

**2016 Broadcast EEO Program Report
 WRHC Broadcasting Corp. and Fenix Broadcasting Corp.
 Employment Unit: Stations WRHC(AM) and WWFE(AM)**

Placed in Public File 10/01/16

2016 FCC EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 9/22/15 to 9/21/16.

- 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
 305-541-3300x214 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 Housekeeping	Employee Referral
4.2 Board Operator (2 positions)	South Florida Workforce (2)
4.3 Receptionist (2 positions)	South Florida Workforce/Rehire
4.4 On air personality	Industry Referral

5.1) Job Title: Housekeeping Referral Source of Hiree: Employee Referral

<u>Source</u>	<u># referred</u>	<u>Requested Notification</u>
The English Center Miami Dade County Public Schools Adelfa Gonzalez Mayo 3501 SW 28 Street Miami, Fl. 33133 Tel: (305) 445-3573/Fax: 305-443-3718	0	no
New Professions Technical Institute. Fatima Guillen	0	no

Radio Stations WWFE(AM) and WRHC(AM) are Equal Opportunity Employers.

4000 W. Flagler St.
Miami, FL. 33134
Tel: (305) 461-2223/Fax: 305-461-3029

Youth Coop. 0 no
Jahaira Marcano or Silvia Arguein
3525 N. W. 7th St.
Miami, FL. 33125
Tel: (305) 643-6730 X 161
Fax: (305) 631-1578

Miami-Dade County. 0 no
Dept. Human Services
Employment Services Bureau
Refugee Services Program
5040 N. W. 7th St. Suite 700.
Miami, FL. 33126
Tel: (305) 569-7676

Aspira of Florida 0 no
Daisy Franklin
3650 North Miami Ave.
Miami, FL. 33127
Tel: (305) 576-1512
Fax: (305) 576-0810

Cuban American National Council, Inc. 0 no
Eliza Mitrani
Employment Agency
300 S. W. 12th Ave. Ofc. 326-B
Miami, FL. 33130
Tel: (305) 631-0038
Fax: (305) 541-9275/305-554-4128

South Fl. Workforce 0 no
Career Source South Florida
8485 SW 40th Street
Miami, FL 33155
Yaima Ortega
Tel: (305) 228-2300/-4225
Fax: (305) 228-2321

Job Development Employment Service 0 no
7900 N. E. 2nd Ave. 6th Floor
Miami, FL. 33138
Tel: (305) 759-6511
Fax: (305) 759-7639

Caleb Center 5400 N. W. 22 nd Ave. Suite 103 Tel: (305) 638-6444/Fx: 305-638-6494	0	no
SER Jobs Progress Office of Job Dev. 3939 N. W. 7 th St. Suite 205 Miami, FL. 33126 Tel: (305) 649-5627 Fax: (305) 644-2111	0	no
South Fl. Workforce Raquel Melcon 7300 N. W. 19 th St. Suite 500 Miami, FL. 33126 Tel: (305) 594-7615x502 / Fax: (305) 470-5762	0	no
Broward Business to Business Expo & Job Fair Broward Chamber of Commerce 1640 West Oakland Park Blvd #403 Fort Lauderdale, FL. 33311 Tel: (954) 565-5750/ Fax: 954-566-3398	0	no
Adult Mankind Organization (South Fl. Workforce) Amarilis Valencia 1681 S. W. 107 th Ave. Miami, FL. 33165 Tel: (305) 551-0090x202 Fax: (305) 551-9098	0	no
Little Havana One Stop Career Center 701 SW 27 Ave 7 th Floor Miami Fl. 33135 Tel: 305-643-3300 Fax: 305-643-7240	0	no
Lutheran Services of Florida 9750 Coral Way Miami Fl. 33165 Ida Lopez Tel: 305-559-1177 Fax: 305-559-9509	0	no
South Florida Institute of Technology 1275 W 47 th Pl Ste 201	0	no

Hialeah, FL 33012
 Ph: (305) 820-8993 ext 25
 Fax: (305) 820-8755

On Air announcements	0	no
Employee Referral	1	

5.2) Board Operator (2 positions) Referral Source of Hire: South Florida Workforce (2)

<u>Source</u>	<u># referred</u>	<u>Requested Notification</u>
The English Center Miami Dade County Public Schools Adelfa Gonzalez Mayo 3501 SW 28 Street Miami, FL. 33133 Tel: (305) 445-3573/Fax: 305-443-3718	0	no
New Professions Technical Institute. Fatima Guillen 4000 W. Flagler St. Miami, FL. 33134 Tel: (305) 461-2223/Fax: 305-461-3029	0	no
Youth Coop. Jahaira Marcano or Silvia Arguein 3525 N. W. 7 th St. Miami, FL. 33125 Tel: (305) 643-6730 X 161 Fax: (305) 631-1578	0	no
Miami-Dade County. Dept. Human Services Employment Services Bureau Refugee Services Program 5040 N. W. 7 th St. Suite 700. Miami, FL. 33126 Tel: (305) 569-7676	0	no
Aspira of Florida Daisy Franklin 3650 North Miami Ave. Miami, FL. 33127 Tel: (305) 576-1512 Fax: (305) 576-0810	0	no

Cuban American National Council, Inc. Eliza Mitrani Employment Agency 300 S. W. 12 th Ave. Ofic. 326-B Miami, FL. 33130 Tel: (305) 631-0038 Fax: (305) 541-9275/305-554-4128	0	no
South Fl. Workforce Career Source South Florida 8485 SW 40th Street Miami, FL 33155 Yaima Ortega Tel: (305) 228-2300/-4225 Fax: (305) 228-2321	2	no
Job Development Employment Service 7900 N. E. 2 nd Ave. 6 th Floor Miami, FL. 33138 Tel: (305) 759-6511 Fax: (305) 759-7639	0	no
Caleb Center 5400 N. W. 22 nd Ave. Suite 103 Tel: (305) 638-6444 Fax: (305) 638-6494	0	no
SER Jobs Progress Office of Job Dev. 3939 N. W. 7 th St. Suite 205 Miami, FL. 33126 Tel: (305) 649-5627 Fax: (305) 644-2111	0	no
South Fl. Workforce Raquel Melcon 7300 N. W. 19 th St. Suite 500 Miami, FL. 33126 Tel: (305) 594-7615x502 / Fax: (305) 470-5762	0	no
Broward Business to Business Expo & Job Fair Broward Chamber of Commerce 1640 West Oakland Park Blvd #403 Fort Lauderdale, FL. 33311 Tel: (954) 565-5750/ Fax: 954-566-3398	0	no

Adult Mankind Organization (South FL Workforce) Amarilis Valencia 1681 S. W. 107 th Ave. Miami, FL. 33165 Tel: (305) 551-0090x202 Fax: (305) 551-9098	0	no
Little Havana One Stop Career Center 701 SW 27 Ave 7 th Floor Miami Fl. 33135 Tel: 305-643-3300 Fax: 305-643-7240	0	no
Lutheran Services of Florida 9750 Coral Way Miami Fl. 33165 Ida Lopez 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
On Air announcements	0	no

5.3) Receptionist

Referral Source of Hiree: South Florida Workforce/Rehire

<u>Source</u>	<u># referred</u>	<u>Requested Notification</u>
The English Center Miami Dade County Public Schools Adelfa Gonzalez Mayo 3501 SW 28 Street Miami, Fl. 33133 Tel: (305) 445-3573/Fax: 305-443-3718	0	no
New Professions Technical Institute. Fatima Guillen 4000 W. Flagler St. Miami, FL. 33134 Tel: (305) 461-2223/Fax: 305-461-3029	0	no

Youth Coop. Jahaira Marcano or Silvia Arguein 3525 N. W. 7 th St. Miami, FL. 33125 Tel: (305) 643-6730 X 161 Fax: (305) 631-1578	0	no
Miami-Dade County. Dept. Human Services Employment Services Bureau Refugee Services Program 5040 N. W. 7 th St. Suite 700. Miami, FL. 33126 Tel: (305) 569-7676	0	no
Aspira of Florida Daisy Franklin 3650 North Miami Ave. Miami, FL. 33127 Tel: (305) 576-1512 Fax: (305) 576-0810	0	no
Cuban American National Council, Inc. Eliza Mitrani Employment Agency 300 S. W. 12 th Ave. Ofc. 326-B Miami, FL. 33130 Tel: (305) 631-0038 Fax: (305) 541-9275/305-554-4128	0	no
South Fl. Workforce Career Source South Florida 8485 SW 40th Street Miami, FL 33155 Yaima Ortega Tel: (305) 228-2300/-4225 Fax: (305) 228-2321	1	no
Job Development Employment Service 7900 N. E. 2 nd Ave. 6 th Floor Miami, FL. 33138 Tel: (305) 759-6511 Fax: (305) 759-7639	0	no
Caleb Center 5400 N. W. 22 nd Ave. Suite 103 Tel: (305) 638-6444	0	no

Fax: (305) 638-6494

SER Jobs Progress

Office of Job Dev. 0 no
3939 N. W. 7th St. Suite 205
Miami, FL. 33126
Tel: (305) 649-5627/Fax: (305) 644-2111

South Fl. Workforce 0 no
Raquel Melcon
7300 N. W. 19th St. Suite 500
Miami, FL. 33126
Tel: (305) 594-7615x502 / Fax: (305) 470-5762

Broward Business to Business 0 no
Expo & Job Fair
Broward Chamber of Commerce
1640 West Oakland Park Blvd #403
Fort Lauderdale, FL. 33311
Tel: (954) 565-5750/ Fax: 954-566-3398

Adult Mankind Organization 0 no
(South Fl. Workforce)
Amarilis Valencia
1681 S. W. 107th Ave.
Miami, FL. 33165
Tel: (305) 551-0090x202
Fax: (305) 551-9098

Little Havana One Stop Career Center 0 no
701 SW 27 Ave 7th Floor
Miami Fl. 33135
Tel: 305-643-3300
Fax: 305-643-7240

Lutheran Services of Florida 0 no
9750 Coral Way
Miami Fl. 33165
Ida Lopez
Tel: 305-559-1177
Fax: 305-559-9509

South Florida Institute of Technology 0 no
1275 W 47 th Pl Ste 201
Hialeah, Fl 33012
Ph: (305) 820-8993 ext 25
Fax: (305) 820-8755

On Air announcements	0	no
Industry Referral	0	
Rehire	1	

5.4) On Air Personality

Referral Source of Hiree: Industry Referral

<u>Source</u>	<u># referred</u>	<u>Requested Notification</u>
The English Center Miami Dade County Public Schools Adelfa Gonzalez Mayo 3501 SW 28 Street Miami, Fl. 33133 Tel: (305) 445-3573/Fax: 305-443-3718	0	no
New Professions Technical Institute. Fatima Guillen 4000 W. Flagler St. Miami, FL. 33134 Tel: (305) 461-2223/Fax: 305-461-3029	0	no
Youth Coop. Jahaira Marcano or Silvia Arguein 525 N. W. 7 th St. Miami, FL. 33125 Tel: (305) 643-6730 X 161 Fax: (305) 631-1578	0	no
Miami-Dade County. Dept. Human Services Employment Services Bureau Refugee Services Program 5040 N. W. 7 th St. Suite 700. Miami, FL. 33126 Tel: (305) 569-7676	0	no
Aspira of Florida Daisy Franklin 3650 North Miami Ave. Miami, FL. 33127 Tel: (305) 576-1512 Fax: (305) 576-0810	0	no
Cuban American National Council, Inc. Eliza Mitrani Employment Agency	0	no

300 S. W. 12th Ave. Ofic. 326-B
Miami, FL. 33130
Tel: (305) 631-0038
Fax: (305) 541-9275/305-554-4128

South Fl. Workforce 0 no
Career Source South Florida
8485 SW 40th Street
Miami, FL 33155
Yaima Ortega
Tel: (305) 228-2300/-4225
Fax: (305) 228-2321

Job Development Employment Service 0 no
7900 N. E. 2nd Ave. 6th Floor
Miami, FL. 33138
Tel: (305) 759-6511
Fax: (305) 759-7639

Caleb Center 0 no
5400 N. W. 22nd Ave. Suite 103
Tel: (305) 638-6444
Fax: (305) 638-6494

SER Jobs Progress
Office of Job Dev. 0 no
3939 N. W. 7th St. Suite 205
Miami, FL. 33126
Tel: (305) 649-5627
Fax: (305) 644-2111

South Fl. Workforce 0 no
Raquel Melcon
7300 N. W. 19th St. Suite 500
Miami, FL. 33126
Tel: (305) 594-7615x502 / Fax: (305) 470-5762

Broward Business to Business 0 no
Expo & Job Fair
Broward Chamber of Commerce
1640 West Oakland Park Blvd #403
Fort Lauderdale, FL. 33311
Tel: (954) 565-5750/ Fax: 954-566-3398

Adult Mankind Organization 0 no
(South Fl. Workforce)
Amarilis Valencia

1681 S. W. 107th Ave.
Miami, FL. 33165
Tel: (305) 551-0090x202
Fax: (305) 551-9098

Little Havana One Stop Career Center 701 SW 27 Ave 7 th Floor Miami Fl. 33135 Tel: 305-643-3300 Fax: 305-643-7240	0	no
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Lutheran Services of Florida 9750 Coral Way Miami Fl. 33165 Ida Lopez Tel: 305-559-1177 Fax: 305-559-9509	0	no
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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
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On Air announcements	0	no
Industry Referral	1	

6) Total # of Interviewees Referred: For the period from 9/22/15 to 9/21/16 this Employment Unit interviewed 6 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

INITIATIVE: TRAINING PROGRAMS. The employment unit has an ongoing training program designed to enable station personnel to hone their skills, learn new software, and to acquire skills that qualify them for higher level positions. For example, within the employment unit 12 persons received additional training for Production for the New Digital Console system and 12 persons received training related to the new Telephone System VoIP. The employment unit's program and technical director, who is in charge of all technical personnel, directs the training program, choosing which existing staff member will do the training, setting hours of training, duration of same, evaluating the progress of the training and deciding when the person is ready to work independently. During this Reporting Period, the employment unit trained an On Air person to become Boar Operator and more office personnel were trained on our Traffic Software in order to be able to obtain reports, price and client information without interrupting our Traffic Manager.

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 14, 2016 by the employment unit's vice president. This seminar lasted 1 hour and was attended by all management personnel, who are the same persons with authority to hire. The purpose of the seminar was to review and refresh, as well as update, station personnel on 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, all of WRHC Broadcasting Corporation and Fenix Broadcasting Corporation.

INITIATIVE: PARTICIPATION IN JOB FAIRS. Participated in two (2) job fairs in this reporting period; one on March 17th, 2016, and the other one on July 30th, 2016. The employment unit's vice president attended these two events where the employment unit was able to speak to job seekers, explain the kinds of positions available at the stations and solicit resumes and applications.

INITIATIVE: PARTICIPATION IN EVENTS SPONSORED BY COMMUNITY ORGANIZATIONS. From October 2015 to June 2016, the president and/or vice-president of the employment unit participated in the 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, an agency of the State of Florida, whereby Career Source emails us their recruitment events and we record a PSA spot advertising the recruitment events, such as, for example, Security Guards, Amazon, Burger King, Chipotle, Comcast, Goodwill, Infinity, Macy's, Marriott Hotel, Home Goods and TJ Maxx.