



PAX CATHOLIC COMMUNICATIONS

June 8, 2023

Elizabeth Goldin, Esq., Assistant Chief
Investigations & Hearings Division, Enforcement Bureau
Federal Communications Commission
45 L Street, N.E.
Washington, D.C. 20554

Re: EEO Audit of WACC(AM), Hialeah, Florida (FIN: 28874)

To Whom It May Concern:

Pax Catholic Communications, Inc. ("Pax") hereby responds to the letter from the Commission's EEO Staff, dated April 24, 2023 ("Letter"), informing Pax that the employment unit ("Unit") associated with WACC(AM), Hialeah, Florida ("Station") has been randomly selected for an audit of its EEO program.

Below in bold type are the requests from the EEO Staff, followed by Pax's responses.

2b(i): Provide copies of the Unit's two most recent EEO Public File Reports.

Response: Attached as Exhibit 2(b)(i)-1 is the Report covering the October 1, 2020 – September 30, 2021 period and attached as Exhibit 2(b)(i)-2 is the Report covering the October 1, 2021 – September 30, 2022 period.

2(b)(ii): For each station in the Unit that maintains a website, the website address.

Response: The Station's website is <https://paxcc.org/>. The Unit's most recent public file report is included on that website.

2b(iii): For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, provide the date of hire, as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position.

Response: As indicated in the attached EEO Public File Reports, Pax hired: (A) a Technical Coordinator, on June 1, 2021; (B) a Board Operator, on March 8, 2021 and again

on April 5, 2021; (C) a Board Operator/Stewardship, on January 3, 2022; (D) a Board Operator/Editing, on January 18, 2022; and (E) a Radio Traffic Log, on July 25, 2022.¹ Attached as Exhibit 2(b)(iii)-1 is available documentation supporting the recruitment undertaken for the Technical Coordinator filled on June 1, 2021; attached as Exhibit 2(b)(iii)-2 is available documentation supporting the recruitment undertaken for the Board Operator, filled on March 8, 2021 and again on April 5, 2021; attached as Exhibit 2(b)(iii)-3 is available documentation supporting the recruitment undertaken for the Board Operator/Stewardship, filled on January 3, 2022; attached as Exhibit 2(b)(iii)-4 is available documentation supporting the recruitment undertaken for the Board Operator/Editing, filled on January 18, 2022; and attached as Exhibit 2(b)(iii)-5 is available documentation supporting the recruitment undertaken for the Radio Traffic Log, filled on July 25, 2022.

2b(iv): Provide the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit’s full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

Response: The total number of interviewees and referral source for each interviewee for all full-time Unit vacancies filled during the 2020-21 and 2021-22 periods is provided within each such report, which are attached as Exhibits 2(b)(i)-1 and 2(b)(i)-2, respectively.

2(b)(v): Provide dated documentation demonstrating performance of the Unit’s recruitment initiatives during the period covered by the above-noted EEO Public File Reports. Specify the Unit personnel involved in each such recruitment initiative. In addition, provide the Unit’s total number of full-time employees and state whether the population of the market in which any of the Unit’s stations operates is 250,000 or more. Based upon these two factors, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period.

Response: Attached as Exhibit 2(b)(v)-1 is available documentation associated with the Unit’s hosting of Job Fairs on June 18, 2021 and July 29, 2021 (Unit Personnel involved: Senior Director of Human Resources, Recruitment Coordinator and HR Generalist). Note that Pax is an affiliate of The Archdiocese of Miami, Inc. (“ADOM”), which was the title sponsor of both Job Fairs. The Archbishop of Miami is the person in control of Pax. Also note that Pax recently suffered a system-wide network failure, which has made it impossible to access certain e-mails and other documentation.

¹ The 2020-21 EEO Public File Report indicates that the Unit hired a Public Relations and Special Events Coordinator on September 20, 2021. However, such position was part-time, and therefore should not have been included as part of that Report. Accordingly, no backup documentation is being provided associated with such position as part of this Response.

Attached as Exhibit 2(b)(v)-2 is available documentation associated with the Unit's participation in a Job Fair hosted by the Consortium of Catholic Charities & Universities on October 28, 2020 (Unit Personnel involved: HR Coordinator).

Attached as Exhibit 2(b)(v)-3 is available documentation associated with the Unit's participation in webinars on November 21, 2020 and July 1, 2021, in each case designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Attached as Exhibit 2(b)(v)-4 is available documentation associated with the Unit's participation in a job fair hosted by Ave Maria University on February 16, 2022 (Unit Personnel involved: Recruitment Coordinator).

Attached as Exhibit 2(b)(v)-5 is available documentation associated with the Unit's participation in a job fair hosted by Miami Dade College – Eduardo Padron Campus on March 23, 2022 (Unit Personnel involved: Recruitment Coordinator and HR Assistant).

Attached as Exhibit 2(b)(v)-6 is available documentation associated with the Unit's participation in a job fair hosted by St. Thomas University on April 6, 2022 (Unit Personnel involved: Recruitment Coordinator, Senior Director of Human Resources and HR Generalist).

Attached as Exhibit 2(b)(v)-7 is available documentation associated with the Unit's participation in a job fair hosted by Mother of Our Redeemer School on June 16, 2022 (Unit Personnel involved: HR Generalists, HR manager, HR Coordinator, Recruitment Coordinator).

Attached as Exhibit 2(b)(v)-8 is available documentation associated with the Unit's establishment of a training program in September 2022 designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Attached as Exhibit 2(b)(v)-9 is available documentation associated with the Unit's provision of training to management level personnel in October 2021 as to methods of ensuring equal employment opportunity and preventing discrimination.²

The Unit currently has 16 full-time employees and the population of the market in which the Station operates is more than 250,000. Accordingly, the Unit is required to perform

² The Unit also participated in a Job Fair on August 25, 2022, sponsored by the Miami Heat and FTX Arena. This Job Fair was inadvertently omitted from the 2021-22 EEO Public File Report. Attached as Exhibit 2(b)(v)-10 is available documentation associated with the Unit's participation in that Job Fair (Unit Personnel involved: Recruitment Coordinator).

four initiatives within each two-year period. As indicated in the Reports and the attached documents, the Unit satisfied that requirement.

2(b)(vi): Disclose any pending or resolved complaints involving the Unit filed during the Unit's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.

Response: There are no pending or resolved complaints involving the Unit filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.

2(b)(vii): During the Unit's current license term, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies how the Unit has informed employees and job applicants of its EEO policies and program.

Response: The Unit's managerial staff regularly meets to discuss various topics. These meetings usually cover employment and other EEO-related matters. Ultimately, the Unit's General Manager is responsible for overseeing EEO compliance. In addition to ensuring that notices regarding full time job openings are widely distributed to diverse groups throughout the area, the Human Resources Director is responsible for providing information regarding the Unit's EEO policies to employees and persons applying for new positions with the Unit. The Unit considers applicants for all positions without regard to race, color, creed, gender, national origin, age, disability, marital or veteran status, or any other legally protected status. In addition, generally, advertisements publicizing vacancies inform job applicants that Pax is an equal opportunity employer.

2(b)(viii): During the Unit's current license term, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

Response: The Unit's managerial staff has routine ongoing conversations regarding FCC EEO policies. The annual EEO reports are reviewed by senior management each year, and the General Manager ensures that the Unit's postings are up to date. As a result of these reviews, the Unit recognizes that although its recruitment program is effective, there is some room for improvement. The Unit always undertakes at least four recruitment initiatives during each two-year period, and strives to exceed that goal.

2(b)(ix): During the Unit’s current license term, describe the Unit’s efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit’s union-member employees and job applicants.

Response: Periodically, the Unit’s managerial staff members review all compensation packages for Pax’s employees to ensure that such packages are fair and comply with the Unit’s compensation system. Each year at budget time, the Unit’s General Manager reviews the Unit’s benefits, seniority practices, promotions and selection techniques to ensure that they provide equal opportunity and do not have a discriminatory effect. When positions are open, they are widely announced, including on the Station itself, which ensures that every employee has the opportunity to apply for a promotion or transfer to another department. The Unit’s manager charged with reviewing the Station’s EEO program also periodically reviews the Unit’s interview process and job application template to ensure that its hiring and interview guidelines are adequate.

The Unit has no agreements with any union.

2(b)(x): If your entity is a religious broadcaster and any of the Unit’s full-time employees are subject to a religious qualification as described in section 73.2080 of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program.

Response: As indicated above, Pax is an affiliate of ADOM. ADOM’s Human Resources policies and procedures, including recruitment and selection of employees, are implemented through the ADOM Office of Human Resources.

Regarding the recruitment and selection of employees and ensuring that the recruitment net is wide and in alignment with ADOM’s archdiocesan policy on Equal Employment Opportunity, all entities, including Pax, are directed to post their open positions on the ADOM Job Openings Page (www.miamiarch.org), and must follow ADOM’s hiring policies as indicated in its administrative documents. The Unit’s openings have been posted on this site, as indicated on Exhibit 2(b)(x).

In addition, all of the Unit’s positions require that the hiree speak, read and write Spanish with a proficiency level of mastery of the language. Most positions at the Unit also require the hiree to possess “knowledge of and the ability to effectively convey the official teaching of the Church in the areas of Scripture, doctrine, morality, and spirituality with a demonstrated fidelity to these teaching” and “knowledge of church documents relating to

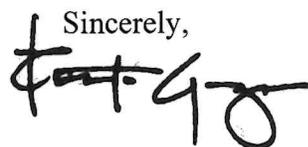
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faith formation.” Consistent with Section 73.2080 of the FCC’s rules, Pax and ADOM make reasonable, good faith efforts to recruit applicants who are qualified based on their religious affiliation.

(3) – (4) Time Brokerage.

Response: Not applicable.

I hereby certify that the foregoing response is accurate and complete to the best of my knowledge, information and belief. Should you have any questions regarding the foregoing response, please contact our attorney, Mark B. Denbo, at 202-350-9656 or mdenbo@fccworld.com.

Sincerely,


Roberto Garza
Director

Attachments

EXHIBIT 2(b)(i) - 1
2020-21 EEO Public File Report

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with section 73.2080(C)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WACC-AM (Hialeah) and is required to be placed in the public inspection files of the above listed stations and posted on their website.

The information contained in this Report covers the time period beginning October 1, 2020 and including September 30, 2021 ("Applicable Period").

Section I – Job Vacancy Information

Station comprising station employment unit: WACC-AM

Covering the period from October 1, 2020, and including September 30, 2021

Full-time positions filled	Recruitment source of hire	Total number of interviewees from all sources for this position
Technical Coordinator 6/1/2021	www.indeed.com	2
Board Operator 3/8/2021. 4/5/2021	www.miamiarch.org	3
Public Relations and Special Events Coordinator 9/20/2021	www.miamiarch.org ; volunteer	1

Total number of persons interviewed during applicable periods: 6

Section II – Recruitment Sources of Information

Stations Comprising Station Employment Unit: WACC – AM

Covering the period from October 1, 2020, and including September 30, 2021

Name	Contact	Address	City	State	Total # of interviewees this source has provided during this period
Web page, Instagram, Facebook pages of www.miamiarch.org	careers@theadom.org jmilian@theadom.org cgutierrez@theadom.org	9401 Biscayne Boulevard	Miami Shores	FL 33138	5
Web site: www.indeed.com	jmilian@theadom.org				1
Job Fairs (see below)	jmilian@theadom.org				0

Section III – Supplemental (Non-vacancy specific) recruitment activities undertaken by: WACC-AM

- a. Pax Catholic Communications has received unsolicited resumés and CVs that are kept on file for future reference and vacancies.
- b. Pax Catholic Communications, Inc. along with WACC-AM provided 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).
- c. Pax Catholic Communications had difficulty attracting qualified applicants during the time of the pandemic. We participated in the 3 job fairs below – during the pandemic – and one additional, scheduled job fairs were cancelled when numbers of infections arose (August 10, 2021)
- d. Pax Catholic Communications recruiting personnel participated in the following job fairs where we recruited for open positions in addition to disseminating information on entities, including Pax Catholic Communications:
 1. June 18, 2021 – **Catholic Charities of the Archdiocese of Miami Job Fair**; Myers Center, 450 SW 5th Street, Miami, Florida 33130; 9:00 A.M. to 3:00 P.M.
 2. July 29, 2021 – **Catholic Charities of the Archdiocese of Miami Job Fair**; Centro Hispano CDC, 125 NW 25th Street, Miami, Florida 33127; 9:00 A.M. to 3:00 P.M.
 3. October 28, 2020 – **Consortium of Catholic Colleges & Universities**, 1:00 P.M. to 5:00 P.M., Virtual Job Fair
- e. Pax Catholic Communications participated in various webinars and workshops during the pandemic to enable station personnel to acquire or further their skills:
 1. November 19, 2019- **CPA Webinar- Fair Publishing Practices Code: Shining a light on the pursuit of truth**, 2:30 pm; participant- Director of Administration
 2. December 5, 2019- **CPA Webinar- Tweeting for Jesus: Embracing Social Media as a Ministry**, 2 pm; participant- Director of Administration
 3. November 21, 2020- **Facebook Community Boost. Facebook and Instagram Ads: 5 Tips to Make Them Work for Your Nonprofit**; participant- Social Media Coordinator
 4. July 1, 2021- **Zoom Best Practices for Small Businesses**, 1 pm; participant- Technical Coordinator

EXHIBIT 2(b)(i) - 2
2021-22 EEO Public File Report

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 <u>www.miamiarch.org</u> Web site: <u>www.indeed.com</u> Job Fairs (see below)	Janet Milian <u>www.miamiarch.org</u> <u>careers@theadom.org</u>	9401 Biscayne Boulevard Miami Shores, Florida 33138	3

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

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: 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

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

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>

EXHIBIT 2(b)(iii)-1

Technical Coordinator position filled on June 1, 2021

Jenny Gamito

From: Brenda Hernandez <bhernandez@theadom.org>
Sent: Thursday, June 3, 2021 10:28 AM
To: Jenny Gamito
Subject: RE: Delfin Coca- new hire

Hi Jenny,

Great I look forward to seeing Mr. Coca on Monday June 7,2021 at 11 am.

Best regards,



Brenda Hernandez . H.R. Generalist . Archdiocese of Miami
9401 Biscayne Blvd. Miami Shores, Florida 33138 . 305.762.1204 . bhernandez@theadom.org

From: Jenny Gamito <jenny@paxcc.org>
Sent: Thursday, June 03, 2021 10:03 AM
To: Brenda Hernandez <bhernandez@theadom.org>
Cc: Roberto Garza <rgarza@paxcc.org>
Subject: Re: Delfin Coca- new hire

Hello Brenda,
He will be there on Monday, June 7th at 11 am for the benefits orientation.

Thanks,
Jenny Gamito

Director of Administration
Radio Paz 830AM

From: Brenda Hernandez <bhernandez@theadom.org>
Sent: Thursday, June 3, 2021 9:47:56 AM
To: Jenny Gamito <jenny@paxcc.org>
Cc: Roberto Garza <rgarza@paxcc.org>
Subject: RE: Delfin Coca- new hire

Good morning Jenny,

Delfin is now reinstated in Paylocity as of 6/1/2021. He can now log in to Paylocity and reset his password. His user name is DelfinC. I am available on Monday in the morning or afternoon to do the employee orientation. Just let me know when he can stop by the Pastoral Center.

Best regards,



Brenda Hernandez . H.R. Generalist . Archdiocese of Miami
9401 Biscayne Blvd. Miami Shores, Florida 33138 . 305.762.1204 . bhernandez@theadom.org

From: Jenny Gamito <jenny@paxcc.org>
Sent: Wednesday, June 02, 2021 11:53 AM
To: Brenda Hernandez <bhernandez@theadom.org>
Cc: Roberto Garza <rgarza@paxcc.org>
Subject: Delfin Coca- new hire

Hello Brenda,

Here is Delfin Coca's new hire paperwork. As I mentioned before he worked for us about 4 years ago. He is missing to turn in his W-4. As soon as I receive it I will forward it to you.

Thank you!
Jenny Gamito

Director of Administration
Radio Paz 830 AM| 96.1 FM

EXHIBIT 2(b)(iii)-2

**Board Operator position filled on March 8, 2021 and April
5, 2021**

Date: March 1, 2020
To: Claudio Croce / Marcia, Atimo LLC (Put Your Best Face Forward)
Maria Alejandra Rivas
From: Lisa Pinto
Subject: Board Operator / Social Media Specialist – Radio Paz

Radio Paz, the Catholic Spanish radio programming of the Archdiocese of Miami has an opening for full-time, **Board Operator / Social Media Specialist**. This position will be responsible for running the on-air equipment including the broadcast console. Assist radio hosts with the production of their LIVE programs and ensure in-air broadcasts are levelled and transmitting high quality audio. In Social Media, the Social Media Specialist is to update our Instagram accounts including Facebook, Instagram, YouTube and Twitter. Share content daily and interact with followers in a respectful manner. Broadcast LIVE shows and special programming when necessary through social media platforms. Update the SoundCloud system and report the summary of statistics of the social media platforms. This individual will perform all duties and responsibilities in alignment with the mission, vision and values of the Catholic Archdiocese of Miami.

Schedule: 40 hours/week

Responsibilities:

- Run the on-air equipment at Radio Paz WACC 830AM
- Operate standard broadcast console
- Monitor and transmit live programs
- Observe regulations and policies under the direction of the Chief Operator
- Update the Facebook, Twitter, Instagram and YouTube platforms daily.
- For YouTube content if there is no content created by Radio Paz, look for other means that content can be shared.
- Share content first through Facebook and then prioritize the other platforms.
- Interact daily with listeners who follow us on social platforms.
- Link social platforms to the website through the content that is created.
- Broadcast Buenos Días Misionero LIVE on Fridays. Create a post with images, videos and information that summarize the visit.
- Broadcast LIVE on Facebook LIVE important broadcasts organized by the Content Department.
- Update the SoundCloud system.
- Meet regularly with the content department to plan broadcasts and the content that is announced by the platforms.
- Update team on site traffic analytics

- Uphold and model the moral code consistent with the teachings of the Roman Catholic Church and the mission and charism of the Archdiocese of Miami Pax Catholic Communications.

Qualifications:

- Ability to perform simple production duties if needed.
- Ability to work weekends and nights
- Knowledge of and the ability to convey effectively the official teaching of the Church in the areas of Scripture, doctrine, morality and spirituality with a demonstrated fidelity to these teachings.
- Knowledge of church documents relating to faith formation.
- Must have positive, can-do attitude; must be a team-player.
- Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
- Knowledge of social media platforms and creating content. This includes alternative ways to inform and entertain via written, oral, and visual media.
- Knowledge of basic project management principles.
- Knowledge of modern office procedures and practices, including record keeping and data security methods and techniques.
- Skilled at needs analysis, using systematic approaches to assess and identify needs.
- Skilled at implementing action plans.
- Excellent customer service skills, including ability to maintain focus on and professionalism with people in challenging situations, both in person and by phone.
- Proficiency in MS Outlook, Word, and Excel are required.
- Good computer literacy, including ability to navigate online applications and search engines effectively.
- Good Spanish-language spelling and grammar required.
- Good time management, including ability to manage several projects at the same time.
- Must be dependable and reliable.
- Must be able to multi-task and retain accuracy in an environment of competing deadlines.
- Must be supportive of the mission and tenets of the Roman Catholic Church.
- Must have a professional demeanor.

To apply: Please send cover letter and resume to jenny@paxcc.org; Careers@thadom.org

Subject Line should read: Board Operator / Social Media Specialist

NO PHONE CALLS PLEASE

EXHIBIT 2(b)(iii)-3

**Board Operator/Stewardship position, filled on January 3,
2022**

From: Mauricio Villalta <mauricio@paxcc.org>

Subject: Re: posting for board operator / social media specialist

Date: December 15, 2021 at 8:41:56 AM EST

To: Lisa Pinto <lpinto@theadom.org>

Cc: Roberto Garza <rgarza@paxcc.org>, Isabel Guia Molina <igmolina@theadom.org>

Lisa/Isabel,

Good Morning!

Job posting looks great, thank you.

I have added our new logo to the posting, hope is okay with you. Here is a copy for you to have.

Have a great day!

Mauricio.

Mauricio Villalta

Public Relations Coordinator
Radio Paz 830 AM | 96.1 FM
1779 NW 28th Street
Miami, Florida 33142
Tel: 305-638-9729 ext. 1002
Cell: 786-525-9070
www.radiopaz.org

On Dec 14, 2021, at 4:51 PM, Lisa Pinto <lpinto@theadom.org> wrote:

Good afternoon, Mauricio,

Would you please review the attached posting? If you have any changes please reply to Isabel Guia Molina, copied on this e-mail. Thank you!

Sincerely,

Lisa Pinto

<image001.jpg>

<Board Operator - Social Media Specialist.docx>

Board Operator / Social Media Specialist (Full-time) / Radio Paz /
Archdiocese of Miami



Radio Paz, the Catholic Spanish-language radio program of the Archdiocese of Miami has an opening for a **full-time, Board Operator / Social Media Specialist**. This person will be responsible for running the on-air equipment including the broadcast console. This includes assisting radio hosts with the production of their LIVE programs and ensuring that on-air broadcasts are levelled and transmitting high quality audio. In Social Media, the Social Media Specialist is to update the station's social media accounts including Facebook, Instagram, YouTube, and Twitter; and share content daily and interact with followers in a respectful manner. Broadcast LIVE shows and special programming, when necessary, through social media platforms. Update the SoundCloud system and report the summary of statistics of the social media platforms.

This individual will perform all duties and responsibilities in alignment with the mission, vision and values of the Catholic Archdiocese of Miami.

Schedule: 40 hours per week, to be determined; must be flexible to work during events

Qualifications:

- Bachelor degree preferred in communications, marketing, business development or related field with two years' experience in media platforms; or equivalent education and experience.
- Must speak, read and write Spanish fluently. English-language proficiency also required.
- Must be supportive of the mission and tenets of the Roman Catholic Church; knowledge of parish structures a plus.
- Knowledge of and the ability to effectively convey the official teaching of the Church in the areas of Scripture, doctrine, morality, and spirituality with a demonstrated fidelity to these teachings.
- Knowledge of church documents relating to faith formation.
- Must have positive, can-do attitude; must be a team-player.
- Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems; experience with radio consoles preferred.
- Knowledge of social media platforms and creating content. This includes alternative ways to inform and entertain via written, oral, and visual media.
- Knowledge of basic project management principles.
- Skilled at needs analysis, using systematic approaches to assess and identify needs.
- Skilled at implementing action plans.

- Excellent customer service skills, including ability to maintain focus on and professionalism with people in challenging situations, both in person and by phone.
- Proficiency in MS Outlook, Word, and Excel are required.
- Good time management, including ability to manage several projects at the same time.
- Must be dependable and reliable.
- Must be able to multi-task and retain accuracy in an environment of competing deadlines.
- Must have a professional demeanor.

To apply: Please send cover letter and resume to Msgr. Roberto Garza at mauricio@paxcc.org and careers@theadom.org

Subject Line should read: Social Media Specialist

NO PHONE CALLS PLEASE

EXHIBIT 2(b)(iii)-4

Board Operator/Editing position, filled on January 18, 2022

From: Angela Guevara <dr_angelaguevara@yahoo.com>

Subject: Board Operator - Radio Paz.

Date: November 3, 2022 at 12:55:34 PM EDT

To: "mauricio@paxcc.org" <mauricio@paxcc.org>, "careers@theadom.org" <careers@theadom.org>

Cc: Angela Guevara <dr_angelaguevara@yahoo.com>

Reply-To: Angela Guevara <dr_angelaguevara@yahoo.com>

Good afternoon,

Attached I am sending the cover letter and resume to Msgr. Roberto Garza for applying to the (PT) Board Operator job position at Radio Paz.

Please let me know if you need any other information from me,

Angela Guevara
305-731-7119

From: Dennis Quijia <dennis.quijia@gmail.com>

Subject: Board Operator - Radio Paz.

Date: September 28, 2022 at 3:51:01 PM EDT

To: mauricio@paxcc.org, careers@theadom.org

Hello

I'm looking for a job. I have experience like Property Management, Manage day to day requirements of property experience with accounting software QuickBooks Invoicing accounting and bank reconciliations I don't have kids, currently working part-time but I'm available for a full-time position or part-time position. Most importantly, I'm a hard-working and honest catholic individual.

Thank you for your time and consideration

I'm a sound and acoustic technician, in the past I worked in a radio in Ecuador, if I qualified for any other position please let me know. Thank you!

--

Dennis Quijia

Lic. Real Estate

Property Manager

Licenses Processor

227 9th St

Miami Beach (FL) 33139

Ph: +1 (786) 612- 3053

Fx: +1 (786) 228-0058

Miami Dreams Realty, Inc.

www.miamidreamsrealty.com

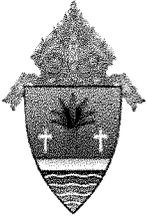
Francesco Cecchini Miami Dreams Realty,
Inc. : Real Estate Web Site with active
MLS Listings

Search the MLS for Properties for Sale and for Rent plus
New Developments with floor plans. Now it's easy to search
the MLS for active Properties for Sale, for Rent, and view
New Developments with floor plans. All active listings with
photos and details.

www.miamidreamsrealty.com

EXHIBIT 2(b)(iii)-5

Radio Traffic Log position, filled on July 25, 2022



ARCHDIOCESE OF MIAMI

Office of Human Resources

Date: June 24, 2022
To: Claudio Croce /Will Soto, Atimo LLC (Put Your Best Face Forward), Maria Alejandra Rivas, Media Coordinator/ Digital Media Specialist (Office of Communications)
From: Isabel Guia Molina- Recruitment Coordinator
Subject: Radio Traffic Log Assistant- Radio Paz/ Archdiocese of Miami



Radio Paz, the Catholic Spanish-language radio program of the Archdiocese of Miami has an opening for a *full-time*, **Radio Traffic Log Assistant**. This person will be responsible for entering traffic copy. This includes scheduling contracts, submitting sales reports to advertisement clients and any inquiries from them. Responsible for working through logs daily. Able to write down last minute promos and transmissions that come unexpectedly on the log. Work closely with programming and operations coordinators to make sure that segments and breaks are accurate. Work closely with Administration when closing books for the month. Must coordinate in advance with Executive Assistant when taking time off. Other duties as assigned. This individual will perform all duties and responsibilities in alignment with the mission, vision, and values of the Catholic Archdiocese of Miami.

Schedule: 40 hours per week, to be determined; must be flexible to work during events.

Qualifications:

- Bachelor degree preferred in communications, marketing, business development or related field with two years' experience in media platforms; or equivalent education and experience.
- Must speak, read, and write Spanish fluently. English-language proficiency also required.
- Must have positive, can-do attitude; must be a team-player.
- Knowledge of basic project management principles.
- Skilled at needs analysis, using systematic approaches to assess and identify needs.
- Skilled at implementing action plans.
- Excellent customer service skills, including ability to maintain focus on and professionalism with people in challenging situations, both in person and by phone.
- Proficiency in MS Outlook, Word, and Excel are required.
- Good time management, including ability to manage several projects at the same time.
- Must be dependable and reliable.
- Demonstrated ability to multi-task and retain accuracy in an environment of competing deadlines.



ARCHDIOCESE OF MIAMI

Office of Human Resources

- Supportive of the mission and tenets of the Roman Catholic Church; knowledge of parish structures a plus.
- Knowledge of church documents relating to faith formation.
- Knowledge of and the ability to effectively convey the official teaching of the Church in the areas of Scripture, doctrine, morality, and spirituality with a demonstrated fidelity to these teachings.
- Must have a professional demeanor.

To apply: Send cover letter and resume to Msgr. Roberto Garza at mauricio@paxcc.org and careers@theadom.org.

Subject Line should read: Radio Traffic Log Assistant- Radio Paz.

NO PHONE CALLS PLEASE

From: Stefany Guerra Gomez <stefgg77@gmail.com>

Subject: Radio Traffic Log Assistant- Radio Paz.

Date: June 27, 2022 at 11:31:51 AM EDT

To: mauricio@paxcc.org

To Msgr. Roberto Garza:

Hope all is well. As per the job announcement posted in the Archdiocese of Miami's website, attached please find my cover letter and resume. Looking forward to hearing from you soon.

Kind regards,

Stefany Guerra Gomez

Radio Traffic Log Department (Full-time) / Radio Paz / Archdiocese of Miami



Radio Paz, the Catholic Spanish-language radio program of the Archdiocese of Miami has an opening for a **full-time, Radio Traffic Log Assistant**. This person will be responsible for entering traffic copy. This includes scheduling contracts, submitting sales reports to advertisement clients and any inquiries from them. Responsible for working through logs daily. Able to write down last minute promos and transmissions that come unexpectedly on the log. Work closely with programming and operations coordinators to make sure that segments and breaks are accurate. Work closely with Administration when closing books for the month. Must coordinate in advance with Executive Assistant when taking time off. Other duties as assigned.

This individual will perform all duties and responsibilities in alignment with the mission, vision and values of the Catholic Archdiocese of Miami.

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- Bachelor degree preferred in communications, marketing, business development or related field with two years' experience in media platforms; or equivalent education and experience.
- Must speak, read and write Spanish fluently. English-language proficiency also required.
- Must be supportive of the mission and tenets of the Roman Catholic Church; knowledge of parish structures a plus.
- Knowledge of and the ability to effectively convey the official teaching of the Church in the areas of Scripture, doctrine, morality, and spirituality with a demonstrated fidelity to these teachings.
- Knowledge of church documents relating to faith formation.
- Must have positive, can-do attitude; must be a team-player.
- Knowledge of basic project management principles.
- Skilled at needs analysis, using systematic approaches to assess and identify needs.
- Skilled at implementing action plans.
- Excellent customer service skills, including ability to maintain focus on and professionalism with people in challenging situations, both in person and by phone.
- Proficiency in MS Outlook, Word, and Excel are required.
- Good time management, including ability to manage several projects at the same time.
- Must be dependable and reliable.
- Must be able to multi-task and retain accuracy in an environment of competing deadlines.

- Must have a professional demeanor.

To apply: Please send cover letter and resume to Msgr. Roberto Garza at mauricio@paxcc.org and careers@theadom.org

Subject Line should read: Radio Traffic Log Assistant

NO PHONE CALLS PLEASE

EXHIBIT 2(b)(v) - 1

Job Fairs – Hosted June 18, 2021 and July 29, 2021

Also note the dates below for additional job fairs that we will be having. You are welcome to join us.

Job Fair - CCADM - 2021			
Tentative Dates: June 2021 - August 2021			
No. of Job Fairs	Date	Time	Location
1	6/18/2021	9:00 AM - 3:00 PM	Myers Center - 450 SW 5th Street, Miami, FL 33130
2	7/14/2021	10:00 AM - 6:00 PM	Good Shepherd - 18601 SW 97th Ave, Cutler Bay, FL 33157
2	7/29/2021	9:00 AM - 3:00 PM	Centro Hispano CDC - 125 NW 25th St, Miami, FL 33127
3	8/10/2021	10:00 AM - 6:00 PM	Good Shepherd - 18601 SW 97th Ave, Cutler Bay, FL 33157

Regards,

Devika Austin, MBA, PHR

Chief Administrative Officer

Catholic Charities of the Archdiocese of Miami, Inc.

Tel.: 954-315-2602

Cell: 305-528-1596

Fax: 305-754-6649

Website: www.ccadm.org

Facebook: www.facebook.com/ccadm

Twitter: @ccadm

Instagram: @catholiccharitiesmiami

LinkedIn: <https://www.linkedin.com/company/catholic-charities-of-the-archdiocese-of-miami-inc/>



CATHOLIC CHARITIES
of the Archdiocese of Miami, Inc.

*"To Honor God By: Enhancing human life and dignity, supporting individuals and families, building communities, and working for justice."
We serve people not because they are Catholic. We serve people because we are Catholic.©*

From: Lisa Pinto <lpinto@theadom.org>

Sent: Tuesday, June 8, 2021 3:55 PM

To: Charmian Hernandez <chhernandez@ccadm.org>

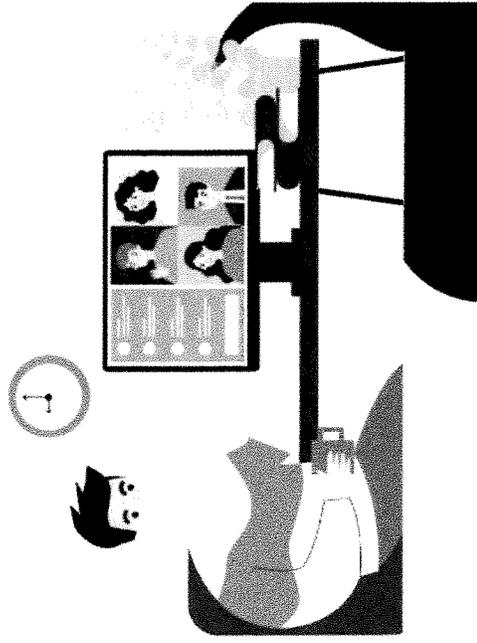
EXHIBIT 2(b)(v) - 2
Job Fair (Catholic Charities – October 28, 2020)

CONSORTIUM OF CATHOLIC COLLEGES & UNIVERSITIES

Joint Virtual Career Fair on Handshake

WEDNESDAY, OCTOBER 28

1pm - 5pm ET



 **Consortium of Catholic Colleges and Universities - Virtual Career and Internship Fair**
Wednesday, October 28th 2020, 1:00 pm - 5:00 pm EDT
Virtual

 Follow  Registered

[Details](#) [All Employers](#) [RSVPs](#) [Schedule](#)

Test Handshake Video

 3 years ago

Career Fair Description

Please join us for a virtual fair with 7 schools from across the country: Christendom College, Benedictine College, Franciscan University, Ave Maria University, University of Mary, Catholic University of America, and John Paul the Great Catholic University.

Employer Attendees



According to recent surveys, blogs, and news stories, finding good employees just isn't as easy as it once was. Many college students graduate thinking very highly of themselves, their skills, abilities, leadership qualities, and their work ethic, but most employers sadly do not agree with their assessment.



EXHIBIT 2(b)(v) - 3

Webinars - November 21, 2020 and July 1, 2021

Jenny Gamito

From: Candace Cody <candace@communityboost.org>

Sent: Saturday, Nov 21, 2020 12:15 PM

To: Jenny Gamito

Subject: Webinar Recording + Resources: Facebook and Instagram Ads: 5 Tips to Make Them Work for Your Nonprofit



Thank You For Registering to Watch the On-Demand Instrumentl Webinar, Jenny

Hi Jenny,

Thank you so much for registering to watch the webinar on-demand, Facebook and
Instagram Ads: 5 Tips to Make Them Work for Your Nonprofit

Here's all the FREE resources we wanted to send along to help you take your grant strategy
from zero to hero:

[#1: Watch the Webinar Recording](#)

[#2: Check Out Upcoming Grant Workshops](#)

[#3: 14-Day Free Trial With Instrumentl](#)

[#4: Sign Up For a Personal Walkthrough of Instrumentl](#)

It's time to put these learnings into action. Book a FREE ad grant gameplanning session with experts at Community Boost to maximize growth and see results with ad grants!

Thank you again for registering for the webinar on-demand. If you have any questions, feel free to reply here.

Candace Cody

Digital Events Manager

Community Boost

Community Boost, 1420 Kettner Blvd., San Diego, CA 92101 [Manage preferences](#)



Hi Jenny Gamito,

Thank you for registering for Zoom Best Practices for Small Businesses. You can find information about this webinar below.

Zoom Best Practices for Small Businesses

Date & Time Jul 1, 2021 10:00 AM Singapore

Webinar ID 996 0521 0402

Add to:  [Google Calendar](#)  [Outlook Calendar\(.ICS\)](#)  [Yahoo Calendar](#)

To edit or cancel your registration details, click [here](#). You can cancel your registration before Jul 1, 2021 10:00 AM.

Please submit any questions to: webinars.japac@zoom.us

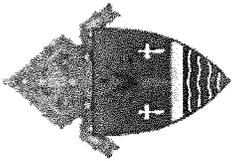
Thank you!

+1.888.799.9666

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EXHIBIT 2(b)(v) - 4

Job Fair (Ave Maria University – February 16, 2022)

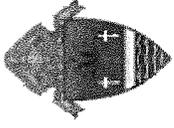


Archdiocese of Miami at Ave Maria Career Fair 2/16/2022

NAME (First and last)	Best contact information Email/telephone	JOB OR ENTITY OF INTEREST	Submitted resume? Y/ N
Christiane Carlos	Christiane.Carlos@my.ave maria.edu	support Tottus Tours!	N
Nicola (communications) Brennan	Nicola.Brennan@my.ave maria.edu junior	Development communications director	N
Katherine (communications) Arend	Katherine.Arend@my.ave maria.edu junior	Development communications Director	N
Rebecca Harkness	rebecca.harkness@my.ave maria.edu junior	Development communications Director	Yes

EXHIBIT 2(b)(v) - 5

**Job Fair (Miami Dade College – Eduardo Padron Campus –
March 23, 2022)**



Archdiocese of Miami at
MDC Career Fair March 23, 2022

NAME (First and last)	Best contact: email/telephone	School or department of interest	Submitted resume Y/N
Mary Madrid	liuba.borell@yahoo.es 7862614314	childcare	Y
Paola Linares	paola.linares@mymdc.net 786-557-7945	cooking/culinary arts, including teaching	N
Joaquin Gonzalez	joaquin.gonzalez007@mymdc.net	engineering graduating 2022	N
Kenya Quezada	ZAKANA07@gmail.com	office + customer service	N
Nadia Koll	na.cadbe@hotmail.com	OFFICE	N

EXHIBIT 2(b)(v) - 6

Job Fair (St. Thomas University – April 6, 2022)

ARCHDIOCESE OF MIAMI JOB FAIR

St. Thomas University
Sept 5th

Name:	Email:	Last 4 digits of SSN:	Job of Interest:
Jusheng Chen	chenjusheng1992@gmail.com	0002	IT
Haiti Paei	HARSHAPATEL801@gmail.com		IT - Management
Tancine Monestime	tmonestime@yahoo.com		IT IT/Act.
Naim Syanon	impact.kyvanov@gmail.com		
Nesly Pardo	claysi794@gmail.com		Human resources
Josephine Jules	jules04@stu.edu	0693	Any.
Nykany Carragana	brarazona@stu.edu		event coordinator
Lourdes Price	lprice@yanov.com		PT Receptionist
SARAH DE LOS SANTOS	sdebsantos@stu.edu	NA	Receptionist/Any
ENZO MIGLIANI	EMIGLIANO@STU.EDU		Market Intern

EXHIBIT 2(b)(v) - 7

Job Fair (Mother of Our Redeemer School – June 16, 2022)



Archdiocese of Miami

JOB FAIR

- Teacher • Parish Bookkeeper • Residential Assistant
- Parish Secretary/Office Manager • Maintenance
- Accounting/Finance • Educational Leadership
- Administrative Assistant • Guidance Counselor
- *And other Church and School Positions*

Thursday, June 16

10 A.M.-2 P.M.

Mother of Our Redeemer School
8445 NW 186 Street - Miami, FL 33015
(1/2 mile from I-75 and Florida's Turnpike)



For more information, please visit:
www.miamiarch.org/CatholicDiocese.php?op=Job_Openings
Send inquiries to: careers@theadom.org

BRAD SCHUL

EXHIBIT 2(b)(v) - 8

Training Program – September 2022

Sent: Saturday, September 17, 2022, 5:12 AM

To: Lourdes Ronces <lourdes@paxcc.org>; Mauricio Villalta <mauricio@paxcc.org>; Fernando Olivar <fernando@paxcc.org>; Jorge Diaz <jorge@paxcc.org>; Maria Ramirez <maria@paxcc.org>; Fernando <fperez@paxcc.org>; Angelica Duarte <aduarte@paxcc.org>; Julio Fher <j er@paxcc.org>; Del n Coca <delfin@paxcc.org>

Subject: Board Operator training

Wednesday 14 september 2022.

Radio Paz – 10:00 am.

Summary:

1. If any operator has any problem with the console, please don't move any button. Rather, call Del n and have him do it.
2. To record a program, we can only do it on the computer that is next to the Master (black) and not on the computer that is attached to the wall, because the sound is not of good quality.
3. Fernando Olivar will install Spotify on both computers.
4. If you want to drag several songs in the Enco, you can use the command CONTROL + SELECTION OF THE SONGS
5. On half-hour breaks, the BOTTOM ID should sound before the Sweeper.
6. In the night shifts, it is necessary to advance the programming at dawn by at least two days, just in case the ENCO skips the day at the change of midnight, as it has happened, the station does not stop. You can put the crown of the day before, for the second day in advance.

Next training session is Wednesday 28 September 10:00 am.

Thank you all very much for your attendance, participation, and collaboration.

Employees present: Lourdes Ronces, Angelica Duarte, Fernando Olivar, Jorge Díaz, Fernando Pérez, Julio Fher y María Gabriela Cardozo.

EXHIBIT 2(b)(v) - 9

Training to Management-Level Personnel – October 2021

From: Maria Cardozo <cardozo@paxcc.org>

Sent: Wednesday, October 13, 2021, 4:04:34 PM

To: Mauricio Villalta <mauricio@paxcc.org>; Fernando Olivar <fernando@paxcc.org>; Jorge Diaz <jorge@paxcc.org>; Fernando <fperez@paxcc.org>; Lourdes Ronces <lourdes@paxcc.org>; Maria Ramirez <maria@paxcc.org>; Julio Fher <jfher@paxcc.org>; Angelica Duarte <aduarte@paxcc.org>

Subject: Meeting with Board Operators

Operator Meeting Wednesday 6 Oct 2021

Radio Paz – 10:00 am.

Summary:

1. Ask Carlos to install TeamViewer in the booth to be able to record the program with Maria's eyes in Studio A.
2. The battery that was ringing has already been changed.
3. Please be careful with the buttons on the console, so as not to activate, for example, the opal, so that the host does not hear what is being said in the cabin.
4. Detail the turn with open, close and corners to pass it to Glendy to verify that they are in the log. Please send it to Glendy's email as detailed as possible.
5. Talk to Glendy to include the segments Good Morning Missionaries and With God at the Wheel Monday through Friday in the log.

Next training is Wednesday, October 20, 10:00 am.

Thank you all very much for your assistance, participation, and collaboration.

Employees present: Angelica Duarte, Fernando Olivar, Julio Fher, María Elena Ramírez y María Gabriela Cardozo.

EXHIBIT 2(b)(v) - 10

Job Fair (Miami Heat and FTX Arena – August 25, 2022)

Lisa Pinto <lpinto@theadom.org>

To:

- Mauricio Villalta

Cc:

- Isabel Guia Molina <igmolina@theadom.org>

+2 others

Thu 8/25/2022 5:54 PM

Thank you, Mauricio – yes, the event was successful! They put us in a prime location at the American Airlines Arena so that as soon as you walk in, there is the Archdiocese! Isabel has the relationship with the organizer, so she will let you know of the next one in October.

(Thank you, Isabel!)

Sincerely,

Lisa Pinto

Mauricio Villalta



To:

• Jenny Gamito
Thu 5/25/2023 2:40 PM

- Reply
- Forward

From: Isabel Guia Molina <igmolina@theadom.org>
Sent: Thursday, August 18, 2022 9:01 AM
To: mauricio@paxcc.org
Cc: Lisa Pinto <lpinto@theadom.org>
Subject: career fair Thursday-Aug 25.

Hi and good morning Mauricio,

I hope this message finds you well. I am writing because my co-worker Kevin and I will be attending a big career fair next week. It will take place at the HEAT arena by downtown on Biscayne Boulevard. I have attached the flyer. Please let me know what positions you have available with *Radio Paz*, both to advertise at this event, and to ensure the listings are updated on the Archdiocese jobs page.

Please let me know if you have any questions! Warm regards and thanks,



<[image003.png](#)>

Isabel Guia Molina

Recruitment Coordinator | Archdiocese of Miami

A: 9401 Biscayne Boulevard Miami Shores, Florida 33138

P: [305 762-1204](tel:3057621204) **F:** [305-762 1029](tel:3057621029)

W: www.miamiarch.org



Ed Estriplet Jr

Subj: Alliance Career Fair | Sponsored by Miami Heat & FTX Arena | August 25, 2022

Dear Valued Sponsors & Employers,

Thank you for requesting to participate at the Alliance Career Fair. Your Platinum & Gold Level Sponsorships support our media outreach and marketing to qualified candidates to register, attend, and apply for your open positions. I look forward to meeting you and your team in person soon.

View Sponsors at AllianceCareerFair.com ✓

The Alliance Fair promotes Veteran Hiring Initiatives, Social Initiatives, and Social Businesses. A Social Business has specific social objectives that serve as its primary purpose. Social Businesses seek to maximize benefits to society. We are proud to partner with you to meet your hiring objectives.

Sincerely,

Chief Employer Relations Officer | U.S. Coast Guard Veteran
ed@AllianceCareerFair.com | 954-699-9627 Cellular | 754-269-7057 Office

CAREER Fair
Sponsored by Miami Heat & FTX Arena
Connecting GREAT Employers to VETERAN Candidates

FTX arena

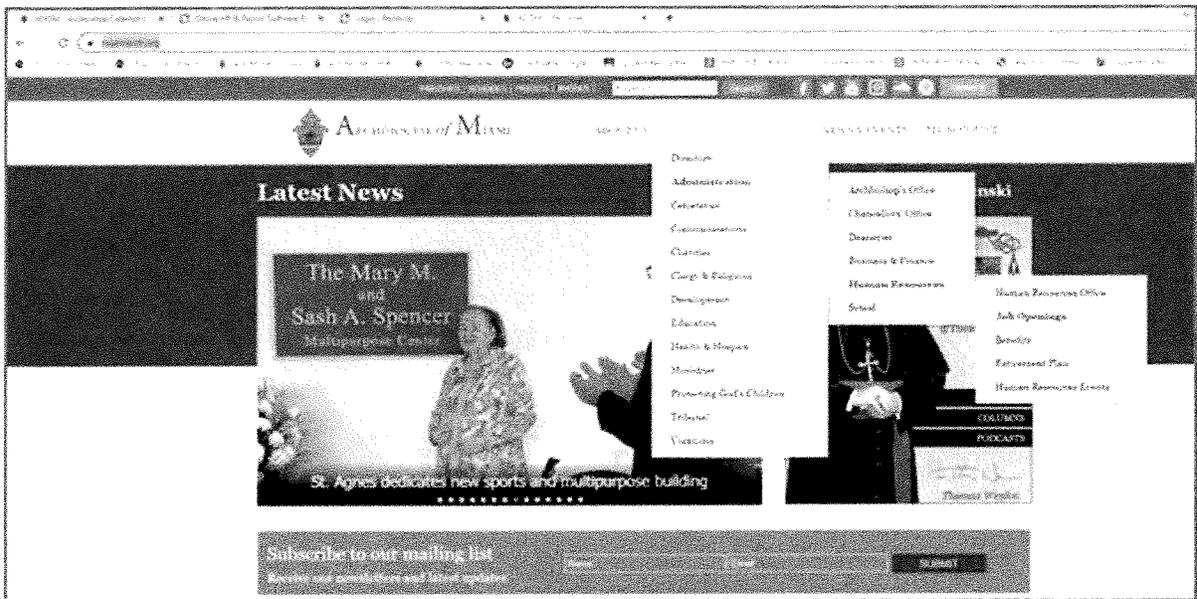
EMPLOYERS BOOK A TABLE AT NO COST
Sponsorships and Donations Welcomed.

HIRING? Register Today!
Hiring@AllianceCareerFair.com

Alliance, LLC. dba Alliance Career Fair
4846 North University Drive Suite 664 • Lauderhill, FL 33351
Office: 754-269-7057 • Fax: 800-621-0141 • AllianceCareerFair.com • info@AllianceCareerFair.com

EXHIBIT 2(b)(x)
Postings on ADOM Site

Below are screen shots of our Web site with directions leading to the Jobs page:



Radio Paz's openings would be listed under "other", below. Under "Links" (also circled in red), persons browsing any page on the site are taken to the Jobs page upon accessing.

provide our employees with quality benefits.

All employees hired by the Archdiocese of Miami will need to complete the Archdiocesan criminal background screening prior to employment, and participate in Safe Environment Virtus Training (U.S. Bishops' Charter for the Protection of Children and Young People) shortly after hire.

The Human Resources office information for [Catholic Health Services](#) [St. Thomas University](#) [Catholic Charities](#) may be located on their respective Web pages. Thank you for your interest in working with the Archdiocese of Miami

Interested applicants will need to submit an updated resume, cover letter and application to the email provided on the job posting.

- [Click here to download the Application for Employment](#)
- [Click here to download the Application for Employment - Schools](#)

Church (28)	Other (13)	School - Faculty (66)	School - Leadership (6)
School - Other (13)	School - Staff (26)		

Click on a category above to display related job openings

<h3>CONTACT</h3> <p>Archdiocese of Miami 3000 Biscayne Boulevard Miami, Florida, FL 33138 Phone: 781-4241 Request a Website</p>	<h3>LINKS</h3> <p>Catholic Links Bible Website US Copyright Site - Administrative Links E Library Feedback</p>	<h3>FAQS</h3> <p>Looking for a Church? Marriage Preparation Sacramental Records & Certificates Assessment Information</p>
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