daes monica.daes@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
5	City College		Anide Harrigan-Cruz 2000 W. Commercial Blvd. Ft Lauderdale, FL 33309 (954) 233-6691 aharrigancruz@citycollege.edu gortiz-velazquez@citycollege.edu	0
6	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
7	Community Action Agency South Help Institute		Darryl Baxter 701 NW 1 Ct. Miami, FL 33136 (786) 469-4600	0
8	Cuban American National Council		Jessica Buitrago 1223 SW 4 Street Miami, FL 33135 (305) 642-3484 ext 172 jbuitrago@cnc.org	0
9	Devry University		2300 SW 145 th Ave. Miramar, FL 33027 (954) 499-9857 Katelyn.rose@devry.edu	0
10	Employ Florida Upload		Jarvis Washington 7300 Corporate Center Drive Suite 500 Miami, FL 33126 Jarvis.washington@careersourcesfl.com	0
11	Florida A&M University		Melony Washington 1676 MLK Blvd	0

			Suite #100 Tallahassee, FL 32307 (850)599-3700	
12	Florida Association of Broadcasters		201 S. Monroe St #201 Tallahassee, FL 32301 lvarn@fab.org	0
13	Florida International University		300 NE 151 St Miami, FL 33181 (305) 919-5625	0
14	Florida State University		600 W. College Ave Tallahassee, FL 32306-2410	0
15	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
16	Miami Lakes Educational Technical School		Susy Hayward 5780 NW 158 St Miami, FL 33014 (305) 557-1100 x2257 bhayward@dadeschools.net	0
17	Miami Media School	*	Angel S. Llamazares 901 S Miami Ave, #303 Miami, FL 33130 allamazares@BeOnAir.com (confirmed 12/13/22)	0
18	NAHJ / NABJ South Florida		Brandon Lopez nahjsflpresident@gmail.com Russell Motley 1100 Knight Hall, Suite 3101 College Park, MD 20742 NABJSouthFlorida@gmail.com	0
19	NATAS		Karla McDonald 10385 Rue Vendome Pembroke Pines, FL 33084 emmysuncoast@gmail.com	0
20	Nova Southeastern University		Nieman Butler 3301 College Ave Career Service Center Ft Lauderdale, FL 33314 Niemah@nova.edu	0
21	S.E.R. Job for Progress		5600 NW 36 St. Miami, FL 33166 (305) 871-2820 ext 113 mcordoba@serflorida.org emjuica@serflorida.org	0
22	St. Thomas University		Cristina C. Lopez	0

			16401 NW 37 th Ave. Miami Gardens, FL 33054 cclopez@stu.edu	
23	University of Miami		Alicia Rodriguez 5225 Ponce De Leon Coral Gables, FL 33146 (305) 284-5451 (305)284-2211	0
24	Urban League of Greater Miami		Franklin Drakes 8400 NW 25 th Ave. Miami, FL 33147 (305) 696-4450 drakes@bellsouth.net	0
25	Youth Coop		Connie Perez-Borroto 3525 NW 7 St. Miami, FL 33125 (305) 643-6730 ext 135 cpb@ycoopmail.org	0
26	Ziprecruiter.com		Nichelle Obrien 4880 Santa Rosa Road Camarillo, CA 93012 nichelle.obrien@salemmedia.com	0
27	Glassdoor.com		Nichelle Obrien 4880 Santa Rosa Road Camarillo, CA 93012 nichelle.obrien@salemmedia.com	0
28	Indeed.com		Nichelle Obrien 4880 Santa Rosa Road Camarillo, CA 93012 nichelle.obrien@salemmedia.com	0
29	Linkedin		Nichelle Obrien 4880 Santa Rosa Road Camarillo, CA 93012 nichelle.obrien@salemmedia.com	0
30	Facebook.com		Juan Bohorques 5757 Blue Lagoon Drive, Ste 450 Miami, FL 33126 Juan.bohorquez@salemmiami.com	0
31	Twitter.com		Juan Bohorques 5757 Blue Lagoon Drive, Ste 450 Miami, FL 33126 Juan.bohorquez@salemmiami.com	0
32	Instagram.com		Juan Bohorques 5757 Blue Lagoon Drive, Ste 450 Miami, FL 33126 Juan.bohorquez@salemmiami.com	0

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
Total Number of Interviewees		0

III. **OUTREACH INITIATIVES**

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

A. Management Training:

1. The Salem Vice President of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Office Manager and Business Manager participate in these training sessions each month and then routinely communicate with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

A. Co-Sponsored Job Fairs

Salud, Inmigracion y Mas, 10/23/24, Miami –
The station hosted a job fair during this event that was produced by SEU. Station personnel including the office manager and the station manager participated in the job fair section of this event.

B. Participate in Job Fair:

1. National Hire a Veteran Day, 7/25/25, Miami
2. Hialeah Workforce Recruitment Center, 9/24/25, Hialeah

C. Training Program for Station Personnel

The SEU's Programming director provided targeted training to board operators and producers to teach them skills to qualify for higher level positions within the SEU, including

- (1) how to create and edit content for digital platforms such as creating effective reels of the radio shows and uploading them to our social media and digital platforms;
- (2) how to connect playlists to wide orbit triggers so improve their ability to operate remotely more efficiently, and (3) how to use AI to generate traffic and weather reports quickly and efficiently. These new skills will help these employees qualify for advancement into higher level positions.