

**2021 Broadcast EEO Program Report
 WRHC Broadcasting Corp. and Fenix Broadcasting Corp.
 Employment Unit: Stations WRHC(AM) and WWFE(AM)**

Placed in Public File 10/01/21

2021 FCC EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 9/22/20 to 9/21/21

- 1) Employment Unit: WWFE(AM) and WRHC(AM).**
- 2) Unit Members (Stations and Communities of License):
 WWFE(AM), Fenix Broadcasting Corp., Miami, Florida
 WRHC(AM), WRHC Broadcasting Corp., Coral Gables, Florida.**
- 3) EEO Contact Information for Unit Member:
 Ana Vidal Rodriguez, Vice-President, 330 SW 27 Ave. Suite 207, Miami, FL. 33135
 305-541-3300 x 214 anavidal@lapoderosa.com**
- 4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
4.1 On Air Personality	Industry Referral
4.2 Board Operator	Miami Media School

5.1-) On Air Personality Referral Source of Hiree: Industry Referral

<u>Source</u>	<u># referred</u>	<u>Requested Notification</u>
New Professions Technical Institute. 4000 W. Flagler St. Miami, FL. 33134 Tel: (305) 461-2223/Fax: 305-461-3029	0	no
Youth Coop. 3525 NW. 7 th St. Miami, FL. 33125 Tel: (305) 643-6730 X 326, Fax: (305) 631-1578	0	no
Aspira of Florida 3650 North Miami Ave. Miami, FL. 33127 Tel: (305) 269-6767, Fax: (305) 576-0810	0	no

<u>Source</u>	<u># referred</u>	<u>Requested Notification</u>
South Fl. Workforce Career Source South Florida 8485 SW 40th Street Miami, FL 33155 Tel: (305) 228-2300/-4225, Fax: (305) 228-2321	0	no
Adult Mankind Organization (South Fl. Workforce) 1619 SW. 107 th Ave. Miami, FL. 33165 Tel: (305) 551-0090x202, Fax: (305) 551-9098	0	no
Career Source South Fl, Little Havana Cter 5040 NW 7th St, Ste 200 Miami, FL 33126 Tel: (305) 442-6900, Fax: 305-643-7240	0	no
Lutheran Services of Florida 9750 Coral Way Miami Fl. 33165 Tel: 305-559-1177, Fax: 305-559-9509	0	no
South Florida Institute of Technology 1275 W 47 th Pl Ste 201 Hialeah, Fl 33012 Ph: 305-820-8993 ext 25, Fax: (305) 820-8755	0	no
Miami Media School 7955 NW 12th Street, Suite 119 Doral, FL 33126 Phone: 305.676.6494	0	no
Industry Referral	1	

5.2-) Board Operator

Referral Source of Hiree: Miami Media School

<u>Source</u>	<u># referred</u>	<u>Requested Notification</u>
New Professions Technical Institute. 4000 W. Flagler St. Miami, FL. 33134 Tel: (305) 461-2223/Fax: 305-461-3029	0	no
Youth Coop. 3525 NW. 7 th St. Miami, FL. 33125 Tel: (305) 643-6730 X 326, Fax: (305) 631-1578	0	no

Aspira of Florida 3650 North Miami Ave. Miami, FL. 33127 Tel: (305) 269-6767, Fax: (305) 576-0810	0	no
South Fl. Workforce Career Source South Florida 8485 SW 40th Street Miami, FL 33155 Tel: (305) 228-2300/-4225, Fax: (305) 228-2321	0	no
Adult Mankind Organization (South Fl. Workforce) 1619 SW. 107 th Ave. Miami, FL. 33165 Tel: (305) 551-0090x202, Fax: (305) 551-9098	0	no
Career Source South Fl, Little Havana Cter 5040 NW 7th St, Ste 200 Miami, FL 33126 Tel: (305) 442-6900, Fax: 305-643-7240	0	no
Lutheran Services of Florida 9750 Coral Way Miami Fl. 33165 Tel: 305-559-1177, Fax: 305-559-9509	0	no
South Florida Institute of Technology 1275 W 47 th Pl Ste 201 Hialeah, Fl 33012 Ph: 305-820-8993 ext 25, Fax: (305) 820-8755	0	no
Miami Media School 7955 NW 12th Street, Suite 119 Doral, FL 33126 Phone: 305.676.6494	2	no

6) Total # of Interviewees Referred: For the period from 9/22/20 to 9/21/21 this Employment Unit interviewed 3 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

INITIATIVE: TRAINING PROGRAMS. The employment unit has an ongoing training program designed to elevate the skills of the station personnel, learn new software, and to implement their skills for an easy and fast way to solve problems and keep in good order the programming and equipments. During this Reporting Period, the employment unit trained one On Air person to become Board Operator and 5 employees from the main office were trained on the Team Viewer Platform in order to be able work remote and access all the information required to do accounting and sales with a better time frame, giving agencies and clients a better service. The Accounting department held three seminars, two of them updated the Corporate Office about new accounts and Agencies protocol and the other one was held to clarify the Political Broadcasting Rules. The employment unit also held two seminars about The Covid 19 Virus Protocols in Florida

INITIATIVE: PROVISION OF TRAINING TO MANAGEMENT LEVEL PERSONNEL AS TO METHODS OF ENSURING EQUAL EMPLOYMENT OPPORTUNITIES AND PREVENTING DISCRIMINATION. This program is on-going, and an updating seminar on these subjects was held on April 23, 2021 by the employment unit's vice president. This seminar lasted 1.5 hours and was attended by the management personnel, who are the same persons with authority to hire. The purpose of the seminar was to review the methods of ensuring equal employment opportunities and preventing discrimination. These persons are the Program and Technical director, President, Vice-president and Assistant Vice-President. The employment unit also held two seminars about The Covid 19 Virus Protocols in Florida

INITIATIVE: PARTICIPATION IN JOB FAIRS. Participated in three (3) job fairs in this reporting period; June 23, 2021, Miami Dade; August 26, 2021, Westchester; and August 31, 2021, Hialeah. The employment unit's Vice president attended these events where the employment unit was able interact with job seekers and explain the kinds of positions available at the stations and solicit resumes and applications.

INITIATIVE: PARTICIPATION IN EVENTS SPONSORED BY COMMUNITY ORGANIZATIONS. From May 2021 to August 2021, the President and/or Vice-President of the employment unit participated in monthly networking events hosted by the South Florida Hispanic Chamber of Commerce of Miami. At these events, the employment unit representatives frequently discussed and explained issues relating to broadcasting and broadcast employment.

INITIATIVE: OTHER EEO RECRUITMENT EFFORTS. The employment unit's vice president is in constant contact with Career Source South Florida, Miami Media School and New Professions Technical Institute, agencies of the State of Florida, whereby Career Source emails us their recruitment events and we record PSAs spots advertising the recruitment events, such as, for example Miami Marlins, Region's Security, Amazon, Macy's, US Security and Chipotle.