

EEO ANNUAL PUBLIC FILE REPORT
PAX CATHOLIC COMMUNICATIONS, INC.

1. Full-Time Jobs Filled From October 1, 2021 to September 30, 2022

Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy

Title of Position: Board Operator/Stewardship

Date Filled: 01/03/2022

Recruitment Source That Referred The Individual Hired: www.miamiarch.org

Total Number of People Interviewed for Vacancy: 4

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Web page, Instagram, Facebook pages of www.miamiarch.org Web site: www.indeed.com Job Fairs (see below)	Janet Milian www.miamiarch.org careers@theadom.org	9401 Biscayne Boulevard Miami Shores, Florida 33138	4

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

2. EEO ANNUAL PUBLIC FILE REPORT
PAX CATHOLIC COMMUNICATIONS, INC.

1. Full-Time Jobs Filled From October 1, 2021 to September 30, 2022

Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy

Title of Position: Board Operator/Editing

Date Filled: 01/18/2022

Recruitment Source That Referred The Individual Hired: www.miamiarch.org

Total Number of People Interviewed for Vacancy: 3

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Web page, Instagram, Facebook pages of www.miamiarch.org Web site: www.indeed.com Job Fairs (see below)	Janet Milian www.miamiarch.org careers@theadom.org	9401 Biscayne Boulevard Miami Shores, Florida 33138	3

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1. Full-Time Jobs Filled From October 1, 2021 to September 30, 2022

Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy

Title of Position: Radio Traffic Log

Date Filled: 07/25/2022

Recruitment Source That Referred The Individual Hired: www.miamiarch.org

Total Number of People Interviewed for Vacancy: 3

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Web page, Instagram, Facebook pages of www.miamiarch.org Web site: www.indeed.com Job Fairs (see below)	Janet Milian www.miamiarch.org careers@theadom.org	9401 Biscayne Boulevard Miami Shores, Florida 33138	3

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Recruitment Initiatives Implemented From October 1, 2021 to September 30, 2022:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
Pax Catholic Communications recruiting personnel participated in the following job fairs:	February 16, 2022	Ave Maria University Career Fair: 5050 Ave Maria Blvd, FL 33142
JOB FAIR	March 23, 2022	Miami Dade College Eduardo Padron Campus: 627 SW 27 th Ave, Miami FL 33135
JOB FAIR	April 6, 2022	St Thomas University Spring Expo: 16401 NW 37 th Avenue, Miami Gardens, FL 33054
JOB FAIR	June 16, 2022	Mother of Our Redeemer School: 8445 NW 186 th Street Miami, FL 33015
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	(Ongoing)	At Pax Catholic Communications Inc., we have started an initiative in cross-training employees in different areas of work, this will provide opportunities for promotion and training for the skills necessary. Better implementation has taken place in the last 2 years. Employees that were hired as Board Operators are being cross-trained for promotion opportunities in Stewardship Management, Editing and Content Quality Control.

<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;</p>	<p>10/2021</p>	<p>Our Director put together a team composed of two female employees and 2 male employees. The initiative to training them in acquiring better management skills that may implemented in their areas of responsibility. Meeting takes place on a weekly basis for training and working together in finding ways in creating a better working environment for all employees.</p>
<p>Pax Catholic Communications, Inc. along with WACC-AM provided is beginning to organize tours of the station's facilities to any group or organization requesting one (i.e., Individuals that have had an interest in contributing to the organization).</p>	<p>12/2021</p>	<p>In December of 2021 we had meetings with the Director of Communications at Barry University here in Miami. He is interested in bringing the students interested in majors of media/communications degrees to visit the radio station. Because of reasons related to COVID we halted the first visit, we are planning it for the month of October of this year. The initiative is also to prepare and organize an internship program.</p>