

EEO ANNUAL PUBLIC FILE REPORT
PAX CATHOLIC COMMUNICATIONS, INC.

1. Full-Time Jobs Filled From October 1, 2022, to September 30, 2023

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

Title of Position:

Date Filled:

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

Total Number of People Interviewed for Vacancy: 0

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

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

Recruitment Initiatives Implemented from October 1, 2022, to September 30, 2023:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
Pax Catholic Communications recruiting personnel participated in the following job fairs:		
	2/25/2023	Ave Maria University. 5050 Ave Maria Blvd, Ave Maria, FL 34142
	03/07/2023	Miami Dade College Wolfson Campus 300 NE Second Ave. Miami, FL 33132
	3/15/2023	Miami Dade College Medical Campus 950 NW 20th St, Miami, FL 33127

	3/18/2023	Organized by Archdiocese of Miami Archbishop McCarthy High School Student Center 5451 S. Flamingo Road, SW Ranches, FL 33330
	3/21/2023	Miami Dade College Hialeah Campus 1780 W 49th St, Hialeah, FL 33012
	5/4/2023	Organized by Catholic Charities of the Archdiocese of Miami St Joachim Catholic Church 19150 SW 117 th Avenue, Miami FL 33177
	5/11/2023	Alliance Career Fair at Southern Command Center in Doral 6796 SW 62nd Avenue South Miami, Florida 33143
	8/31/2023	Alliance Career Fair at Fort Lauderdale Grand Hotel in Fort Lauderdale Broward Center Au Rene, 201 SW 5th Ave., Fort Lauderdale, FL 33312
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	(Ongoing)	

<p>Quarterly Professional Development Workshops</p>	<p>(Ongoing)</p>	<p>We have implemented quarterly workshops as a mean to continue to develop personnel skills. An opportunity to learn and apply new knowledge and skills that can help them in their job and further their career.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;</p>	<p>(Ongoing)</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>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</p>	<p>(Ongoing)</p>	<p>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>
<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>(Ongoing)</p>	<p>Director of Communications at Barry University here in Miami. Has visiting and continues to bring students interested in majors of media/communications degrees to visit the radio station. The initiative is also to prepare and organize an internship program.</p>